# CITI US TECH ESG SERIES1 INDICES FAMILY

## ESG DISCLOSURE

1.     **INTRODUCTION**

This environmental, social and governance ("**ESG**") disclosure ("**Disclosure**") has been prepared by Citigroup Global Markets Limited ("**Citi**") as the administrator of the Citi US Tech ESG Series 1 Indices Family ("**Indices**"). It is intended to meet the requirements of the United Kingdom Benchmarks Regulation.

The "United Kingdom Benchmarks Regulation" is the European Benchmarks Regulation, as it forms part of the domestic law of the United Kingdom by virtue of the European Union (Withdrawal) Act 2018 (the "Act") and as amended pursuant to the Benchmarks (Amendment and Transitional Provision) (EU Exit) Regulations 2019 (SI 2019 No. 657), and as may be further amended.

The "European Benchmarks Regulation" is Regulation EU 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EC and Regulation (EU) No 596/2014.

This Disclosure is also intended to meet the requirements of the European Commission Delegated Regulation (EU) 2020/1816, as it forms part of the domestic law of the United Kingdom by virtue of the Act, and as may be amended.

Any reference in this Disclosure to EU legislation shall be to such legislation as it forms part of the domestic law of the United Kingdom by virtue of the Act.

You should read this Disclosure in conjunction with the Index Conditions (Framework) and other associated documents which explain how the Indices work. These are available on the Citi website (linked below). You should pay particular attention to the Description of the ESG Book ESG Score (formerly Arabesque S-Ray ESG Score) annexed to the Index Conditions (Framework) which provides an explanation of the methodology (the "**ESG Score Methodology**") for the calculation of the score (the "**ESG Score**") that is used in the determination of the Indices, as measured by the data provider ESG Book GmbH ("**ESG Book**"). ESG Book is the new name of Arabesque S-Ray GmbH ("**Arabesque**"). Any reference in the Index Conditions (Framework) and other associated documents to Arabesque should be read as a reference to ESG Book.  ESG Book is wholly independent of Citi and provides ESG Scores to a number of financial institutions and other organizations, including Citi.

The Indices provide notional exposure to the performance of a number of equities (shares), on the basis of the ESG Score that is measured for each company whose shares are reference by the Indices.

By way of brief summary, the ESG Score is intended to quantify a company's performance on a range of environmental, social and governance (ESG) metrics.  A company's ESG Score aggregates the company's performance in 26 (formerly 22) different ESG-related areas into a single score.  The Indices use this single ESG Score for each company.  ESG Book measures ESG Scores for publicly-listed companies in both developed and emerging markets.  To measure ESG Scores, ESG Book uses both algorithmic processes that it has developed and underlying data provided to it by other organizations.  The underlying data are not provided to Citi.

Further information on the ESG Score can be found on the ESG Book website (linked below).

2. **NOTICES AND DISCLAIMERS**

The information provided in this Disclosure is provided "as is". Citi and its affiliates and any relevant third party data and service providers make no warranty, expressed or implied, including, without limitation, any warranties as to the accuracy, completeness or timeliness of the information about the Indices, or as to merchantability, fitness for particular purpose or results to be obtained by recipients of the Indices, and shall not in any way be liable for any inaccuracies, errors or omissions herein. Any unauthorised use, disclosure, reproduction, reverse-engineering or dissemination, in full or in part, in any media or by any means, without the prior written permission of Citi is strictly prohibited.

3. **FURTHER INFORMATION**

For more information please refer to the Citi website:

https://www.investmentstrategies.citi.com

and the ESG Book website:

https://sftp.esgbook.com/f/eccad2547204b274.

You can access the Index Conditions here:

https://www.citivelocity.com/cv-content-web/storage/market_guide_update/eppublic/id/664b005fe33e0d0738affb3b.pdf

You can also email Citi to ask questions, at this email address:

indexservices@citi.com.

4. **DISCLOSURE**

All data below are as of 5 March 2025.

<table>
<tr><td colspan="2" align="center">**EXPLANATION OF HOW ESG FACTORS ARE REFLECTED IN THE BENCHMARK STATEMENT**</td></tr>
<tr><td colspan="2">**SECTION 1 – CONSIDERATION OF ESG FACTORS**</td></tr>
<tr><td>**Item 1**. Name of the benchmark administrator.</td><td>Citigroup Global Markets Limited</td></tr>
<tr><td>**Item 2**. Type of benchmark or family of benchmarks.</td><td>Equities</td></tr>
<tr><td>**Item 3**. Name of the benchmark or family of benchmarks.</td><td>Citi US Tech ESG Series 1 Indices family, which comprises the following Indices:

- Citi US Tech ESG Series 1 Price Return Index, Bloomberg Page CESGUSSP &lt;Index&gt;

- Citi US Tech ESG Series 1 Gross Total Return Index, Bloomberg Page CESGUSSG &lt;Index&gt;

- Citi US Tech ESG Series 1 2% Adjusted Return Index, Bloomberg Page CESGUSS2 &lt;Index&gt;

- Citi US Tech ESG Series 1 3% Adjusted Return Index, Bloomberg Page CESGUSS3 &lt;Index&gt;

- Citi US Tech ESG Series 1 Net Total Return Index, Bloomberg Page CESGUSSN &lt;Index&gt;</td></tr>
<tr><td>**Item 4**. Are there in the portfolio of the Benchmark administrator any EU Climate Transition Benchmarks, EU Paris-aligned Benchmarks, benchmarks that pursue ESG objectives or benchmarks that take into account ESG factors?</td><td>☒ Yes ☐ No</td></tr>
<tr><td>**Item 5**. Does the benchmark or family of benchmarks pursue ESG objectives?</td><td>☒ Yes ☐ No</td></tr>
<tr><td colspan="2">**Item 6.** Where the response to Item 5 is positive, provide below the details (score) in relation to the ESG factors listed in Annex II for each family of benchmarks at aggregated level.

