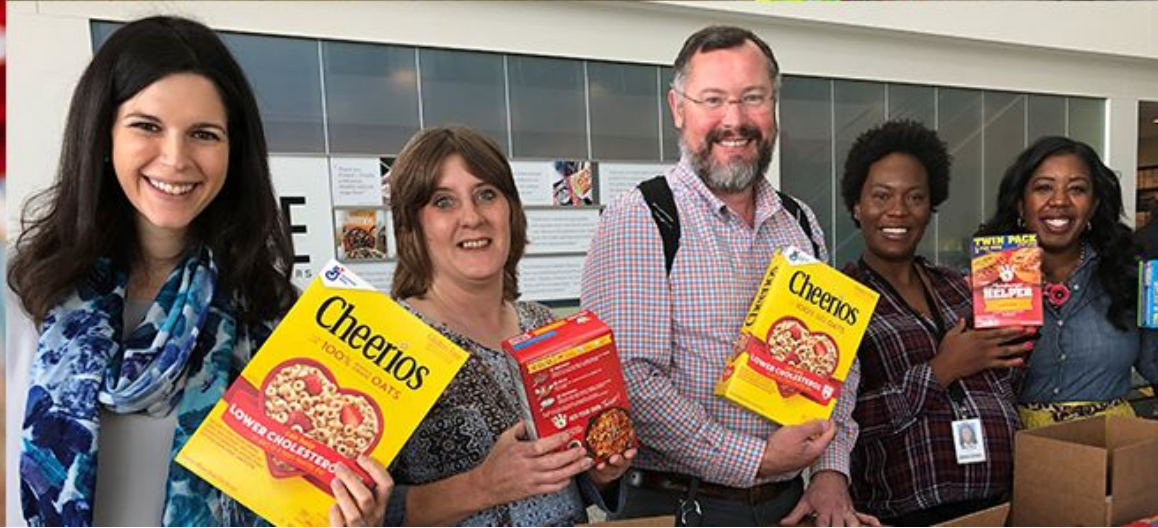


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100 BEST
CORPORATE
CITIZENS
2020



100 BEST CORPORATE CITIZENS

— 2020 —

Overall Rank, Industry Rank and Pillar Rank out of the Russell 1000 Index

Rank	Company	Weighted Score	Industry	Climate Change 18.0%	Employee Relations 20.5%	Environment 18.0%	ESG Performance 8.0%	Financial 4.5%	Governance 7.5%	Human Rights 11.0%	Stakeholders and Society 12.5%
1	Owens Corning	88.36	1 of 87 in Capital Goods	7	70	22	1	103	216	1	12
2	Citi	85.07	1 of 47 in Banks	48	108	3	191	75	501	3	5
3	General Mills	84.92	1 of 29 Food & Beverage	11	7	116	150	98	510	14	1
4	Cisco	81.83	1 of 36 in Technology Hardware & Equipment	1	161	11	53	444	388	43	49
5	HP	81.48	2 of 36 in Technology Hardware & Equipment	3	87	100	54	182	44	102	39
6	Intel	81.47	1 of 26 in Semiconductors & Semiconductor Equipment	22	43	9	151	24	389	88	6
7	Ecolab	80.96	1 of 57 in Materials	196	44	42	73	616	390	13	13
8	General Motors	80.81	1 of 10 in Automobiles & Components	27	39	52	192	116	865	19	19
9	Hess	80.36	1 of 45 in Energy	33	112	43	74	171	304	60	14
10	Accenture	80.30	1 of 93 in Software & Services	12	56	8	152	193	244	103	121
11	Merck	80.24	1 of 51 in Pharmaceuticals, Biotechnology & Life Sciences	134	31	1	55	434	866	65	29
12	CVS Health	80.08	1 of 57 in Healthcare Equipment & Services	66	18	44	2	339	502	73	35
13	Newmont	79.96	2 of 57 in Materials	129	219	20	193	13	2	29	7
14	Microsoft	79.88	2 of 93 in Software & Services	84	174	171	194	5	205	17	2
15	Nielsen	79.83	1 of 19 in Commercial & Professional Services	334	121	81	3	789	45	2	9
16	Xylem	79.20	2 of 87 in Capital Goods	130	131	31	4	56	35	28	162
17	Caesars Entertainment	79.09	1 of 36 in Consumer Services	2	8	96	195	500	204	48	220
18	Johnson Controls	78.84	3 of 87 in Capital Goods	67	88	36	5	411	568	99	36
19	Nike	78.77	1 of 27 in Consumer Durables & Apparel	16	162	163	196	427	245	24	86
20	Xerox	78.64	3 of 36 in Technology Hardware & Equipment	63	139	16	153	720	472	51	25
21	Ball	78.37	3 of 57 in Materials	47	311	56	56	681	594	21	52
22	Hewlett-Packard Enterprise	78.22	4 of 36 in Technology Hardware & Equipment	23	318	38	6	649	46	66	96
23	Baxter	78.21	2 of 57 in Healthcare Equipment & Services	45	29	17	7	464	881	137	34
24	ConocoPhillips	78.01	2 of 45 in Energy	65	290	63	75	86	646	35	3
25	Linde	77.80	4 of 57 in Materials	243	274	7	57	82	47	27	128

