

100 BEST CORPORATE CITIZENS

2022 Methodology

OVERVIEW

3BL Media's 100 Best Corporate Citizens ranks the 1,000 largest, publicly traded U.S. companies on environmental, social and governance (ESG) transparency and performance. This document outlines the 2022 methodology set by 3BL Media, including changes from 2021, all factors used to determine the ranking and how the ranking is processed. **For more information, visit the FAQs page: <https://100best.3blmedia.com/faq/>.**

Companies are assessed for 100 Best Corporate Citizens based on their ESG transparency and performance, researched from only publicly available information. There is no survey or questionnaire, and no cost or fee to be researched and ranked. 3BL Media's partner, ISS ESG, conducts the research and processes the ranking. The publicly available sources ISS ESG reviews, include:

- Corporate websites, reports and documents (e.g., annual, corporate responsibility and sustainability reports, SEC filings, policies, etc.)
- Reputable third parties (e.g., CDP, Compustat, FactSet, GRI, UN Global Compact, U.S. EPA)

Companies can verify, and respond to, how ISS ESG rates the company on factors used in the ranking through their company's ISS ESG online portal. There is no cost to verify data and information with ISS ESG. Each 100 Best factor has an ID number to reference in the ISS ESG online portal. The factor ID number corresponds to the ISS ESG E&S Disclosure QualityScore and Governance QualityScore. Factors without ID numbers – marked N/A – cannot be verified by companies as ISS ESG sources the data and information from a third party (e.g., FactSet) or the factor is researched by ISS ESG but is not yet part of the E&S Disclosure QualityScore or Governance QualityScore. Factor ID numbers with a decimal are subfactors. For example, factor 450.1 in the Employees pillar is a subfactor of factor 450. To verify subfactors, the overarching, or parent factor, must be first satisfied.

Email ESGHelpdesk@iss-esg.com (Cc 100Best@3blmedia.com) to request online portal access and add users, and in your inquiry.

Companies may verify data and information with ISS ESG anytime. The deadline to verify data and information used for 100 Best Corporate Citizens of 2022 is Friday, March 18, 2022, 8:00 p.m. PST. The top 100 will be announced Wednesday, May 18, 2022.

| 2022 PILLARS AND WEIGHTING | | |
|----------------------------|---------------|-------------------|
| Pillar | Pillar Weight | Number of Factors |
| Employees | 20.5% | 36 |
| Climate Change | 20.0% | 24 |
| Environment | 18.0% | 27 |
| Stakeholders and Society | 13.0% | 16 |
| Human Rights | 11.0% | 19 |
| Governance | 7.5% | 21 |
| ESG Performance | 5.5% | 2 |
| Financial | 4.5% | 10 |
| Total | 100% | 155 |

| METHODOLOGY CHANGES FROM 2021 TO 2022 | |
|---------------------------------------|--|
| Pillar | 2022 Changes |
| Employees | <p><u>New Factors</u></p> <ul style="list-style-type: none"> • What is the scope of the company's disclosed training or professional development programs for employees (Factor ID 304) • Does the company's disclosed information on workforce demographics include race? (Factor ID 446) • Does the company's disclosed information on workforce demographics include age? (Factor ID 447) • Does the company's disclosed information on workforce demographics include ethnicity? (Factor ID 448) • Does the company's disclosed information on workforce demographics include gender? (Factor ID 449) <p><u>Factors Removed</u></p> <ul style="list-style-type: none"> • Employer provides Healthcare coverage • Employer provides Life Insurance • Employer provides short- and long-term disability |
| Climate Change | <p><u>Pillar Weight Increase – Now 20%</u></p> <ul style="list-style-type: none"> • Was 18% in 2021 Ranking <p><u>Factors Moved From Environment Pillar</u></p> <ul style="list-style-type: none"> • Does the company provide quantitative metrics about GHG emissions? (Factor ID 50) • Does the company disclose its total Direct GHG emissions? (Factor ID 51) • Scope 1 Direct Emissions: The Direct emissions data represents the final, ISS-Ethix reviewed and approved value based on the ISS-Ethix Climate Solutions methodology, which selects the most accurate value from available sources. (Factor ID 51.1) • Does the company disclose its total Scope 2 GHG emissions? (Factor ID 52) • Scope 2 Energy Indirect Emissions: This data represents the final, ISS-Ethix reviewed and approved value based on the ISS-Ethix Climate Solutions methodology, which selects the most accurate value from available sources. (Factor ID 52.1) • Does the company disclose its total Scope 3 GHG emissions? (Factor ID 53) • Scope 3 Other Indirect Emissions: For Scope 3 emissions, all provided data has been estimated. Reported Scope 3 emissions are generally unreliable and thus reported Scope 3 emissions are not included in this datapoint. (Factor ID 53.1) |