The ESG factors shall be disclosed at an aggregated weighted average value at the level of the family of benchmarks.</td></tr>
</table>

| a) List of combined ESG factors: | Details on each factor: |
|---|---|
| Weighted average ESG rating of the benchmark (voluntary). | 59.24[1]<br><br>This measure is calculated as the weighted average of the ESG Score provided by ESG Book of the Index constituents divided by the sum of the weights of the Index for normalisation. |
| Overall ESG rating of top ten benchmark constituents by weighing in the benchmark (voluntary). | 36.59[2]<br><br>This measure is calculated as the weighted average of the ESG Score provided by ESG Book of the top ten Index constituents divided by the sum of the weights of the Index for normalisation. |
| b) List of environmental factors considered: | Details on each factor: |
| Weighted average environmental rating of the benchmark (voluntary). | 63.54[3]<br><br>This measure is calculated as the weighted average of the environment rating provided by ESG Book of the Index constituents, divided by the sum of the weights of the Index for normalisation. The list of the factors considered for the environmental rating are in the Annex. |
| Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio) (voluntary). | The ESG Score Methodology does not use this measure in the determination of the ESG Scores of the Index constituents. |
| Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure) (voluntary). | The ESG Score Methodology does not use this measure in the determination of the ESG Scores of the Index constituents. |

---

[1] ESG rating will take values between 0 and 100

[2] ESG rating will take values between 0 and 100

[3] Environmental rating will take values between 0 and 100

| | |
|---|---|
| Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.<br><br>• A Agriculture, forestry and fishing<br><br>• B Mining and quarrying<br><br>• C Manufacturing<br><br>• D Electricity, gas, steam, air conditioning supply<br><br>• E Water supply, sewerage, waste management, remediation activities<br><br>• F Construction<br><br>• G Wholesale and retail trade repair of motor vehicles and motorcycles<br><br>• H Transportation and storage<br><br>• L Real estate activities | The ESG Score Methodology does not use any of these measures in the determination of the ESG Scores of the Index constituents. However, although the ESG Score Methodology does not use any of these measures, the extent to which the Index is exposed to each of these measures is set out below:<br><br><table><tr><td>Sector</td><td>Index Weight in Sector</td></tr><tr><td>Agriculture, forestry and fishing</td><td>0.00%</td></tr><tr><td>Mining and quarrying</td><td>0.00%</td></tr><tr><td>Manufacturing</td><td>47.98%</td></tr><tr><td>Electricity, gas, steam, air conditioning supply</td><td>0.56%</td></tr><tr><td>Water supply, sewerage, waste management, remediation activities</td><td>0.00%</td></tr><tr><td>Construction</td><td>0.00%</td></tr><tr><td>Wholesale and retail trade repair of motor vehicles and motorcycles</td><td>11.68%</td></tr><tr><td>Transportation and storage</td><td>0.73%</td></tr><tr><td>Real estate activities</td><td>0.00%</td></tr></table><br>Data source: Factset's NACE Code<br><br>Type of data: Reported |
| Greenhouse gas (GHG) intensity of the benchmark. | The ESG Score Methodology does not use this measure in the determination of the ESG Scores of the Index constituents. However, although the ESG Score Methodology does not use this measure, the extent to which the Index is exposed to this measure is set out below:<br><br>258.70<br><br>Coverage by Weight: 98.04%<br><br>Data source: ESG Book |

| | |
|---|---|
| | Type of data: Reported data – ESG Book only considers reported data for GHG emissions |
| Percentage of GHG emissions reported versus estimated. | The ESG Score Methodology does not use this measure in the determination of the ESG Scores of the Index constituents. However, although the ESG Score Methodology does not use this measure, the extent to which the Index is exposed to this measure is set out below:<br><br>100%<br><br>Coverage by Weight: 98.04%<br><br>Data source: ESG Book<br><br>Type of data: Reported data– ESG Book only considers reported data for GHG emissions |
| Exposure of the benchmark portfolio to companies the activities which fall under Divisions 05-to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.<br><br>• 05 Mining of coal and lignite<br><br>• 06 Extraction of crude petroleum, natural gas<br><br>• 07 Mining of metal ores<br><br>• 08 Other mining and quarrying<br><br>• 09 Mining support service activities<br><br>• 19 Manufacture of coke, refined petroleum products<br><br>• 20 Manufacture of chemicals, chemical products | 0%<br><br>Companies with exposure to the Fossil Fuels sector are excluded from the Index.<br><br>Data source: Ideal Ratings which collect data from publicly recorded filings and sources<br><br>Type of data: Reported |
| Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No. 691/2011 | Only European non-financial companies have the obligation to report their exposure to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No. 691/2011 of the European Parliament and of the Council. The Index constituents are all US listed |

| | |
|---|---|
| of the European Parliament and of the Council.<br><br>Environmental products are products which have been produced for the purpose of "environmental protection" and "resource management".<br><br>• "Environmental protection" includes all activities and actions which have as their main purpose the prevention, reduction and elimination of pollution and of any other degradation of the environment.<br><br>• "Resource management" includes the preservation, maintenance and enhancement of the stock of natural resources and therefore the safeguarding of those resources against depletion. | companies hence this measure is not applicable to this Index. |
| **c)** List of social factors considered: | Details on each factor: |
| Weighted average social rating of the benchmark (voluntary). | 47.47[4]<br><br>This measure is calculated as the weighted average of the social rating provided by ESG Book of the Index constituents divided by the sum of the weights of the Index for normalisation. The list of the factors considered for the social rating are in the Annex. |
| International treaties and conventions, United Nations principles, or where applicable, national law used in order to determine what constitutes a 'controversial weapon'. | UN Global Compact Signatory<br><br>OECD Guidelines for Multinational Enterprises<br><br>The Controversial Weapons Filter is a specialised filter which identifies companies with an involvement in controversial weapons. Such involvement may arise through direct investments as well as through direct involvement. Involvement in controversial weapons is taken to mean involvement in manufacturing as well as in the relevant supply-chain, through the provision of both products or services, related to any of the following:<br>   - Landmines |

---

[4] ESG rating will take values between 0 and 100

|  |  |
|---|---|
|  | - Cluster bombs<br>- Chemical or biological weapons, or<br>- Nuclear weapons, either whole strategic parts or platforms for the use of such weapons.<br><br>Direct investments can include providing loans to or issuing bonds to companies which fall in the above categories, as reported by both news outlets and NGOs.<br><br>Data source: Ideal Ratings which collect data from publicly recorded filings and sources<br><br>Type of data: Reported |
| Weighted average percentage of benchmark constituents in the controversial weapons sector. | 0%<br><br>Companies with exposure to the controversial weapons sector are excluded from the Index.<br><br>Data source: Ideal Ratings which collect data from publicly recorded filings and sources<br><br>Type of data: Reported |
| Weighted average percentage of benchmark constituents in the tobacco sector. | 0%<br><br>Companies with exposure to the tobacco sector are excluded from the Index.<br><br>Data source: Ideal Ratings which collect data from publicly recorded filings and sources<br><br>Type of data: Reported |
| Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents) as referred to in international treaties and conventions, United Nations principles and, where applicable, national law. | The ESG Score Methodology does not use this measure in the determination of the ESG Scores of the Index constituents. However, although the ESG Score Methodology does not use this measure, the extent to which the Index is exposed to this measure is set out below:<br><br>Absolute Number: 3<br><br>Relative Number: 3%<br><br>Coverage By Weight: 100.00%<br><br>Data source: publicly disclosed information by the company suggesting violation of UN GC Principles, and wherever applicable, any information provided by official judicial, NGO, news and government sources<br><br>Type of data: Reported |

