

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Automobiles & Components	ATX Auto Components	Economic Dimension	Corporate Governance	8
			Materiality	2
			Risk & Crisis Management	3
			Codes of Business Conduct	6
			Policy Influence	1
			Supply Chain Management	3
			Tax Strategy	1
			Innovation Management	3
			Product Quality and Recall Management	2
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems	5	
		Operational Eco-Efficiency	10	
		Product Stewardship	5	
		Social Dimension	Climate Strategy	10
		Social Reporting	5	
		Labor Practice Indicators	3	
		Human Rights	3	
		Human Capital Development	6	
		Talent Attraction & Retention	6	
		Corporate Citizenship and Philanthropy	3	
Occupational Health and Safety	8			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Automobiles & Components	AUT Automobiles	Economic Dimension	Corporate Governance	9
			Materiality	3
			Risk & Crisis Management	3
			Codes of Business Conduct	6
			Customer Relationship Management	2
			Policy Influence	1
			Supply Chain Management	4
			Brand Management	2
			Tax Strategy	1
			Innovation Management	4
		Environmental Dimension	Product Quality and Recall Management	2
			Environmental Reporting	6
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	8
			Product Stewardship	3
			Climate Strategy	5
		Social Dimension	Low Carbon Strategy	6
			Social Reporting	5
			Labor Practice Indicators	3
			Human Rights	3
Human Capital Development	6			
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Banks	BNK Banks	Economic Dimension	Corporate Governance	10
			Materiality	3
			Risk & Crisis Management	6
			Codes of Business Conduct	8
			Customer Relationship Management	2
			Policy Influence	3
			Tax Strategy	3
			Information Security, Cybersecurity & System Availability	3
			Sustainable Finance	9
			Anti-crime Policy & Measures	4
			Financial Stability and Systemic Risk	2
			Privacy Protection	2
			Environmental Dimension	4
		Social Dimension	Operational Eco-Efficiency	3
			Climate Strategy	6
			Social Reporting	4
			Labor Practice Indicators	4
			Human Rights	2
			Human Capital Development	6
			Talent Attraction & Retention	6
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	3			
Financial Inclusion	4			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)	
Capital Goods	ARO Aerospace & Defense	Economic Dimension	Corporate Governance	8	
			Materiality	2	
			Risk & Crisis Management	5	
			Codes of Business Conduct	7	
			Policy Influence	2	
			Supply Chain Management	6	
			Innovation Management	6	
			Compliance with Applicable Export Control Regimes	4	
			Environmental Dimension	Environmental Reporting	3
				Environmental Policy & Management Systems	5
		Operational Eco-Efficiency		7	
		Product Stewardship		6	
		Climate Strategy		6	
		Social Dimension	Social Reporting	4	
			Labor Practice Indicators	4	
			Human Rights	5	
			Human Capital Development	6	
			Talent Attraction & Retention	5	
		Corporate Citizenship and Philanthropy	2		
		Occupational Health and Safety	7		

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Capital Goods	BLD Building Products	Economic Dimension	Corporate Governance	8
			Codes of Business Conduct	7
			Supply Chain Management	6
			Risk & Crisis Management	4
			Customer Relationship Management	4
			Materiality	3
		Environmental Dimension	Policy Influence	2
			Operational Eco-Efficiency	7
			Product Stewardship	7
			Climate Strategy	6
			Environmental Policy & Management Systems	5
			Water Related Risks	4
			Environmental Reporting	3
			Recycling Strategy	3
		Social Dimension	Occupational Health and Safety	6
			Human Capital Development	6
			Talent Attraction & Retention	6
			Human Rights	4
			Labor Practice Indicators	4
			Social Reporting	3
Corporate Citizenship and Philanthropy	2			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Capital Goods	CON Construction & Engineering	Economic Dimension	Corporate Governance	8
			Materiality	4
			Risk & Crisis Management	6
		Environmental Dimension	Codes of Business Conduct	8
			Customer Relationship Management	2
			Policy Influence	2
			Supply Chain Management	5
			Environmental Reporting	3
			Environmental Policy & Management Systems	5
			Operational Eco-Efficiency	7
			Building Materials	6
			Climate Strategy	6
			Resource Conservation and Resource Efficiency	4
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	5
			Human Rights	4
			Human Capital Development	5
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	7			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Capital Goods	ELQ Electrical Components & Equipment	Economic Dimension	Corporate Governance	8
			Materiality	3
			Risk & Crisis Management	4
			Codes of Business Conduct	7
			Customer Relationship Management	3
			Policy Influence	2
			Supply Chain Management	6
			Innovation Management	6
			Strategy for Emerging Markets	4
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		5
		Operational Eco-Efficiency		7
		Product Stewardship		8
		Climate Strategy		6
		Social Dimension	Social Reporting	3
			Labor Practice Indicators	4
			Human Rights	4
			Human Capital Development	5
			Talent Attraction & Retention	4
		Corporate Citizenship and Philanthropy	2	
Occupational Health and Safety	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Capital Goods	IDD Industrial Conglomerates	Economic Dimension	Corporate Governance	8
			Materiality	3
			Risk & Crisis Management	4
			Codes of Business Conduct	7
			Customer Relationship Management	3
			Policy Influence	2
			Supply Chain Management	6
			Innovation Management	6
			Strategy for Emerging Markets	3
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		5
		Operational Eco-Efficiency		8
		Product Stewardship		7
		Climate Strategy		6
		Social Dimension	Social Reporting	3
			Labor Practice Indicators	4
			Human Rights	4
			Human Capital Development	5
			Talent Attraction & Retention	5
		Corporate Citizenship and Philanthropy	2	