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26	Air Products & Chemicals	77.62	5 of 57 in Materials	44	206	80	8	64	508	104	23
27	AbbVie	77.56	2 of 51 in Pharmaceuticals, Biotechnology & Life Sciences	139	2	32	58	302	756	69	90
28	AT&T	77.55	1 of 9 in Telecommunication Services	109	111	82	154	416	391	32	65
29	Trane Technologies	77.51	4 of 87 in Capital Goods	4	228	71	9	40	392	90	161
30	Kellogg	77.35	2 of 29 in Food & Beverage	20	122	120	155	71	681	89	48
31	Eaton	77.20	5 of 87 in Capital Goods	36	75	53	173	487	393	138	57
32	Ventas	77.06	1 of 82 in Real Estate	46	217	123	10	109	511	44	64
33	VF Corp.	76.91	2 of 27 in Consumer Durables & Apparel	206	54	227	156	290	394	15	62
34	Hershey	76.86	3 of 29 in Food & Beverage	178	91	23	197	453	346	16	165
35	Campbell Soup Co.	76.81	4 of 29 in Food & Beverage	43	195	76	157	127	48	171	67
36	Prudential Financial	76.74	1 of 44 in Insurance	116	46	135	76	106	395	156	8
37	P&G	76.72	1 of 11 in Household & Personal Products	62	140	83	158	583	396	40	89
38	Hasbro	76.66	3 of 27 in Consumer Durables & Apparel	184	15	84	405	588	512	4	154
39	Hilton	76.34	2 of 36 in Consumer Services	6	213	62	198	100	246	45	206
40	BNY Mellon	75.97	1 of 57 in Diversified Financials	76	19	155	174	714	370	124	77
41	Ford	75.94	2 of 10 in Automobiles & Components	37	185	130	175	635	461	49	69
42	Gap	75.82	1 of 42 in Retailing	185	3	228	231	759	513	18	110
43	Adobe	75.60	3 of 93 in Software & Services	17	360	24	11	128	514	68	187
44	Healthpeak Properties	75.59	2 of 82 in Real Estate	83	26	124	77	410	49	420	31
45	Stanley Black & Decker	75.45	6 of 87 in Capital Goods	13	367	33	78	627	126	74	228
46	Best Buy	75.25	2 of 42 in Retailing	19	143	271	12	203	217	186	84
47	Bank of America	74.97	2 of 47 in Banks	68	102	136	199	227	851	37	59
48	Dell	74.87	5 of 36 in Technology Hardware & Equipment	18	35	101	159	808	397	52	308
49	Medtronic	74.65	3 of 57 in Healthcare Equipment & Services	161	55	25	160	579	569	157	106
50	Northrop Grumman	74.61	7 of 87 in Capital Goods	40	36	64	449	69	906	75	22