| | |
|---|---|
| Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental Labor Organisation Conventions 1 to 8.<br><br>• 1. Freedom of Association and Protection of the Right to Organise convention, 1948 (No.87)<br><br>• 2. Right to Organise and Collective Bargaining Convention, 1949 (No.98)<br><br>• 3. Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol)<br><br>• 4. Abolition of Forced Labour Convention, 1957 (No.105)<br><br>• 5. Minimum Age Convention, 1973 (No.138)<br><br>• 6. Worst Forms of Child Labour Convention, 1999 (No.182)<br><br>• 7. Equal Remuneration Convention, 1951 (No.100)<br><br>• 8. Discrimination (Employment and Occupation) Convention, 1958 (No.111) | The ESG Score Methodology does not use this measure in the determination of the ESG Scores of the Index constituents. However, although the ESG Score Methodology does not use this measure, the extent to which the Index is exposed to this measure is set out below:<br><br>10.92%<br><br>Coverage by Weight: 100.00%<br><br>Data source: publicly disclosed information by the company in the form of Annual Reports, Corporate Sustainability Reports and public fillings, that provide information on company internal policy<br><br>Type of data: Reported |
| Weighted average gender pay gap. | The ESG Score Methodology does not use this measure in the determination of the ESG Scores of the Index constituents. However, although the ESG Score Methodology does not use this measure, the extent to which the Index is exposed to this measure is set out below:<br><br>8.63%<br><br>Coverage by Weight: 48.60%<br><br>Data source: publicly disclosed information by the company in the form of Annual Reports, Corporate |

| | |
|---|---|
| | Sustainability Reports and public fillings, that provide information on gender pay gap<br><br>Type of data: Reported |
| Weighted average ratio of female to male board members. | The ESG Score Methodology uses this measure in the determination of the ESG Scores of the I constituents. The extent to which the Index is exposed to this measure is set out below:<br><br>33.12:66.88<br><br>Coverage by Weight: 100.00%<br><br>Data source: publicly disclosed information by the company in the form of Annual Reports, Corporate Sustainability Reports and public fillings, that provide information on Board member constitution<br><br>Type of data: Reported |
| Weighted average ratio of accidents, injuries, fatalities. | The ESG Score Methodology does not use this measure in the determination of the ESG Scores of the Index constituents. However, although the ESG Score Methodology does not use this measure, the extent to which the Index is exposed to this measure is set out below:<br><br>0.00062<br><br>Coverage by Weight: 50.13%<br><br>The metric represents the rate of accidents in the company expressed as number of injuries per million hours worked.<br><br>Data source: publicly disclosed information by the company in the form of Annual Reports, Corporate Sustainability Reports and public fillings, that provide information on number of accidents, injuries and fatalities, along with number of employees the company has<br><br>Type of data: Reported |
| Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws. | The ESG Score Methodology does not use this measure in the determination of the ESG Score of the Index constituents, and this information is not available as at the date of this statement. |

| d) List of governance factors considered: | Details on each factor: |
|---|---|
| Weighted average governance rating of the benchmark (voluntary). | 57.71[5]<br><br>This measure is calculated as the weighted average of the governance rating provided by ESG Book of the Index constituents divided by the sum of the weights of the Index for normalisation. The list of the factors considered for the governance rating are in the Annex. |
| Weighted average percentage of board members who are independent. | The ESG Score Methodology uses this measure in the determination of the ESG Scores of the Index constituents. The extent to which the Index is exposed to this measure is set out below:<br><br>88.20 %<br><br>Coverage by Weight: 83.26%<br><br>This measure is calculated as the average of the following five measures: Compensation committee independence, Chairperson independence, Director independence, Risk committee independence, Nomination committee independence, Audit committee independence.<br><br>Data source: publicly disclosed information by the company in the form of Annual Reports, Corporate Sustainability Reports and public fillings, that provide information on Board member constitution<br><br>Type of data: Reported |
| Weighted average percentage of female board members. | The ESG Score Methodology uses this measure in the determination of the ESG Scores of the Index constituents. The extent to which the Index is exposed to this measure is set out below:<br><br>33.12 %<br><br>Coverage by Weight: 100.00%<br><br>Data source: publicly disclosed information by the company in the form of Annual Reports, Corporate Sustainability Reports and public fillings, that provide information on Board member constitution<br><br>Type of data: Reported |

[5] ESG rating will take values between 0 and 100

| | |
|---|---|
| **Item 7**. Where the response to Item 5 is positive, provide below the details (score) for each benchmark, in relation to the ESG factors listed in Annex II, depending on the relevant underlying asset concerned. Alternatively, all of this information may be provided in the form of a hyperlink to a website of the benchmark administrator included in the benchmark statement. The information on the website shall be easily available and accessible. Benchmark administrators shall ensure that information published on their website remains available for five years. The score of the ESG factors shall not be disclosed for each constituent of the benchmark, but shall be disclosed at an aggregated weighted average value of the benchmark. | |
| **a)** List of combined ESG factors: See below | Details on each factor: See relevant sections above. All Indices in the Citi US Tech ESG Series 1 Indices Family share the same metrics. |
| **b)** List of environmental factors: See below | Details on each factor: See relevant sections above. All Indices in the Citi US Tech ESG Series 1 Indices Family share the same metrics. |
| **c)** List of social factors: See below | Details on each factor: See relevant sections above. All Indices in the Citi US Tech ESG Series 1 Indices Family share the same metrics. |
| **d)** List of governance factors See below | Details on each factor: See relevant sections above. All Indices in the Citi US Tech ESG Series 1 Indices Family share the same metrics. |
| Additional information on list of factors considered by ESG Book | Please see Annex below |
| **Item 8**. Data and standards used | |
| **a)** Description of data sources used to provide information on the ESG factors in the benchmark statement. | Information in respect of the ESG factors that are indicated in the benchmark statement are provided by ESG Book, and include the following for each constituent of the Index: <br> • The ESG Score <br> • ESG Book's environment score <br> • ESG Book's social score <br> • ESG Book's governance score <br> • Factset's NACE Code |