Occupational Health and Safety	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Capital Goods	IEQ Machinery and Electrical Equipment	Economic Dimension	Corporate Governance	8
			Materiality	3
			Risk & Crisis Management	5
			Codes of Business Conduct	7
			Customer Relationship Management	4
			Policy Influence	2
			Supply Chain Management	6
			Innovation Management	6
			Strategy for Emerging Markets	3
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		5
		Operational Eco-Efficiency		7
		Product Stewardship		7
		Climate Strategy		6
		Social Dimension	Social Reporting	3
			Labor Practice Indicators	4
			Human Rights	4
			Human Capital Development	5
			Talent Attraction & Retention	4
		Corporate Citizenship and Philanthropy	2	
Occupational Health and Safety	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Capital Goods	TCD Trading Companies & Distributors	Economic Dimension	Corporate Governance	8
			Materiality	3
			Risk & Crisis Management	6
			Codes of Business Conduct	6
			Customer Relationship Management	5
			Policy Influence	2
			Supply Chain Management	5
			Information Security, Cybersecurity & System Availability	2
			Privacy Protection	2
			Strategy for Emerging Markets	4
		Environmental Dimension	Environmental Reporting	4
			Environmental Policy & Management Systems	6
			Operational Eco-Efficiency	6
			Climate Strategy	3
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	4
			Human Rights	4
			Human Capital Development	7
			Talent Attraction & Retention	8
			Corporate Citizenship and Philanthropy	4
Occupational Health and Safety	7			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)	
Commercial & Professional Services	ICS Commercial Services & Supplies	Economic Dimension	Corporate Governance	8	
			Materiality	3	
			Risk & Crisis Management	6	
		Environmental Dimension	Codes of Business Conduct	8	
			Customer Relationship Management	3	
			Policy Influence	3	
			Supply Chain Management	6	
			Environmental Reporting	6	
			Environmental Policy & Management Systems	5	
			Operational Eco-Efficiency	8	
			Climate Strategy	7	
			Social Dimension	Social Reporting	5
				Labor Practice Indicators	6
		Human Rights		4	
		Human Capital Development		6	
		Talent Attraction & Retention	6		
		Corporate Citizenship and Philanthropy	3		
Occupational Health and Safety	7				

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Commercial & Professional Services	PRO Professional Services	Economic Dimension	Corporate Governance	9
			Materiality	3
			Risk & Crisis Management	5
			Codes of Business Conduct	8
			Customer Relationship Management	4
			Policy Influence	2
			Supply Chain Management	5
			Information Security, Cybersecurity & System Availability	3
			Privacy Protection	3
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		4
		Operational Eco-Efficiency		4
		Climate Strategy		4
		Social Dimension	Social Reporting	5
			Labor Practice Indicators	6
			Human Rights	6
			Human Capital Development	8
			Talent Attraction & Retention	8
			Corporate Citizenship and Philanthropy	3
		Occupational Health and Safety	6	

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Consumer Durables & Apparel	DHP Household Durables	Economic Dimension	Corporate Governance	7
			Materiality	3
			Risk & Crisis Management	5
			Codes of Business Conduct	5
			Customer Relationship Management	6
			Policy Influence	2
			Supply Chain Management	6
			Brand Management	4
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
		Environmental Dimension	Innovation Management	4
			Privacy Protection	2
			Product Quality and Recall Management	2
			Environmental Reporting	3
			Environmental Policy & Management Systems	5
			Operational Eco-Efficiency	6
		Social Dimension	Product Stewardship	5
			Climate Strategy	3
			Social Reporting	4
			Labor Practice Indicators	3
Human Rights	3			
Human Capital Development	6			
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Consumer Durables & Apparel	HOM Homebuilding	Economic Dimension	Corporate Governance	9
			Materiality	3
			Risk & Crisis Management	7
		Environmental Dimension	Codes of Business Conduct	8
			Policy Influence	2
			Environmental Reporting	5
			Environmental Policy & Management Systems	5
			Operational Eco-Efficiency	7
			Biodiversity	3
			Building Materials	6
			Climate Strategy	4
			Resource Conservation and Resource Efficiency	7
			Social Dimension	Social Reporting
		Labor Practice Indicators		3
		Human Rights		3
		Human Capital Development		6
		Talent Attraction & Retention		6
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	7			
Social Integration & Regeneration	2			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Consumer Durables & Apparel	LEG Leisure Equipment & Products and Consumer Electronics	Economic Dimension	Corporate Governance	7
			Materiality	3
			Risk & Crisis Management	5
			Codes of Business Conduct	4
			Customer Relationship Management	3
			Policy Influence	2
			Supply Chain Management	6
			Brand Management	3
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Innovation Management	4
			Privacy Protection	2
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		5
		Operational Eco-Efficiency		7
		Product Stewardship		7
		Social Dimension	Climate Strategy	4
			Social Reporting	5
			Labor Practice Indicators	3
			Human Rights	3
Human Capital Development	6			
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Consumer Durables & Apparel	TEX Textiles, Apparel & Luxury Goods	Economic Dimension	Corporate Governance	7
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	4
			Customer Relationship Management	2
			Policy Influence	2
			Supply Chain Management	6
			Brand Management	4
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Innovation Management	3
			Privacy Protection	2
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		5
		Operational Eco-Efficiency		6
		Product Stewardship		4
		Social Dimension	Climate Strategy	2
			Social Reporting	5
			Labor Practice Indicators	4
			Human Rights	3
Human Capital Development	7			
