

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Automobiles & Components	ATX Auto Components	Economic Dimension	Corporate Governance	8
			Codes of Business Conduct	6
			Supply Chain Management	3
			Innovation Management	3
			Risk & Crisis Management	3
			Product Quality and Recall Management	2
			Materiality	2
			Tax Strategy	1
			Policy Influence	1
			Environmental Dimension	Operational Eco-Efficiency
		Climate Strategy		10
		Environmental Reporting		7
		Product Stewardship		5
		Social Dimension	Environmental Policy & Management Systems	5
			Occupational Health and Safety	8
			Talent Attraction & Retention	6
			Human Capital Development	6
			Social Reporting	5
			Corporate Citizenship and Philanthropy	3
		Labor Practice Indicators	3	
Human Rights	3			

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

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Banks	BNK Banks	Economic Dimension	Corporate Governance	10
			Codes of Business Conduct	8
			Risk & Crisis Management	7
			Anti-crime Policy & Measures	4
			Materiality	3
			Financial Stability and Systemic Risk	3
			Information Security & Cybersecurity	3
			Tax Strategy	3
			Policy Influence	3
			Customer Relationship Management	2
		Environmental Dimension	Business Risks and Opportunities	8
			Environmental Reporting	4
			Climate Strategy	4
			Operational Eco-Efficiency	3
			Environmental Policy & Management Systems	2
		Social Dimension	Talent Attraction & Retention	6
			Human Capital Development	6
			Controversial Issues, Dilemmas in Lending & Financing	4
			Financial Inclusion	4
			Social Reporting	4
Occupational Health and Safety	3			
Corporate Citizenship and Philanthropy	2			
Labor Practice Indicators	2			
Human Rights	2			

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

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
		Environmental Dimension	Materiality	3
			Policy Influence	2
			Operational Eco-Efficiency	7
			Product Stewardship	7
			Climate Strategy	6
			Environmental Policy & Management Systems	5
			Water Related Risks	4
		Social Dimension	Environmental Reporting	3
			Recycling Strategy	3
			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
			Codes of Business Conduct	8
			Risk & Crisis Management	6
		Environmental Dimension	Supply Chain Management	5
			Materiality	4
			Customer Relationship Management	2
			Policy Influence	2
			Operational Eco-Efficiency	7
			Building Materials	6
			Climate Strategy	6
			Environmental Policy & Management Systems	5
			Resource Conservation and Resource Efficiency	4
			Environmental Reporting	3
		Social Dimension	Occupational Health and Safety	7
			Talent Attraction & Retention	6
			Human Capital Development	5
			Labor Practice Indicators	5
Human Rights	4			
Social Reporting	4			
Corporate Citizenship and Philanthropy	3			

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

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

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

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

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

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

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

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

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

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

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

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

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

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

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Diversified Financials	FBN Diversified Financial Services and Capital Markets	Economic Dimension	Corporate Governance	8
			Risk & Crisis Management	8
			Codes of Business Conduct	7
			Anti-crime Policy & Measures	4
			Customer Relationship Management	4
			Financial Stability and Systemic Risk	3
			Materiality	3
			Information Security & Cybersecurity	3
			Policy Influence	3
			Tax Strategy	3
		Environmental Dimension	Business Risks and Opportunities	8
			Climate Strategy	4
			Environmental Reporting	4
			Operational Eco-Efficiency	3
			Environmental Policy & Management Systems	2
		Social Dimension	Talent Attraction & Retention	6
			Human Capital Development	6
			Social Reporting	4
			Controversial Issues, Dilemmas in Lending & Financing	4
			Occupational Health and Safety	3
Financial Inclusion	3			
Corporate Citizenship and Philanthropy	3			
Labor Practice Indicators	2			
Human Rights	2			