| | |
|---|---|
| | <ul><li>ESG Book's GHG intensity</li><li>Company public reports</li><li>Ideal Ratings</li><li>publicly disclosed information and wherever applicable, any information provided by official judicial, NGO, news and government sources</li><li>Annual Reports, Corporate Sustainability Reports and public fillings</li></ul><br>In respect of each individual metric indicated in the benchmark statement, to the extent that ESG Book has provided such information to Citi, the benchmark statement specifies (1) the particular organization which provides the information to ESG Book; and (2) whether the information is reported or estimated.<br><br>In line with ESG Book's approach, if data for the current year are not available, then the metrics are instead calculated using data relating to the previous two years if these are available. |
| **b)** Reference standards. | The Sustainability Accounting Standards Board. The standards are used in the determination of the ESG Score. |

| |
|---|
| **SECTION 2 – ADDITIONAL DISCLOSURE REQUIREMENTS FOR EU CLIMATE TRANSITION AND EU PARIS-ALIGNED BENCHMARKS** |
| N/A |
| **SECTION 3 – DISCLOSURE OF THE ALIGNMENT WITH THE OBJECTIVES OF THE PARIS AGREEMENT** |
| N/A |

| | |
|---|---|
| **Date on which information has been last updated and reason for the update** | Version 1: Published on 13 July 2021<br><br>Version 2: Published on 29 April 2022 to amend wording in order to reflect the UK onshoring of EU legislation.<br><br>Version 3: Published on 10 November 2022 to correct a typographical error.<br><br>Version 4: Published on 29 January 2024 to provide more disclosures.<br><br>Version 5: Published on 12 June 2024 to update the disclosures in respect of the ESG Score Methodology.<br><br>The data are updated periodically following a rebalancing of the Indices. |

**ANNEX**

Description of Metrics and Inputs Included in the ESG Methodology

From 30 April 2024:

| ESG Score | Feature | Name |
|---|---|---|
| Environmental | Ecological Impacts | Environmental lawsuits or offenses |
| Environmental | Ecological Impacts | Environmental fines |
| Environmental | Air Quality | NOx data disclosure |
| Environmental | Air Quality | SOx data disclosure |
| Environmental | Air Quality | VOC data disclosure |
| Environmental | Air Quality | PM data disclosure |
| Environmental | Air Quality | Air quality emissions reduction targets |
| Environmental | Air Quality | NOx and SOx emissions reduction programs |
| Environmental | Air Quality | VOC emissions reduction programs |
| Environmental | Air Quality | PM emissions reduction programs |
| Environmental | GHG Emissions | GHG emissions reduction targets |
| Environmental | GHG Emissions | Fleet emissions reduction |
| Environmental | GHG Emissions | Emission trading scheme participation |
| Environmental | GHG Emissions | Carbon pricing |
| Environmental | GHG Emissions | Carbon price disclosure |
| Environmental | Product Design & Lifecycle Management | Product/service enables environmentally responsible use |
| Environmental | Product Design & Lifecycle Management | Recyclable/reusable product design |
| Environmental | Materials Sourcing & Efficiency | Recycled/reused raw materials  policy |
| Environmental | Materials Sourcing & Efficiency | Recycled/reused raw materials targets |
| Environmental | Materials Sourcing & Efficiency | Recycled/reused raw materials disclosure |
| Environmental | Materials Sourcing & Efficiency | Recycled/reused raw materials proportion |
| Environmental | Materials Sourcing & Efficiency | Product return and recycling programs |
| Environmental | Product Design & Lifecycle Management | Toxic substances  policy |
| Environmental | Product Design & Lifecycle Management | Sustainable Packaging  policy |
| Environmental | Product Design & Lifecycle Management | Sustainable water products |
| Environmental | Product Design & Lifecycle Management | Renewable energy distribution/production proportion |
| Environmental | Product Design & Lifecycle Management | Noise emissions reduction product development |
| Environmental | Materials Sourcing & Efficiency | Products sourced from responsibly managed forests |
| Environmental | Materials Sourcing & Efficiency | Proportion of labeled/certified forest products |
| Environmental | Product Design & Lifecycle Management | Animal welfare standards |
| Environmental | Product Design & Lifecycle Management | Animal welfare initiatives |
| Environmental | Ecological Impacts | Habitat protection or restoration |
| Environmental | Ecological Impacts | Biodiversity impact reduction initiative |

| | | |
|---|---|---|
| Environmental | Ecological Impacts | IUCN Red List (operations) |
| Environmental | Ecological Impacts | Protected areas (operations) |
| Environmental | Ecological Impacts | Deforestation  policy |
| Environmental | Energy Management | Energy efficiency  policy |
| Environmental | Energy Management | Energy efficiency targets |
| Environmental | Energy Management | Renewable energy use targets |
| Environmental | Energy Management | Property assets emissions reduction  policy |
| Environmental | Materials Sourcing & Efficiency | Land assets sustainability |
| Environmental | Product Design & Lifecycle Management | Real estate sustainability certification |
| Environmental | Waste & Hazardous Materials Management | Waste related targets |
| Environmental | Waste & Hazardous Materials Management | Waste reduction program |
| Environmental | Waste & Hazardous Materials Management | Waste produced |
| Environmental | Waste & Hazardous Materials Management | Proportion of waste recycled |
| Environmental | Waste & Hazardous Materials Management | Hazardous waste reduction programs |
| Environmental | Waste & Hazardous Materials Management | Hazardous waste produced |
| Environmental | Waste & Hazardous Materials Management | Oil spills |
| Environmental | Water & Wastewater Management | Water resource management  policy |
| Environmental | Water & Wastewater Management | Water related targets |
| Environmental | Water & Wastewater Management | Water resource management programs |
| Environmental | Water & Wastewater Management | Water recycling/reuse |
| Environmental | Water & Wastewater Management | Water discharge non-compliance |
| Environmental | Water & Wastewater Management | Water risk/opportunity acknowledgement |
| Environmental | Water & Wastewater Management | Hydraulic fracturing |
| Environmental | Product Design & Lifecycle Management | Environmental project financing |
| Environmental | Product Design & Lifecycle Management | Environmental research and development costs relative to net revenue |
| Environmental | Energy Management | Renewable energy consumption/use proportion |
| Environmental | Water & Wastewater Management | Water quantity recycled/reused ratio |
| Environmental | GHG Emissions | Scope 3 (total) disclosure |
| Environmental | GHG Emissions | Scope 1 intensity |
| Environmental | GHG Emissions | Scope 2 intensity |
| Environmental | Water & Wastewater Management | Water withdrawal intensity ratio |
| Environmental | Water & Wastewater Management | Water withdrawal in water stressed areas intensity ratio |
| Environmental | Water & Wastewater Management | Water consumption intensity ratio |
| Environmental | Water & Wastewater Management | Water consumption in water stressed areas intensity ratio |
| Environmental | Water & Wastewater Management | Water discharge quality |