Talent Attraction & Retention	7			
Occupational Health and Safety	7			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Consumer Services	CNO Casinos & Gaming	Economic Dimension	Corporate Governance	8
			Materiality	4
			Risk & Crisis Management	4
			Codes of Business Conduct	4
			Customer Relationship Management	3
			Policy Influence	3
			Supply Chain Management	3
			Brand Management	4
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Anti-crime Policy & Measures	7
			Privacy Protection	2
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		4
		Operational Eco-Efficiency		6
		Social Dimension	Climate Strategy	3
			Social Reporting	5
			Labor Practice Indicators	4
			Human Rights	4
			Human Capital Development	6
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	2			
Occupational Health and Safety	4			
Stakeholder Engagement	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Consumer Services	CSV Diversified Consumer Services	Economic Dimension	Corporate Governance	8
			Materiality	2
			Risk & Crisis Management	7
			Codes of Business Conduct	7
			Customer Relationship Management	5
			Policy Influence	2
			Brand Management	5
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Privacy Protection	7
		Environmental Dimension	Environmental Reporting	4
			Environmental Policy & Management Systems	4
			Operational Eco-Efficiency	6
		Social Dimension	Climate Strategy	3
			Social Reporting	5
			Labor Practice Indicators	4
			Human Rights	3
			Human Capital Development	7
			Talent Attraction & Retention	7
			Corporate Citizenship and Philanthropy	5
Occupational Health and Safety	5			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Consumer Services	REX Restaurants & Leisure Facilities	Economic Dimension	Corporate Governance	8
			Materiality	3
			Risk & Crisis Management	5
			Codes of Business Conduct	4
			Customer Relationship Management	4
			Policy Influence	2
			Supply Chain Management	6
			Brand Management	4
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
		Environmental Dimension	Privacy Protection	2
			Environmental Reporting	4
			Environmental Policy & Management Systems	4
			Operational Eco-Efficiency	5
			Climate Strategy	3
		Social Dimension	Raw Material Sourcing	2
			Social Reporting	4
			Labor Practice Indicators	4
			Human Rights	3
			Human Capital Development	6
Talent Attraction & Retention	7			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	4			
Local Impact of Business Operations	3			
Stakeholder Engagement	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Consumer Services	TRT Hotels, Resorts & Cruise Lines	Economic Dimension	Corporate Governance	8
			Materiality	2
			Risk & Crisis Management	6
			Codes of Business Conduct	6
			Customer Relationship Management	3
			Policy Influence	2
			Supply Chain Management	2
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Privacy Protection	2
		Environmental Dimension	Environmental Reporting	5
			Environmental Policy & Management Systems	7
			Operational Eco-Efficiency	5
			Climate Strategy	6
		Social Dimension	Social Reporting	5
			Labor Practice Indicators	4
			Human Rights	4
			Human Capital Development	6
			Talent Attraction & Retention	6
			Corporate Citizenship and Philanthropy	4
Occupational Health and Safety	6			
Stakeholder Engagement	7			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Diversified Financials	FBN Diversified Financial Services and Capital Markets	Economic Dimension	Corporate Governance	10
			Materiality	3
			Risk & Crisis Management	6
			Codes of Business Conduct	8
			Customer Relationship Management	2
			Policy Influence	3
			Tax Strategy	3
			Information Security, Cybersecurity & System Availability	3
			Sustainable Finance	9
			Anti-crime Policy & Measures	4
			Financial Stability and Systemic Risk	2
			Privacy Protection	2
			Environmental Dimension	Environmental Reporting
		Operational Eco-Efficiency		3
		Climate Strategy		6
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	4
			Human Rights	2
			Human Capital Development	6
			Talent Attraction & Retention	6
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	3			
Financial Inclusion	4			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Energy	COL Coal & Consumable Fuels	Economic Dimension	Corporate Governance	8
			Materiality	3
			Risk & Crisis Management	5
			Codes of Business Conduct	8
			Policy Influence	3
			Supply Chain Management	3
			Tax Strategy	3
		Environmental Dimension	Environmental Reporting	3
			Environmental Policy & Management Systems	4
			Operational Eco-Efficiency	7
			Biodiversity	3
			Climate Strategy	8
			Mineral Waste Management	2
			Water Related Risks	5
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	2
			Human Rights	4
			Human Capital Development	2
			Talent Attraction & Retention	2
			Corporate Citizenship and Philanthropy	2
Occupational Health and Safety	8			
Asset Closure Management	3			
Social Impacts on Communities	8			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Energy	OIE Energy Equipment & Services	Economic Dimension	Corporate Governance	8
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	8
			Customer Relationship Management	2
			Policy Influence	2
			Supply Chain Management	4
			Tax Strategy	3
			Innovation Management	4
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		6
		Operational Eco-Efficiency		7
		Climate Strategy		8
		Social Dimension		Social Reporting
			Labor Practice Indicators	4
			Human Rights	3
			Human Capital Development	7
			Talent Attraction & Retention	7
		Corporate Citizenship and Philanthropy	2	
		Occupational Health and Safety	8	

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Energy	PIP Oil & Gas Storage & Transportation	Economic Dimension	Corporate Governance	8
			Materiality	3
			Risk & Crisis Management	5
			Codes of Business Conduct	8
			Customer Relationship Management	2
			Policy Influence	2
			Supply Chain Management	4
		Environmental Dimension	Environmental Reporting	5