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

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

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

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

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

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

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

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

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Food, Beverage & Tobacco	TOB Tobacco	Economic Dimension	Corporate Governance	7
			Codes of Business Conduct	7
			Risk & Crisis Management	7
			Supply Chain Management	6
			Brand Management	5
			Materiality	3
			Innovation Management	2
			Customer Relationship Management	2
			Tax Strategy	2
			Policy Influence	1
		Environmental Dimension	Operational Eco-Efficiency	8
			Environmental Policy & Management Systems	5
			Raw Material Sourcing	4
			Environmental Reporting	4
		Social Dimension	Climate Strategy	3
			Occupational Health and Safety	8
			Human Capital Development	7
			Talent Attraction & Retention	6
			Social Reporting	4
			Corporate Citizenship and Philanthropy	3
Labor Practice Indicators	3			
Human Rights	3			

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Health Care Equipment & Services	HEA Health Care Providers & Services	Economic Dimension	Corporate Governance	11
			Codes of Business Conduct	8
			Supply Chain Management	7
		Environmental Dimension	Risk & Crisis Management	6
			Marketing Practices	6
			Customer Relationship Management	5
			Materiality	2
			Policy Influence	2
			Operational Eco-Efficiency	3
			Environmental Policy & Management Systems	3
			Environmental Reporting	2
			Climate Strategy	2
			Social Dimension	Talent Attraction & Retention
		Occupational Health and Safety		8
		Human Capital Development		7
		Social Reporting		4
		Corporate Citizenship and Philanthropy		4
		Labor Practice Indicators		4
		Partnerships Towards Sustainable Healthcare	3	
Human Rights	3			

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

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

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

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Insurance	INS Insurance	Economic Dimension	Corporate Governance	8
			Risk & Crisis Management	8
			Codes of Business Conduct	7
			Principles for Sustainable Insurance	6
			Customer Relationship Management	4
			Materiality	3
			Information Security & Cybersecurity	3
			Tax Strategy	3
			Policy Influence	3
			Environmental Dimension	Business Risks and Opportunities
		Environmental Reporting		5
		Operational Eco-Efficiency		4
		Climate Strategy		4
		Environmental Policy & Management Systems		3
		Social Dimension	Talent Attraction & Retention	6
			Human Capital Development	6
			Occupational Health and Safety	5
			Financial Inclusion	4
			Social Reporting	4
		Corporate Citizenship and Philanthropy	3	
Labor Practice Indicators	2			
Human Rights	2			

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Technology Hardware & Equipment	THQ Computers & Peripherals and Office Electronics	Economic Dimension	Corporate Governance	9
			Codes of Business Conduct	7
			Supply Chain Management	6
			Innovation Management	5
			Customer Relationship Management	4
			Privacy Protection	4
			Risk & Crisis Management	4
			Materiality	2
			Tax Strategy	2
			Policy Influence	2
		Environmental Dimension	Operational Eco-Efficiency	8
			Product Stewardship	8
			Environmental Reporting	6
			Environmental Policy & Management Systems	5
		Social Dimension	Climate Strategy	3
			Talent Attraction & Retention	6
			Human Capital Development	6
			Social Reporting	4
			Labor Practice Indicators	3
			Human Rights	3
Corporate Citizenship and Philanthropy	3			

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

GICS Industry Group	Industry	Dimension	Criterion	Weight (%)
Transportation	AIR Airlines	Economic Dimension	Corporate Governance	8
			Codes of Business Conduct	7
			Customer Relationship Management	4
			Risk & Crisis Management	4
			Supply Chain Management	4
			Brand Management	3
			Efficiency	3
			Fleet Management	3
			Reliability	3
			Materiality	2
		Environmental Dimension	Policy Influence	2
			Operational Eco-Efficiency	9
			Climate Strategy	6
			Environmental Policy & Management Systems	5
		Social Dimension	Environmental Reporting	3
			Passenger Safety	8
			Talent Attraction & Retention	5
			Human Capital Development	5
			Labor Practice Indicators	5
			Social Reporting	4
Human Rights	4			
Corporate Citizenship and Philanthropy	3			

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

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

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

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