| | | |
|---|---|---|
| Environmental | Ecological Impacts | Company has ISO 14001 certification or EMAS (EU Eco Management and Audit Scheme) certification? |
| Governance | Business Ethics | Whistleblowing support functions |
| Governance | Business Ethics | Supplier bribery/corruption inspections or audits |
| Governance | Business Ethics | Operations in low ranking TICP Index countries |
| Governance | Business Ethics | Bribery/corruption monitoring |
| Governance | Competitive Behavior | Competition related lawsuits |
| Governance | Business Ethics | Bribery/corruption related lawsuits |
| Governance | Business Ethics | Restrictions on gifts |
| Governance | Business Ethics | Anti-bribery/corruption training |
| Governance | Business Ethics | Money laundering monitoring |
| Governance | Business Ethics | Anti-money laundering training |
| Governance | Business Ethics | Money laundering related lawsuits |
| Governance | Business Ethics | Tax related lawsuits |
| Governance | Competitive Behavior | Fair competition policy |
| Governance | Competitive Behavior | IP related lawsuits |
| Governance | Competitive Behavior | Political contribution disclosure |
| Governance | Management of the Legal & Regulatory Environment | Government lobbying |
| Governance | Management of the Legal & Regulatory Environment | Government engagement |
| Governance | Business Ethics | Company loans |
| Governance | Systemic Risk Management | Management bonus non-financial performance goals |
| Governance | Systemic Risk Management | Long-term performance goals |
| Governance | Systemic Risk Management | Malus and clawback provision |
| Governance | Systemic Risk Management | Shareholder's Approval on compensation |
| Governance | Business Model Resilience | Corporate value creation disclosure |
| Governance | Systemic Risk Management | Risk Committee |
| Governance | Systemic Risk Management | Risk committee independence |
| Governance | Systemic Risk Management | Audit committee independence |
| Governance | Systemic Risk Management | Audit committee |
| Governance | Business Ethics | Code of Conduct |
| Governance | Systemic Risk Management | Auditor Opinion |
| Governance | Supply Chain Management | Supplier diversity criteria integration |
| Governance | Business Model Resilience | Environmental investments |
| Governance | Physical Impacts of Climate Change | Environmental grievance mechanism |
| Governance | Supply Chain Management | Sustainable palm oil production |
| Governance | Business Model Resilience | Clean technology development |
| Governance | Supply Chain Management | Supplier environmental criteria integration |
| Governance | Supply Chain Management | Supplier environmental inspections or audits |
| Governance | Supply Chain Management | Supplier environmental negligence |

| Governance | Supply Chain Management | Palm oil sourcing disclosure |
|---|---|---|
| Governance | Supply Chain Management | Sustainable Palm oil sourcing |
| Governance | Critical Incident Risk Management | Insurance or reserves for environmental restoration |
| Governance | Business Model Resilience | Electronic waste reduction programs |
| Governance | Critical Incident Risk Management | Liquid non-water waste incident disclosure |
| Governance | Supply Chain Management | Supply chain waste disclosure |
| Governance | Supply Chain Management | Supply chain water disclosure |
| Governance | Supply Chain Management | Supplier code of conduct |
| Governance | Supply Chain Management | Supplier code of conduct training |
| Governance | Supply Chain Management | Supplier inspections or audit results |
| Governance | Supply Chain Management | Supplier monitoring |
| Governance | Supply Chain Management | Supply chain lawsuits or offenses |
| Governance | Supply Chain Management | Fair trade products |
| Governance | Systemic Risk Management | Auditor appointment period |
| Governance | Critical Incident Risk Management | Business continuity risks |
| Governance | Critical Incident Risk Management | Business continuity plan |
| Governance | Systemic Risk Management | Executive succession plan |
| Governance | Supply Chain Management | Supply chain traceability |
| Governance | Business Ethics | Director RPTs |
| Governance | Business Ethics | Criminal directors/executives |
| Governance | Management of the Legal & Regulatory Environment | MD&A integrated reporting |
| Governance | Physical Impacts of Climate Change | Impact of climate risks and opportunities on the organization |
| Governance | Physical Impacts of Climate Change | Climate strategy and resilience planning |
| Governance | Physical Impacts of Climate Change | Climate risk management processes |
| Governance | Physical Impacts of Climate Change | Climate risk management integration |
| Social | Human Rights & Community Relations | Community program management |
| Social | Human Rights & Community Relations | Community infrastructure programs |
| Social | Human Rights & Community Relations | Current or expected impacts on communities and local economies |
| Social | Human Rights & Community Relations | Community grievance mechanisms |
| Social | Human Rights & Community Relations | Community grievances |
| Social | Human Rights & Community Relations | Grievances involving indigenous peoples |
| Social | Human Rights & Community Relations | Senior management hired locally |
| Social | Human Rights & Community Relations | Community engagement programs |
| Social | Human Rights & Community Relations | Local purchasing |
| Social | Human Rights & Community Relations | Indigenous peoples engagement programs |
| Social | Human Rights & Community Relations | FPIC of indigenous peoples |
| Social | Labor Practices | Employees earning minimum wage |
| Social | Employee Engagement, Diversity & Inclusion | Retention rate after parental leave |