			Environmental Policy & Management Systems	6
			Operational Eco-Efficiency	8
			Climate Strategy	8
		Social Dimension	Social Reporting	5
			Labor Practice Indicators	2
			Human Rights	2
			Human Capital Development	6
			Talent Attraction & Retention	6
			Corporate Citizenship and Philanthropy	4
Occupational Health and Safety	8			
Social Impacts on Communities	8			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Energy	OGX Oil & Gas Upstream & Integrated	Economic Dimension	Corporate Governance	9
			Materiality	3
			Risk & Crisis Management	4
			Codes of Business Conduct	9
			Policy Influence	3
			Supply Chain Management	3
			Tax Strategy	3
		Environmental Dimension	Energy Mix	8
			Environmental Reporting	3
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	7
			Biodiversity	2
			Climate Strategy	7
		Social Dimension	Water Related Risks	4
			Social Reporting	3
			Labor Practice Indicators	2
			Human Rights	3
			Human Capital Development	5
			Talent Attraction & Retention	3
			Corporate Citizenship and Philanthropy	2
Occupational Health and Safety	8			
Social Impacts on Communities	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Energy	OGR Oil & Gas Refining & Marketing	Economic Dimension	Corporate Governance	9
			Materiality	2
			Risk & Crisis Management	6
			Codes of Business Conduct	9
			Policy Influence	2
			Supply Chain Management	4
		Environmental Dimension	Tax Strategy	2
			Environmental Reporting	3
			Environmental Policy & Management Systems	5
			Operational Eco-Efficiency	9
			Climate Strategy	9
		Social Dimension	Water Related Risks	5
			Social Reporting	4
			Labor Practice Indicators	2
			Human Rights	2
			Human Capital Development	7
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	4			
Occupational Health and Safety	10			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Food & Staples Retailing	FDR Food & Staples Retailing	Economic Dimension	Corporate Governance	7
			Materiality	2
			Risk & Crisis Management	4
			Codes of Business Conduct	4
			Customer Relationship Management	3
			Policy Influence	1
			Supply Chain Management	7
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Health & Nutrition	5
		Environmental Dimension	Privacy Protection	2
			Environmental Reporting	3
			Environmental Policy & Management Systems	2
			Operational Eco-Efficiency	5
			Climate Strategy	4
			Genetically Modified Organisms	4
			Packaging	4
		Social Dimension	Raw Material Sourcing	6
			Water Related Risks	3
			Social Reporting	3
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	6
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Food, Beverage & Tobacco	BVG Beverages	Economic Dimension	Corporate Governance	6
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	5
			Customer Relationship Management	2
			Policy Influence	2
			Supply Chain Management	7
			Brand Management	3
			Tax Strategy	2
			Innovation Management	5
			Health & Nutrition	4
			Strategy for Emerging Markets	5
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		3
		Operational Eco-Efficiency		4
		Climate Strategy		3
		Genetically Modified Organisms		3
		Packaging		3
		Raw Material Sourcing		3
		Social Dimension	Water Related Risks	4
			Social Reporting	3
			Labor Practice Indicators	3
			Human Rights	3
Human Capital Development	5			
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Food, Beverage & Tobacco	FOA Food Products	Economic Dimension	Corporate Governance	6
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	5
			Customer Relationship Management	2
			Policy Influence	1
			Supply Chain Management	7
			Tax Strategy	2
			Innovation Management	3
			Health & Nutrition	5
		Environmental Dimension	Strategy for Emerging Markets	4
			Environmental Reporting	3
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	6
			Climate Strategy	3
			Genetically Modified Organisms	3
			Packaging	3
		Social Dimension	Raw Material Sourcing	4
			Water Related Risks	3
			Social Reporting	3
			Labor Practice Indicators	3
			Human Rights	3
Human Capital Development	6			
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Food, Beverage & Tobacco	TOB Tobacco	Economic Dimension	Corporate Governance	9
			Materiality	4
			Risk & Crisis Management	7
			Codes of Business Conduct	5
			Customer Relationship Management	2
			Policy Influence	2
			Supply Chain Management	7
			Tax Strategy	2
			Innovation Management	4
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		5
		Operational Eco-Efficiency		8
		Climate Strategy		3
		Raw Material Sourcing		4
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	7
			Talent Attraction & Retention	6
		Corporate Citizenship and Philanthropy	3	
Occupational Health and Safety	8			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Health Care Equipment & Services	HEA Health Care Providers & Services	Economic Dimension	Corporate Governance	10
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	7
			Customer Relationship Management	3
			Policy Influence	2
			Supply Chain Management	6
			Information Security, Cybersecurity & System Availability	3
			Marketing Practices	6
			Privacy Protection	3
		Environmental Dimension	Environmental Reporting	2
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	3
			Climate Strategy	2
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	4
			Human Rights	3
			Human Capital Development	7
			Talent Attraction & Retention	10
			Corporate Citizenship and Philanthropy	4
Occupational Health and Safety	8			
Partnerships Towards Sustainable Healthcare	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Health Care Equipment & Services	MTC Health Care Equipment & Supplies	Economic Dimension	Corporate Governance	9
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	6
			Customer Relationship Management	4
			Policy Influence	2
			Supply Chain Management	6
			Tax Strategy	2
			Innovation Management	6
			Marketing Practices	5
		Environmental Dimension	Product Quality and Recall Management	6