| Pillar | 2022 Changes (continued) |
|-------------------------------------|--|
| Environment | <p>New Factors</p> <ul style="list-style-type: none"> Does the company disclose information on risks associated with water withdrawal or scarcity? (Factor ID 204) <p>Factors Moved From Climate Change Pillar</p> <ul style="list-style-type: none"> Does the company disclose its total water use? (Factor ID 199) Total water consumed – normalized value (Factor ID 199.1) Total water consumed (Factor ID 199.2) Does the company's disclosed data regarding water use identify the total water withdrawn? (Factor ID 200) Does the company's disclosed data regarding water use identify the total water consumed? (Factor ID 201) Does the company's break out its disclosed water withdrawal by source? (Factor ID 202) |
| Stakeholders and Society | <p>Pillar Weight Increase – Now 13%</p> <ul style="list-style-type: none"> Was 12.5% in 2021 Ranking |
| Human Rights | <p>New Factors</p> <ul style="list-style-type: none"> Does the company indicate that it applies the same workforce policy standards to suppliers and vendors? (Factor ID 414) |
| Governance | <p>New Factors</p> <ul style="list-style-type: none"> Percentage of independent board members on the sustainability committee Does the company provide external assurance or independent verification of its sustainability disclosures? (Factor ID 247) Does the company disclose an approach on identifying and mitigating information security risks? (Factor ID 402) Has the company entered into an information security risk insurance policy? (Factor ID 409) Is the company externally audited or certified by top information security standards? (Factor ID 410) |
| ESG Performance | <p>Pillar Weight Decrease – Now 5.5%</p> <ul style="list-style-type: none"> Was 8.0% in 2021 Ranking <p>New Factors</p> <ul style="list-style-type: none"> SDG Impact Rating: This factor assesses the overall impact of an issuer on the Sustainable Development Goals on a scale of -10 to +10 |
| Financial | <p>New Factors</p> <ul style="list-style-type: none"> GHG Emissions Intensity - Total Emissions (USD) |
| InfluenceMap Lobbying Screen | <p>New Factors</p> <p>Companies determined to be using their influence and lobbying efforts with high intensity to support Paris Climate Agreement-aligned policies will receive a "green flag" and will have 10 points added to its final overall weighted score.</p> |

2022 FACTORS

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|-----------|-------------------|---|---|
| Employees | 304 | What is the scope of the company's disclosed training or professional development programs for employees? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 305 | Does the company monitor employee satisfaction or engagement? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 413 | Does the company have an enterprise level workforce/labor rights policy? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 422 | Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the board, senior management, or workforce levels? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 424 | Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the senior management level? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 425 | Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the workforce level? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 426 | Does the company publicly disclose a diversity strategy or similar commitment to ensure workforce equality beyond gender at the board, senior management, or workforce levels? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 428 | Does the company's apply a diversity strategy to the senior management level? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 429 | Does the company's apply a diversity strategy to the workforce level? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 430 | Does the labor rights policy address discrimination (including gender, race, disability, ethnicity, nationality, religion, LGBTQ), workforce equality, or fair employment? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 437 | Does the company's labor rights policy address discrimination based on sexual orientation? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 438 | Does the company's labor rights policy address discrimination based on gender identity or gender expression? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 441 | Does the company publicly disclose data on workforce equality connected with gender, race, disability, ethnicity, nationality, religion, LGBTQ, or other potentially protected classes? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 443 | Does the company's disclosed information on workforce equality include data on equality for senior management? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 444 | Does the company's disclosed information on workforce equality include data on equality for the workforce? | QualityScore > Social > Labor, Health, and Safety |