| Social | Employee Engagement, Diversity & Inclusion | Gender pay gap |
|---|---|---|
| Social | Employee Engagement, Diversity & Inclusion | Females in management level positions |
| Social | Employee Engagement, Diversity & Inclusion | Ethnic minorities in management level positions |
| Social | Employee Engagement, Diversity & Inclusion | Discrimination lawsuits or offences |
| Social | Employee Engagement, Diversity & Inclusion | Female employees |
| Social | Employee Engagement, Diversity & Inclusion | Females on the board |
| Social | Customer Welfare | Antibiotic use |
| Social | Labor Practices | Business disruption from strikes |
| Social | Labor Practices | Working days disrupted from strikes |
| Social | Employee Engagement, Diversity & Inclusion | Employee satisfaction survey |
| Social | Labor Practices | Employee turnover rate |
| Social | Employee Engagement, Diversity & Inclusion | Flexible work arrangements |
| Social | Human Rights & Community Relations | Human rights project financing |
| Social | Human Rights & Community Relations | Human rights monitoring |
| Social | Human Rights & Community Relations | Human rights training |
| Social | Human Rights & Community Relations | Human rights inspections or audit results |
| Social | Human Rights & Community Relations | Supplier human rights criteria integration |
| Social | Human Rights & Community Relations | Supplier human rights negligence |
| Social | Human Rights & Community Relations | Human rights collaborations |
| Social | Labor Practices | ILO Labour Standards |
| Social | Labor Practices | Violence or harassment lawsuits or offenses |
| Social | Labor Practices | Employee freedom of association policy |
| Social | Labor Practices | Modern Slavery Act statement |
| Social | Labor Practices | Industry organisation membership (labour rights) |
| Social | Employee Health & Safety | Health and safety certifications |
| Social | Employee Health & Safety | Number of fatalities |
| Social | Employee Health & Safety | Injury rate |
| Social | Employee Health & Safety | Accident rate disclosure |
| Social | Employee Health & Safety | Health and safety policy |
| Social | Employee Health & Safety | Employee safety training |
| Social | Employee Health & Safety | Health, safety, and emergency response training |
| Social | Employee Health & Safety | Health and safety incident reduction |
| Social | Employee Health & Safety | Health and safety lawsuits |
| Social | Employee Health & Safety | Supply chain health and safety |
| Social | Access & Affordability | Financial inclusion |
| Social | Access & Affordability | Micro loans |
| Social | Access & Affordability | Low cost medicine accessibility |

| Social | Access & Affordability | Diseases in developing countries |
|--------|------------------------|----------------------------------|
| Social | Access & Affordability | Access to education |
| Social | Access & Affordability | Community food support |
| Social | Access & Affordability | Access to WASH-services |
| Social | Access & Affordability | Access to housing |
| Social | Access & Affordability | Access to healthcare |
| Social | Access & Affordability | Low-priced products/services |
| Social | Selling Practices & Product Labeling | Chemical composition disclosure |
| Social | Product Quality & Safety | Product withdrawal or recall |
| Social | Product Quality & Safety | Product/service recalls and cases of non-compliance |
| Social | Product Quality & Safety | Product related customer injury disclosure |
| Social | Product Quality & Safety | New Car Assessment Programme (NCAP) Ratings for product fleet |
| Social | Product Quality & Safety | FDA Warning Letters |
| Social | Customer Welfare | Proportion of satisfied customers |
| Social | Customer Privacy | Customer data protection |
| Social | Product Quality & Safety | Customer related lawsuits or offences |
| Social | Customer Welfare | Customer satisfaction measurement |
| Social | Data Security | Customer data breaches |
| Social | Customer Privacy | Complaints regarding customer privacy |
| Social | Data Security | Approach on Data security |
| Social | Data Security | Customer data usage |
| Social | Data Security | Cybersecurity standards and frameworks |
| Social | Customer Welfare | Product impact monitoring |
| Social | Selling Practices & Product Labeling | Prohibition of Off label products use |
| Social | Selling Practices & Product Labeling | Responsible advertisement to vulnerable groups |
| Social | Product Quality & Safety | Quality management system certification |
| Social | Product Quality & Safety | Proportion of facilities certified |
| Social | Selling Practices & Product Labeling | Responsible marketing/product labelling |
| Social | Customer Privacy | Stakeholder privacy protection policy |
| Social | Customer Welfare | Product health and safety benefits |
| Social | Employee Engagement, Diversity & Inclusion | Average hours of training per year per employee |
| Social | Employee Engagement, Diversity & Inclusion | Employee training costs |
| Social | Employee Engagement, Diversity & Inclusion | Proportion of employees with performance/career development reviews |
| Social | Labor Practices | Long-term benefits share |
| Social | Labor Practices | Management compensation share |
| Social | Labor Practices | Contracted expense share |
| Social | Labor Practices | Average working days lost |
| Social | Human Rights & Community Relations | Follows or abides by international standards on Human Rights |

Prior to 30 April 2024:

| ESG Score | Feature | Name |
| --- | --- | --- |
| Environment | Emissions | Company publishes air- related information |
| Environment | Emissions | Has programs to reduce air emissions |
| Environment | Emissions | Discloses the greenhouse gas emissions |
| Environment | Emissions | Participates in Carbon Disclosure Project |
| Environment | Emissions | Plans to reduce emissions from company buildings |
| Environment | Emissions | Plans to reduce emissions from company transportation vehicles |
| Environment | Emissions | Emission Reduction Processes/Policy Emissions Reduction |
| Environment | Emissions | Emission Reduction Objectives/Targets Emissions Reduction |
| Environment | Emissions | Greenhouse Gas Emissions |
| Environment | Emissions | Cement CO2 Equivalents Emission |
| Environment | Emissions | NOx and SOx Emissions Reduction Initiatives |
| Environment | Emissions | VOC/PM10 Emissions Reduction Initiatives |
| Environment | Emissions | Emissions Trading |
| Environment | Emissions | Staff Transport Impact Reduction Initiatives |
| Environment | Emissions | Climate Change Risks/Opportunities Acknowledgement |
| Environment | Environmental management | Has a statement of comprehensive environmental policy |
| Environment | Environmental management | Has not been involved in environmental legal proceedings |
| Environment | Environmental management | Committed to stakeholder involvement |
| Environment | Environmental management | Has policy that addresses product/service impact |
| Environment | Environmental management | Reports environmental committee results |
| Environment | Environmental management | Compares current achievement to its announced targets |
| Environment | Environmental management | Abides by ISO14001 or EMAS guidelines |
| Environment | Environmental management | Publishes environment financial dimensions |
| Environment | Environmental management | Has environmental grievance mechanisms |
| Environment | Environmental management | Integrates sustainability plans in their business activity |
| Environment | Environmental management | Has Environmental Management System (EMS) certification |
| Environment | Environmental management | Environmental Partnerships |
| Environment | Environmental management | ISO 14000 or EMS Percent Certified |
| Environment | Environmental management | Self-Reported Environmental Fines |
| Environment | Environmental management | Environmental Expenditures/Investments Initiatives |
| Environment | Environmental management | Environmental Supply Chain Selection Management |
| Environment | Environmental solutions | Environmental Products |