			Environmental Reporting	3
			Environmental Policy & Management Systems	2
			Operational Eco-Efficiency	3
			Climate Strategy	2
		Social Dimension	Social Reporting	3
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	6
			Talent Attraction & Retention	6
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	4			
Health Outcome Contribution	5			
Strategy to Improve Access to Drugs or Products	4			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Household & Personal Products	COS Personal Products	Economic Dimension	Corporate Governance	7
			Materiality	2
			Risk & Crisis Management	6
			Codes of Business Conduct	5
			Customer Relationship Management	4
			Policy Influence	2
			Supply Chain Management	6
			Brand Management	4
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Innovation Management	5
			Privacy Protection	2
			Product Quality and Recall Management	2
			Strategy for Emerging Markets	4
		Environmental Dimension	Environmental Reporting	3
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	6
			Product Stewardship	5
			Climate Strategy	2
			Packaging	2
		Social Dimension	Social Reporting	2
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	5
			Talent Attraction & Retention	5
			Corporate Citizenship and Philanthropy	3
Occupational Health and Safety	5			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Household & Personal Products	HOU Household Products	Economic Dimension	Corporate Governance	6
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	5
			Customer Relationship Management	5
			Policy Influence	2
			Supply Chain Management	7
			Brand Management	4
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Innovation Management	5
			Privacy Protection	2
			Product Quality and Recall Management	2
			Strategy for Emerging Markets	4
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		3
		Operational Eco-Efficiency		6
		Product Stewardship		5
		Climate Strategy		2
		Social Dimension	Packaging	2
			Social Reporting	2
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	5
		Talent Attraction & Retention	5	
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	5			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Insurance	INS Insurance	Economic Dimension	Corporate Governance	10
			Materiality	3
			Risk & Crisis Management	6
			Codes of Business Conduct	8
			Customer Relationship Management	2
			Policy Influence	3
			Tax Strategy	3
			Information Security, Cybersecurity & System Availability	3
			Sustainable Finance	9
			Privacy Protection	2
		Environmental Dimension	Principles for Sustainable Insurance	5
			Environmental Reporting	4
			Operational Eco-Efficiency	3
			Climate Strategy	6
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	4
			Human Rights	2
			Human Capital Development	6
			Talent Attraction & Retention	6
			Corporate Citizenship and Philanthropy	3
Occupational Health and Safety	4			
Financial Inclusion	4			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)	
Materials	ALU Aluminum	Economic Dimension	Corporate Governance	7	
			Materiality	4	
			Risk & Crisis Management	5	
			Codes of Business Conduct	7	
			Customer Relationship Management	3	
			Policy Influence	2	
			Supply Chain Management	3	
			Tax Strategy	3	
			Environmental Dimension	Environmental Reporting	2
				Environmental Policy & Management Systems	2
		Operational Eco-Efficiency		9	
		Biodiversity		5	
		Climate Strategy		8	
		Social Dimension	Water Related Risks	7	
			Social Reporting	2	
			Labor Practice Indicators	3	
			Human Rights	5	
			Human Capital Development	3	
		Talent Attraction & Retention	4		
		Corporate Citizenship and Philanthropy	2		
Occupational Health and Safety	9				
Social Impacts on Communities	5				

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Materials	CHM Chemicals	Economic Dimension	Corporate Governance	7
			Materiality	4
			Risk & Crisis Management	4
			Codes of Business Conduct	7
			Customer Relationship Management	3
			Policy Influence	2
			Tax Strategy	3
		Environmental Dimension	Innovation Management	5
			Environmental Reporting	2
			Environmental Policy & Management Systems	2
			Operational Eco-Efficiency	8
			Product Stewardship	7
			Climate Strategy	7
			Genetically Modified Organisms	3
		Social Dimension	Water Related Risks	4
			Social Reporting	2
			Labor Practice Indicators	5
			Human Rights	5
			Human Capital Development	5
			Talent Attraction & Retention	5
Corporate Citizenship and Philanthropy	2			
Occupational Health and Safety	8			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Materials	COM Construction Materials	Economic Dimension	Corporate Governance	7
			Materiality	4
			Risk & Crisis Management	4
			Codes of Business Conduct	7
			Customer Relationship Management	3
			Policy Influence	2
			Supply Chain Management	2
			Tax Strategy	3
			Sustainable Construction	1
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		3
		Operational Eco-Efficiency		8
		Biodiversity		5
		Co-Processing		1
		Climate Strategy		7
		Social Dimension	Water Related Risks	7
			Social Reporting	2
			Labor Practice Indicators	4
			Human Rights	5
			Human Capital Development	5
Talent Attraction & Retention	5			
Corporate Citizenship and Philanthropy	2			
Occupational Health and Safety	8			
Stakeholder Engagement	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)	
Materials	CTR Containers & Packaging	Economic Dimension	Corporate Governance	7	
			Materiality	4	
			Risk & Crisis Management	4	
			Codes of Business Conduct	7	
			Customer Relationship Management	3	
			Policy Influence	2	
			Supply Chain Management	4	
			Tax Strategy	3	
			Environmental Dimension	Environmental Reporting	2
				Environmental Policy & Management Systems	3
		Operational Eco-Efficiency		9	
		Product Stewardship		6	
		Climate Strategy		6	
		Social Dimension	Water Related Risks	7	
			Social Reporting	2	
			Labor Practice Indicators	4	
			Human Rights	6	
			Human Capital Development	4	
			Talent Attraction & Retention	6	