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				18.0%	20.5%	18.0%	8.0%	4.5%	7.5%	11.0%	12.5%
51	3M	74.60	8 of 87 in Capital Goods	41	268	74	200	505	647	53	87
52	Weyerhaeuser	74.57	3 of 82 in Real Estate	304	71	19	201	132	398	39	72
53	AvalonBay Communities	74.54	4 of 82 in Real Estate	9	11	258	79	772	624	241	117
54	Abbott	74.54	4 of 57 in Healthcare Equipment & Services	52	214	45	161	239	399	76	168
55	CBRE	74.50	5 of 82 in Real Estate	197	248	102	13	121	3	174	63
56	NortonLifeLock	74.44	4 of 93 in Software & Services	208	200	172	14	743	462	33	66
57	Archer Daniels Midland	74.35	5 of 29 in Food & Beverage	73	49	214	459	123	800	22	71
58	Estée Lauder	74.22	2 of 11 in Household & Personal Products	14	40	39	202	414	400	252	201
59	Mastercard	74.05	5 of 93 in Software & Services	8	141	137	80	65	4	421	177
60	NVIDIA	74.05	2 of 26 in Semiconductors & Semiconductor Equipment	39	69	15	162	150	875	237	100
61	Sempra Energy	73.83	1 of 38 in Utilities	215	179	65	176	59	401	85	88
62	Biogen	73.75	3 of 51 in Pharmaceuticals, Biotechnology & Life Sciences	5	151	229	59	241	371	187	176
63	Colgate-Palmolive	73.68	3 of 11 in Household & Personal Products	15	98	164	203	88	786	55	238
64	PVH	73.65	4 of 27 in Consumer Durables & Apparel	280	27	5	236	885	515	46	139
65	Micron Technology	73.65	3 of 26 in Semiconductors & Semiconductor Equipment	154	226	121	15	570	100	100	169
66	Edwards Lifesciences	73.58	5 of 57 in Healthcare Equipment & Services	105	38	26	16	361	852	294	107
67	Carnival Corp.	73.49	3 of 36 in Consumer Services	166	24	21	232	95	372	430	21
68	Becton, Dickinson & Co.	73.24	6 of 57 in Healthcare Equipment & Services	135	227	18	60	672	734	139	113
69	DXC Technology	73.09	6 of 93 in Software & Services	119	527	27	61	334	463	5	340
70	Waste Management	73.09	2 of 19 in Commercial & Professional Services	167	41	222	163	467	347	120	131
71	IBM	72.98	7 of 93 in Software & Services	127	237	49	17	435	648	47	221
72	The Hartford	72.86	2 of 44 in Insurance	89	12	173	81	102	567	414	78
73	Pfizer	72.82	4 of 51 in Pharmaceuticals, Biotechnology & Life Sciences	69	224	85	164	466	626	172	126
74	Visa	72.80	8 of 93 in Software & Services	278	156	230	18	14	649	67	26
75	UPS	72.78	1 of 28 in Transportation	93	93	4	177	113	570	610	73