| | | |
|---|---|---|
| Environment | Environmental solutions | Environmental R&D Expenditures |
| Environment | Environmental solutions | Noise Reduction |
| Environment | Environmental solutions | Hybrid Technology |
| Environment | Environmental solutions | Clean Technology |
| Environment | Environmental solutions | Water Technology |
| Environment | Environmental solutions | Equator Principles/Environmental Project Financing |
| Environment | Environmental solutions | Renewable Energy Supply |
| Environment | Environmental solutions | Eco-Design Products |
| Environment | Environmental solutions | Product Impact Minimization |
| Environment | Environmental solutions | Sustainable Building Products |
| Environment | Environmental stewardship | Has a committee to ensure environmental protection |
| Environment | Environmental stewardship | Products come from responsibly managed forests |
| Environment | Environmental stewardship | Has programs and targets to protect biodiversity |
| Environment | Environmental stewardship | Does not undertake testing of products on animals |
| Environment | Environmental stewardship | Abides by country's regulations when testing animals |
| Environment | Environmental stewardship | Does not use animals in product manufacturing |
| Environment | Environmental stewardship | Biodiversity Impact Reduction |
| Environment | Environmental stewardship | Environmental Restoration Initiatives |
| Environment | Environmental stewardship | Labelled Wood Percentage |
| Environment | Environmental stewardship | Animal Testing |
| Environment | Resource use | Has renewable energy usage targets |
| Environment | Resource use | Uses recycled or recyclable raw material |
| Environment | Resource use | Resource Use Reduction Policy |
| Environment | Resource use | Environment Management Team |
| Environment | Resource use | ISO 14000 or EMS |
| Environment | Resource use | Toxic Substances Reduction Initiatives |
| Environment | Resource use | Energy Use |
| Environment | Resource use | Cement Energy Use |
| Environment | Resource use | Renewable Energy Use |
| Environment | Resource use | Green Buildings |
| Environment | Resource use | Energy Efficiency Targets and Renewable Energy Use |
| Environment | Resource use | Land Environmental Impact Reduction |
| Environment | Waste | Has Waste programs |
| Environment | Waste | Company's output is recycled |
| Environment | Waste | Has programs to reduce hazardous waste generation |
| Environment | Waste | Reports oil spills |
| Environment | Waste | Published numerical waste related data |
| Environment | Waste | Publishes numerical hazardous waste related data |
| Environment | Waste | Waste |

| Environment | Waste | Waste Recycling Ratio |
|---|---|---|
| Environment | Waste | Hazardous Waste |
| Environment | Waste | Waste Reduction Initiatives |
| Environment | Water | Oversees a water strategy or plan |
| Environment | Water | Company publishes water-related information |
| Environment | Water | Reports water recycling/reuse |
| Environment | Water | Discharge into Water System |
| Environment | Water | Water Use |
| | | |
| Governance | Business ethics | Has anti-corruption policy |
| Governance | Business ethics | Provides anti-corruption training to employees |
| Governance | Business ethics | Has not been involved in corruption legal proceedings |
| Governance | Business ethics | Has anti- competitive/antitrust policy |
| Governance | Business ethics | Has not been involved in anti-competitive legal proceedings |
| Governance | Business ethics | Has not been involved in patent infringement legal proceedings |
| Governance | Business ethics | Conducts anti-corruption audits |
| Governance | Business ethics | Has whistle-blowing procedures |
| Governance | Business ethics | Has procedures for bribery related investigations |
| Governance | Business ethics | Communicates policy to employees |
| Governance | Business ethics | Addresses issue of political contributions |
| Governance | Business ethics | Community Reputation Code of Conduct/Policy Fair Competition |
| Governance | Capital structure | Leverage |
| Governance | Corporate governance | Has a committee to recommend the nomination/ compensation of BoD |
| Governance | Corporate governance | Has an Audit and Risk Committee to monitor internal/external auditors |
| Governance | Corporate governance | Chairman is an independent director |
| Governance | Corporate governance | All members of audit committee have financial background expertise |
| Governance | Corporate governance | The majority of directors are independent |
| Governance | Corporate governance | Has a senior executives' code of ethics |
| Governance | Corporate governance | Has a Code of Ethics specifically for senior executives |
| Governance | Corporate governance | Has a policy for insider trading |
| Governance | Corporate governance | Integrate social sustainability plans in their business activity |
| Governance | Corporate governance | Non-audit to Audit Fees Ratio |
| Governance | Corporate governance | Board Functions Policy |
| Governance | Corporate governance | Corporate Governance Committee |
| Governance | Corporate governance | Audit Committee Management Independence |
| Governance | Corporate governance | Audit Committee Expertise |
| Governance | Corporate governance | Compensation Committee Management Independence |

| | | |
|---|---|---|
| Governance | Corporate governance | Nomination Committee Non-Executive Member |
| Governance | Corporate governance | Nomination Committee Management Independence |
| Governance | Corporate governance | Nomination Committee Involvement |
| Governance | Corporate governance | Board Diversity Policy |
| Governance | Corporate governance | Nomination Committee |
| Governance | Corporate governance | Board Specific Skills |
| Governance | Corporate governance | Experienced Board |
| Governance | Corporate governance | Non-Executive Board Members |
| Governance | Corporate governance | Independent Board Members |
| Governance | Corporate governance | Strictly Independent Board Members |
| Governance | Corporate governance | CEO-Chairman/Board Separation |
| Governance | Corporate governance | Board Member Membership Limits |
| Governance | Corporate governance | Board Member Affiliations |
| Governance | Corporate governance | Individual Re-election |
| Governance | Corporate governance | Board Member Re-election Years |
| Governance | Corporate governance | Shareholder Rights Policy |
| Governance | Corporate governance | Shareholder Voting Rights |
| Governance | Corporate governance | Veto Power or Golden Share |
| Governance | Corporate governance | Shareholder Rights/Anti Takeover Devices |
| Governance | Forensic accounting | Earnings Quality |
| Governance | Transparency | Disseminates information regarding details of directors? remuneration |
| Governance | Transparency | Publishes sustainability reports |
| Governance | Transparency | Discloses accounting policies and financial transparency |
| Governance | Transparency | Complies with IFRS or GAAP in financial statements |
| Governance | Transparency | Has external verification of CSR reporting |
| Governance | Transparency | CSR Committee |
| Governance | Transparency | Integrated Strategy in MD&A |
| Governance | Transparency | Stakeholder Engagement |
| Governance | Transparency | CSR Sustainability Reporting |
| Governance | Transparency | GRI Report Guidelines |
| Governance | Transparency | CSR Report Global Activities |
| Governance | Transparency | CSR Sustainability External Audit |
| Governance | Transparency | Earnings Restatement |
| Governance | Transparency | Auditor Independence Rotation |
| Governance | Transparency | Board Attendance |
| Governance | Transparency | Board Background and Skills |
| Governance | Transparency | Executive/Board Individual Compensation |
| Governance | Transparency | Public Availability Corporate Statutes |
| | | |