			Corporate Citizenship and Philanthropy	2	
	Occupational Health and Safety	9			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Materials	FRP Paper & Forest Products	Economic Dimension	Corporate Governance	7
			Materiality	4
			Risk & Crisis Management	4
			Codes of Business Conduct	7
			Customer Relationship Management	3
			Policy Influence	2
			Supply Chain Management	4
		Environmental Dimension	Tax Strategy	3
			Environmental Reporting	2
			Environmental Policy & Management Systems	2
			Operational Eco-Efficiency	5
			Product Stewardship	3
			Biodiversity	3
			Climate Strategy	4
			Genetically Modified Organisms	3
			Sustainable Forestry Practices	6
			Water Related Risks	5
		Social Dimension	Social Reporting	2
			Labor Practice Indicators	3
			Human Rights	5
Human Capital Development	5			
Talent Attraction & Retention	4			
Corporate Citizenship and Philanthropy	2			
Occupational Health and Safety	7			
Social Impacts on Communities	5			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Materials	MNX Metals & Mining	Economic Dimension	Corporate Governance	8
			Materiality	3
			Risk & Crisis Management	5
			Codes of Business Conduct	8
			Policy Influence	3
			Supply Chain Management	3
			Tax Strategy	3
		Environmental Dimension	Environmental Reporting	3
			Environmental Policy & Management Systems	4
			Operational Eco-Efficiency	7
			Biodiversity	3
			Climate Strategy	7
			Mineral Waste Management	3
			Water Related Risks	5
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	2
			Human Rights	4
			Human Capital Development	2
			Talent Attraction & Retention	2
			Corporate Citizenship and Philanthropy	2
Occupational Health and Safety	8			
Asset Closure Management	3			
Social Impacts on Communities	8			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)	
Materials	STL Steel	Economic Dimension	Corporate Governance	7	
			Materiality	4	
			Risk & Crisis Management	5	
			Codes of Business Conduct	7	
			Customer Relationship Management	3	
			Policy Influence	2	
			Supply Chain Management	3	
			Tax Strategy	3	
			Environmental Dimension	Environmental Reporting	2
				Environmental Policy & Management Systems	2
		Operational Eco-Efficiency		9	
		Biodiversity		5	
		Climate Strategy		8	
		Social Dimension	Water Related Risks	7	
			Social Reporting	2	
			Labor Practice Indicators	3	
			Human Rights	5	
			Human Capital Development	3	
		Talent Attraction & Retention	4		
		Corporate Citizenship and Philanthropy	2		
Occupational Health and Safety	9				
Social Impacts on Communities	5				

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Media & Entertainment	IMS Interactive Media, Services & Home Entertainment	Economic Dimension	Corporate Governance	9
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	8
			Customer Relationship Management	7
			Policy Influence	2
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	6
			Innovation Management	6
			Privacy Protection	5
		Environmental Dimension	Environmental Reporting	5
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	7
			Climate Strategy	6
			Social Reporting	4
			Labor Practice Indicators	4
			Human Rights	3
			Human Capital Development	5
			Talent Attraction & Retention	6
			Corporate Citizenship and Philanthropy	3
		Social Dimension	Responsibility of Content	2
			Labor Practice Indicators	2
			Human Rights	2
			Human Capital Development	3
			Talent Attraction & Retention	5
			Corporate Citizenship and Philanthropy	2
			Occupational Health and Safety	4
Stakeholder Engagement	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Media & Entertainment	PUB Media	Economic Dimension	Corporate Governance	8
			Materiality	3
			Risk & Crisis Management	6
			Codes of Business Conduct	7
			Customer Relationship Management	5
			Policy Influence	2
			Supply Chain Management	3
			Brand Management	4
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
		Environmental Dimension	Privacy Protection	2
			Environmental Reporting	4
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	6
		Social Dimension	Climate Strategy	4
			Social Reporting	5
			Labor Practice Indicators	5
			Human Rights	4
			Human Capital Development	6
			Talent Attraction & Retention	7
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	3			
Responsibility of Content	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Pharmaceuticals, Biotechnology & Life Sciences	BTC Biotechnology	Economic Dimension	Corporate Governance	9
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	6
			Policy Influence	2
			Supply Chain Management	4
			Tax Strategy	2
			Innovation Management	7
			Marketing Practices	6
			Product Quality and Recall Management	6
		Environmental Dimension	Environmental Reporting	2
			Environmental Policy & Management Systems	2
			Operational Eco-Efficiency	3
			Climate Strategy	2
		Social Dimension	Social Reporting	2
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	5
			Talent Attraction & Retention	7
			Corporate Citizenship and Philanthropy	3
Occupational Health and Safety	4			
Addressing Cost Burden	5			
Health Outcome Contribution	5			
Strategy to Improve Access to Drugs or Products	5			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Pharmaceuticals, Biotechnology & Life Sciences	DRG Pharmaceuticals	Economic Dimension	Corporate Governance	9
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	7
			Policy Influence	2
			Supply Chain Management	4
			Tax Strategy	2
			Innovation Management	7
			Marketing Practices	5
			Product Quality and Recall Management	7
		Environmental Dimension	Environmental Reporting	2
			Environmental Policy & Management Systems	2
			Operational Eco-Efficiency	3
			Climate Strategy	2
		Social Dimension	Social Reporting	2
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	5
			Talent Attraction & Retention	8
			Corporate Citizenship and Philanthropy	3
Occupational Health and Safety	3			
Addressing Cost Burden	4			
Health Outcome Contribution	5			