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76	Advanced Micro Devices	72.78	4 of 26 in Semiconductors & Semiconductor Equipment	209	339	50	19	199	50	118	164
77	Hormel Foods	72.72	6 of 29 in Food & Beverage	302	59	86	406	511	402	41	10
78	Molson Coors Brewing	72.70	7 of 29 in Food & Beverage	77	220	211	204	776	660	121	30
79	Welltower	72.68	6 of 82 in Real Estate	177	62	323	20	114	516	34	246
80	Wells Fargo	72.40	3 of 47 in Banks	99	25	272	205	700	787	208	11
81	Bristol-Myers Squibb	72.22	5 of 51 in Pharmaceuticals, Biotechnology & Life Sciences	95	53	259	21	704	907	77	171
82	FMC	72.13	6 of 57 in Materials	120	205	57	407	60	473	188	16
83	Arconic	72.10	7 of 57 in Materials	55	376	59	178	138	968	96	55
84	Republic Services	72.02	3 of 19 in Commercial & Professional Services	34	374	60	408	70	148	253	20
85	Lockheed Martin	71.96	9 of 87 in Capital Goods	72	197	103	450	7	608	185	4
86	Allstate	71.89	3 of 44 in Insurance	131	9	382	82	563	853	164	54
87	PepsiCo	71.87	8 of 29 in Food & Beverage	51	120	343	237	25	801	163	17
88	JPMorgan Chase	71.85	4 of 47 in Banks	102	30	273	179	177	967	140	58
89	Target	71.62	3 of 42 in Retailing	53	207	117	206	524	368	238	92
90	Entergy	71.62	2 of 38 in Utilities	21	175	47	409	463	650	195	132
91	Yum! Brands	71.59	4 of 36 in Consumer Services	198	158	174	920	17	348	26	33
92	Cigna	71.56	7 of 57 in Healthcare Equipment & Services	186	1	274	22	124	752	178	185
93	Alcoa	71.55	8 of 57 in Materials	31	433	35	165	204	349	126	223
94	Mosaic	71.47	9 of 57 in Materials	70	92	48	410	324	503	292	83
95	CMS Energy	71.47	3 of 38 in Utilities	96	204	87	411	41	218	182	122
96	Texas Instruments	71.45	5 of 26 in Semiconductors & Semiconductor Equipment	235	216	88	62	240	403	165	120
97	ManpowerGroup	71.45	4 of 19 in Commercial & Professional Services	107	37	344	23	151	404	105	280
98	Qualcomm	71.27	6 of 26 in Semiconductors & Semiconductor Equipment	28	241	128	412	432	236	179	105
99	Kimberly-Clark	71.21	4 of 11 in Household & Personal Products	138	182	6	166	52	908	61	335
100	Eversource Energy	71.20	4 of 38 in Utilities	56	239	72	83	44	405	627	40

How 3BL Media Ranks the 100 Best Corporate Citizens

Methodology

100 Best Corporate Citizens ranks the entire Russell 1000 Index, excluding tobacco companies. 3BL Media's methodology is based on the latest developments in corporate sustainability, extensive feedback from corporate and NGO stakeholders and guidance from our research partner, Institutional Shareholder Services (ISS) ESG. Our goal is to ensure that the methodology advances ESG transparency and performance each year using factors relevant to all industries.

There are eight pillars in the ranking, each comprising a set of factors. Each pillar weight is publicly disclosed, but the weight of each specific factor isn't disclosed to ensure the ranking cannot be replicated. There is no application, survey or questionnaire and there is no cost or fees associated with the ranking or data verification.

To download the complete 2020 methodology, including year-over-year changes from 2019, and see all FAQs, please visit: <https://100best.3blmedia.com/>.

Calculating the Ranking

Three Types of Factors		
Disclosure Does the company provide workforce disclosure on gender and racial/ethnic group representation?	Policy Does the company indicate it applies the same human rights policy standards to suppliers and vendors?	Performance Does the company's climate change disclosure specifically provide an analysis of performance against targets?
Two Forms of Data		
Binary <ul style="list-style-type: none">• 'True' counts as a positive value• 'False' and 'Blank/Not Provided' count as neutral weight	Numeric <ul style="list-style-type: none">• Numeric values compare to all other company numeric value to generate a ranking• Non-reporters rank worse than the worst numerical respondent in any factor	

Processing the Ranking

1. Weight each individual factor within a pillar. Some factors have higher relative weights.
2. Calculate the underlying score for each pillar, then rank the full Russell 1000 Index within that pillar in ascending order, '1' is the best rank.
3. Apply the pillar weightings to generate an overall weighted average ranking for each company. The higher the weighted average, the better a company's ranking.
4. When several company scores tie, there is a gap between that score and the next closest score. For example, if two companies tie for the top rank, the company or companies that earned a second-place rank will place third. Second place is sacrificed for the tie-gap, so third is the next available rank after the tie-gap.
5. The controversy score (part of the ESG Performance pillar) is applied. If ISS ESG identifies a Severe or Very Severe controversy, the company is penalized 10 points on its final, overall weighted score and the overall weighted score is adjusted accordingly. Controversy penalties are not publicly disclosed in the final ranking.