| Social | Community relations | Trust Score |
|--------|---------------------|-------------|
| Social | Community relations | Has social grievance mechanisms |
| Social | Community relations | Has local community development programs |
| Social | Community relations | Publishes data about employees volunteering hours |
| Social | Community relations | Has a senior manager responsible for community programs |
| Social | Community relations | Global Compact/ OECD Guidelines for Multinational Enterprises |
| Social | Community relations | Community Involvement Policy |
| Social | Community relations | Corporate Responsibility Awards |
| Social | Community relations | Crisis Management Systems |
| Social | Compensation | Ties executive compensation to ESG performance |
| Social | Compensation | Directors have stock ownership |
| Social | Compensation | Has a statement of compensation policy for employees |
| Social | Compensation | Salaries and Wages from CSR reporting |
| Social | Compensation | Compensation Policy |
| Social | Compensation | Compensation Committee |
| Social | Compensation | Compensation Improvement Tools |
| Social | Compensation | Highest Remuneration Package |
| Social | Compensation | Board Member Compensation |
| Social | Compensation | Shareholders Approval of Stock Based Compensation Plan |
| Social | Compensation | Long Term Objectives |
| Social | Compensation | Sustainability Compensation Incentives |
| Social | Diversity | Has women and/or minorities representation (20%) in BOD |
| Social | Diversity | Has women and/or minorities representation (20%) in employees |
| Social | Diversity | Has policy/program on the elimination of discrimination |
| Social | Diversity | Has programs to support increase supplier diversity |
| Social | Diversity | Has not been involved in discrimination legal proceedings |
| Social | Diversity | Employs disabled individuals |
| Social | Diversity | Policy Diversity and Opportunity |
| Social | Diversity | Targets Diversity and Opportunity |
| Social | Diversity | Women Managers |
| Social | Diversity | Female Board Representation |
| Social | Employment quality | Measures employees satisfaction |
| Social | Employment quality | Publishes employees' turnover rates |
| Social | Employment quality | Have a policy for work-life balance |
| Social | Employment quality | Flexible Working Schemes |
| Social | Employment quality | Day Care Services |

| Social | Employment quality | Turnover of Employees |
|--------|-------------------|----------------------|
| Social | Employment quality | Announced Lay-offs |
| Social | Employment quality | Management Departures |
| Social | Employment quality | Strikes |
| Social | Human rights | Respects current/previous employee privacy |
| Social | Human rights | Monitors implementation of policies on human rights |
| Social | Human rights | Supports UDHR |
| Social | Human rights | Signatory to the Voluntary Principles on Security and Human Rights |
| Social | Human rights | Provides employee human rights training |
| Social | Human rights | Reports on human rights policy and performance |
| Social | Human rights | Human Rights Policy |
| Social | Human rights | Human Rights Suppliers |
| Social | Human rights | Human Rights Suppliers Monitoring |
| Social | Labour rights | Provides training on supplier code of conduct |
| Social | Labour rights | Allows its workers to join trade unions |
| Social | Labour rights | Has a policy not to use forced labour |
| Social | Labour rights | Has a supplier Code of Conduct |
| Social | Labour rights | Conducts in-house/third- party inspections of suppliers |
| Social | Labour rights | Reports Inspection on suppliers & violation of Code of Conduct |
| Social | Labour rights | Has not been involved in supply chain legal proceedings |
| Social | Labour rights | Has a policy not to use child labour |
| Social | Labour rights | Abides by ILO Core Labour standards |
| Social | Labour rights | Trade Union Representation |
| Social | Labour rights | Labour Rights Policy |
| Social | Occupational health and safety | Publishes accidents rates |
| Social | Occupational health and safety | Performs safety training |
| Social | Occupational health and safety | Has programs and targets to reduce health and safety incidents |
| Social | Occupational health and safety | Has Health and Safety Certifications |
| Social | Occupational health and safety | Has not been involved in employee safety & health legal proceedings |
| Social | Occupational health and safety | Has procedures for health & safety related investigations |
| Social | Occupational health and safety | Provides medical insurance |
| Social | Occupational health and safety | Employee and Supply Chain Health & Safety Policy |
| Social | Occupational health and safety | Injuries |
| Social | Occupational health and safety | Lost Working Days |
| Social | Occupational health and safety | HIV-AIDS Program |
| Social | Product access | Has programs to manage access to medicines |

| Social | Product access | Has programs to develop medicines for neglected diseases |
|---|---|---|
| Social | Product access | Has programs for health care access |
| Social | Product access | Has programs for food access |
| Social | Product access | Has programs for education access |
| Social | Product access | Promotes financial services access for disadvantaged people |
| Social | Product access | Has programs for affordable housing access |
| Social | Product access | Diseases of the Developing World |
| Social | Product access | Product Access Low Price |
| Social | Product quality and safety | Measures customer satisfaction |
| Social | Product quality and safety | Has a statement of responsible marketing |
| Social | Product quality and safety | Has not been involved in customer related legal proceedings |
| Social | Product quality and safety | Has a policy statement on customer data privacy |
| Social | Product quality and safety | Has a policy statement on supplier/partner data privacy |
| Social | Product quality and safety | Ensures individual's consent before processing personal data |
| Social | Product quality and safety | Communicates chemical constituents in products |
| Social | Product quality and safety | Has product safety and quality assurance initiatives |
| Social | Product quality and safety | Has Quality Management System(QMS) certification |
| Social | Product quality and safety | Does not allow third party access to personal information |
| Social | Product quality and safety | Policy Customer Health & Safety |
| Social | Product quality and safety | Product Responsibility Policy |
| Social | Product quality and safety | Product Responsibility Monitoring |
| Social | Product quality and safety | Product Quality Management |
| Social | Product quality and safety | Fair/Ethical Trade Initiative |
| Social | Product quality and safety | Healthy Food or Products |
| Social | Product quality and safety | FDA Warning Letters |
| Social | Product quality and safety | Not Approved Drug |
| Social | Product quality and safety | Product Recall |
| Social | Product quality and safety | Customer Satisfaction Percentage |
| Social | Training and development | Provides relevant training to employees |
| Social | Training and development | Provides number of training hours or employees trained |
| Social | Training and development | Career Development Policy |
| Social | Training and development | Average Training Hours |
| Social | Training and development | Training Costs Total |
| Social | Training and development | Internal Promotion |
| Social | Training and development | Management Training |
| Social | Training and development | Supplier ESG training |