Strategy to Improve Access to Drugs or Products	5			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Pharmaceuticals, Biotechnology & Life Sciences	LIF Life Sciences Tools & Services	Economic Dimension	Corporate Governance	11
			Materiality	3
			Risk & Crisis Management	5
			Codes of Business Conduct	7
			Customer Relationship Management	6
			Policy Influence	2
			Supply Chain Management	6
			Tax Strategy	3
			Innovation Management	9
			Marketing Practices	2
		Environmental Dimension	Environmental Reporting	3
			Environmental Policy & Management Systems	2
			Operational Eco-Efficiency	3
			Climate Strategy	2
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	6
			Talent Attraction & Retention	9
			Corporate Citizenship and Philanthropy	5
Occupational Health and Safety	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Real Estate	REA Real Estate	Economic Dimension	Corporate Governance	7
			Materiality	3
			Risk & Crisis Management	6
			Codes of Business Conduct	4
			Customer Relationship Management	2
			Policy Influence	2
		Environmental Dimension	Supply Chain Management	4
			Environmental Reporting	5
			Environmental Policy & Management Systems	5
			Operational Eco-Efficiency	8
			Biodiversity	4
			Building Materials	4
			Climate Strategy	6
		Social Dimension	Resource Conservation and Resource Efficiency	6
			Social Reporting	5
			Labor Practice Indicators	2
			Human Rights	2
			Human Capital Development	5
			Talent Attraction & Retention	5
			Corporate Citizenship and Philanthropy	3
Occupational Health and Safety	6			
Social Integration & Regeneration	3			
Stakeholder Engagement	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Retailing	RTS Retailing	Economic Dimension	Corporate Governance	7
			Materiality	2
			Risk & Crisis Management	6
			Codes of Business Conduct	5
			Customer Relationship Management	5
			Policy Influence	2
			Supply Chain Management	7
			Brand Management	5
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Privacy Protection	2
			Product Quality and Recall Management	2
			Strategy for Emerging Markets	3
		Environmental Dimension	Environmental Reporting	5
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	7
			Climate Strategy	4
		Social Dimension	Packaging	3
			Social Reporting	4
			Labor Practice Indicators	4
Human Rights	4			
Human Capital Development	5			
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	2			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Semiconductors & Semiconductor Equipment	SEM Semiconductors & Semiconductor Equipment	Economic Dimension	Corporate Governance	7
			Materiality	2
			Risk & Crisis Management	6
			Codes of Business Conduct	5
			Customer Relationship Management	3
			Policy Influence	2
			Supply Chain Management	7
			Tax Strategy	2
			Innovation Management	6
			Product Quality and Recall Management	3
		Environmental Dimension	Environmental Reporting	6
			Environmental Policy & Management Systems	7
			Operational Eco-Efficiency	9
			Product Stewardship	6
			Climate Strategy	6
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	4
			Talent Attraction & Retention	6
Corporate Citizenship and Philanthropy	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Software & Services	SOF Software	Economic Dimension	Corporate Governance	9
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	8
			Customer Relationship Management	7
			Policy Influence	2
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	6
			Innovation Management	6
			Privacy Protection	5
		Environmental Dimension	Environmental Reporting	5
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	7
			Climate Strategy	6
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	4
			Human Rights	3
			Human Capital Development	6
			Talent Attraction & Retention	7
			Corporate Citizenship and Philanthropy	3

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Software & Services	TSV IT services & Internet Software and Services	Economic Dimension	Corporate Governance	9
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	8
			Customer Relationship Management	7
			Policy Influence	2
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	6
			Innovation Management	6
			Privacy Protection	5
		Environmental Dimension	Environmental Reporting	5
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	7
			Climate Strategy	6
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	4
			Human Rights	3
			Human Capital Development	6
			Talent Attraction & Retention	7
			Corporate Citizenship and Philanthropy	3

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Technology Hardware & Equipment	CMT Communications Equipment	Economic Dimension	Corporate Governance	8
			Materiality	2
			Risk & Crisis Management	4
			Codes of Business Conduct	5
			Customer Relationship Management	5
			Policy Influence	2
			Supply Chain Management	6
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Innovation Management	4
		Environmental Dimension	Privacy Protection	4
			Environmental Reporting	6
			Environmental Policy & Management Systems	6
			Operational Eco-Efficiency	8
			Product Stewardship	7
		Social Dimension	Climate Strategy	4
			Social Reporting	4
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	6
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Technology Hardware & Equipment	ITC Electronic Equipment, Instruments & Components	Economic Dimension	Corporate Governance	8
			Materiality	2
			Risk & Crisis Management	4
			Codes of Business Conduct	5
			Customer Relationship Management	4
			Policy Influence	2
			Supply Chain Management	7
			Tax Strategy	2
			Innovation Management	6
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		6
		Operational Eco-Efficiency		8
		Product Stewardship		7
		Climate Strategy		5
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	4
			Talent Attraction & Retention	6
		Corporate Citizenship and Philanthropy	3	
Occupational Health and Safety	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Technology Hardware & Equipment	THQ Computers & Peripherals and Office Electronics	Economic Dimension	Corporate Governance	9
			Materiality	2
			Risk & Crisis Management	4
			Codes of Business Conduct	6
			Customer Relationship Management	4
			Policy Influence	2
			Supply Chain Management	5
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	2
			Innovation Management	5
		Environmental Dimension	Privacy Protection	4
			Environmental Reporting	6
			Environmental Policy & Management Systems	5
			Operational Eco-Efficiency	8
			Product Stewardship	8
			Climate Strategy	3
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	3
			Human Rights	3
			Human Capital Development	6
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Telecommunication Services	TLS Telecommunication Services	Economic Dimension	Corporate Governance	8
			Materiality	2
			Risk & Crisis Management	5
			Codes of Business Conduct	7
			Customer Relationship Management	5
			Policy Influence	2
			Supply Chain Management	4
			Tax Strategy	2
			Information Security, Cybersecurity & System Availability	3
			Innovation Management	2
			Network Reliability	2
			Privacy Protection	5
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		4
		Operational Eco-Efficiency		7
		Social Dimension	Climate Strategy	4
			Social Reporting	4
			Labor Practice Indicators	4
			Human Rights	4
			Human Capital Development	6
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	3			
Stakeholder Engagement	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Transportation	AIR Airlines	Economic Dimension	Corporate Governance	8
			Materiality	2
			Risk & Crisis Management	4
			Codes of Business Conduct	5
			Customer Relationship Management	4
			Policy Influence	2
			Supply Chain Management	3
			Brand Management	2
			Information Security, Cybersecurity & System Availability	2
			Efficiency	3
			Fleet Management	3
			Privacy Protection	2
			Reliability	3
		Environmental Dimension	Environmental Reporting	3
			Environmental Policy & Management Systems	5
			Operational Eco-Efficiency	9
		Social Dimension	Climate Strategy	6
			Social Reporting	4
			Labor Practice Indicators	5
			Human Rights	4
Human Capital Development	5			
Talent Attraction & Retention	5			
Corporate Citizenship and Philanthropy	3			
Passenger Safety	8			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Transportation	TRA Transportation and Transportation Infrastructure	Economic Dimension	Corporate Governance	8
			Materiality	3
			Risk & Crisis Management	4
			Codes of Business Conduct	6
			Customer Relationship Management	4
			Policy Influence	2
			Supply Chain Management	3
			Information Security, Cybersecurity & System Availability	2
			Privacy Protection	2
			Environmental Dimension	Environmental Reporting
		Environmental Policy & Management Systems		5
		Operational Eco-Efficiency		9
		Climate Strategy		6
		Fuel Efficiency		4
		Social Dimension	Social Reporting	4
			Labor Practice Indicators	5
			Human Rights	4
			Human Capital Development	5
			Talent Attraction & Retention	5
		Corporate Citizenship and Philanthropy	3	
Occupational Health and Safety	7			
Stakeholder Engagement	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Utilities	ELC Electric Utilities	Economic Dimension	Corporate Governance	6
			Materiality	2
			Risk & Crisis Management	3
			Codes of Business Conduct	3
			Customer Relationship Management	2
			Policy Influence	2
			Supply Chain Management	2
			Information Security, Cybersecurity & System Availability	2
			Innovation Management	2
			Market Opportunities	6
			Privacy Protection	2
		Environmental Dimension	Environmental Reporting	2
			Environmental Policy & Management Systems	3
			Operational Eco-Efficiency	8
			Biodiversity	2
			Climate Strategy	6
		Social Dimension	Electricity Generation	10
			Transmission & Distribution	3
			Water Related Risks	5
			Social Reporting	2
			Labor Practice Indicators	2
			Human Rights	2
			Human Capital Development	4
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	3			
Occupational Health and Safety	4			
Stakeholder Engagement	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Utilities	GAS Gas Utilities	Economic Dimension	Corporate Governance	6
			Materiality	2
			Risk & Crisis Management	3
			Codes of Business Conduct	3
			Customer Relationship Management	2
			Policy Influence	2
			Supply Chain Management	3
			Information Security, Cybersecurity & System Availability	2
			Innovation Management	2
			Market Opportunities	6
		Environmental Dimension	Privacy Protection	2
			Environmental Reporting	4
			Environmental Policy & Management Systems	6
			Operational Eco-Efficiency	8
			Biodiversity	2
		Social Dimension	Climate Strategy	8
			Transmission & Distribution	6
			Social Reporting	3
			Labor Practice Indicators	2
			Human Rights	2
Human Capital Development	4			
Talent Attraction & Retention	6			
Corporate Citizenship and Philanthropy	4			
Occupational Health and Safety	6			
Stakeholder Engagement	6			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)	
Utilities	MUW Multi and Water Utilities	Economic Dimension	Corporate Governance	6	
			Materiality	2	
			Risk & Crisis Management	3	
			Codes of Business Conduct	3	
			Customer Relationship Management	2	
			Policy Influence	2	
			Supply Chain Management	2	
			Information Security, Cybersecurity & System Availability	2	
			Innovation Management	2	
			Market Opportunities	6	
			Privacy Protection	2	
			Environmental Dimension	Environmental Reporting	2
				Environmental Policy & Management Systems	3
		Operational Eco-Efficiency		8	
		Biodiversity		2	
		Climate Strategy		6	
		Electricity Generation		9	
		Transmission & Distribution		3	
		Social Dimension	Water Operations	4	
			Water Related Risks	5	
			Social Reporting	2	
			Labor Practice Indicators	2	
			Human Rights	2	
			Human Capital Development	3	
			Talent Attraction & Retention	5	
			Corporate Citizenship and Philanthropy	2	
Occupational Health and Safety	4				
Stakeholder Engagement	6				