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|-----------|-------------------|---|---|
| Employees | 445 | Does the company provide workforce demographic disclosure? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 446 | Does the company's disclosed information on workforce demographics include race? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 447 | Does the company's disclosed information on workforce demographics include age? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 448 | Does the company's disclosed information on workforce demographics include ethnicity? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 449 | Does the company's disclosed information on workforce demographics include gender? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 450 | Does the company provide workforce disclosure on gender and racial/ethnic group representation? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 450.1 | Percentage of women for executives and senior management: This factor provides the issuer's percentage of women for executives and senior management. | QualityScore > Social > Labor, Health, and Safety |
| Employees | 450.2 | Percentage of women across the total workforce: This factor provides the issuer's percentage of women across the total workforce. | QualityScore > Social > Labor, Health, and Safety |
| Employees | 451 | Does the company disclose information on gender and racial/ethnic group representation across the total workforce? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 452 | Does the company disclose information on gender and racial/ethnic group representation for executives and senior management? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 453 | Does the company disclose information on gender and racial/ethnic group representation for professionals or technical staff? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 454 | Does the company disclose information on gender and racial/ethnic group representation for non-contingent staff? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 455 | Does the company disclose information on gender and racial/ethnic group representation for contingent staff? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 459 | Does the company disclose a policy that specifically addresses occupational health and safety? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 460 | Does the company's occupational health and safety policy explicitly encompass all facilities and operations? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 467 | Does the company disclose information about OH&S performance, including injuries, occupational diseases, and work-related fatalities? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 476 | Does the company disclose specific efforts for reducing the occurrence of injuries, occupational diseases, and work-related fatalities? | QualityScore > Social > Labor, Health, and Safety |
| Employees | 479 | Does the company disclose information on management systems used to integrate a culture of safety and emergency preparedness? | QualityScore > Social > Labor, Health, and Safety |

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|----------------|-------------------|---|--|
| Employees | 484 | Does the company state a commitment to a fair or living wage for all employees? | QualityScore > Social > Labor, Health, and Safety |
| Employees | N/A | Employee healthcare benefit: Maternity leave (paid and unpaid) | QualityScore > Social > Labor, Health, and Safety |
| Employees | N/A | Employee healthcare benefit: Paternity leave (paid and unpaid) | QualityScore > Social > Labor, Health, and Safety |
| Climate Change | 21 | Does the company disclose a climate change policy or equivalent information that specifically addresses the company's climate change risks, performance, and opportunities? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 22 | Does the company's climate change disclosure specifically address climate change risks? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 23 | Does the company's climate change disclosure specifically address climate change strategy? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 24 | Does the company's climate change disclosure specifically address climate change performance? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 25 | Does the company's climate change disclosure specifically address climate change targets? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 26 | Does the company's climate change disclosure specifically provide analysis of performance against targets? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 28 | Does the company's climate change disclosure specifically address climate change opportunities? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 37 | Does the company's climate change disclosure include an impact scenario that references 2°C limits? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 38 | Does the company disclose targets for reducing GHG emissions? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 39 | Does the company define GHG emissions reduction targets at group level? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 40 | Are the company's GHG emissions reduction targets clearly aligned with the 2°C scenario? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 42 | Does the company indicate that GHG emissions reduction targets have been approved by The Science Based Targets initiative? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 50 | Does the company provide quantitative metrics about GHG emissions? | QualityScore > Environment > Management of Env Risks and Opportunities |

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|----------------|-------------------|--|--|
| Climate Change | 51 | Does the company disclose its total Direct GHG emissions? | QualityScore > Environment > Management of Env Risks and Opportunities |
| Climate Change | 51.1 | GHG Emissions - Preferred Scope 1 - Direct Emissions: This factor provides the issuer's Scope 1 Direct emissions. The Direct emissions data represents the final, ISS-Ethix reviewed and approved value based on the ISS-Ethix Climate Solutions methodology, which selects the most accurate value from available sources. | QualityScore > Environment > Carbon and Climate |
| Climate Change | 52 | Does the company disclose its total Scope 2 GHG emissions? | QualityScore > Environment > Management of Env Risks and Opportunities |
| Climate Change | 52.1 | GHG Emissions - Preferred Scope 2 - Energy Indirect Emissions: This factor provides the issuer's Scope 2 Energy Indirect emissions. The Energy Indirect Emissions data represents the final, ISS-Ethix reviewed and approved value based on the ISS-Ethix Climate Solutions methodology, which selects the most accurate value from available sources. | QualityScore > Environment > Carbon and Climate |
| Climate Change | 53 | Does the company disclose its total Scope 3 GHG emissions? | QualityScore > Environment > Management of Env Risks and Opportunities |
| Climate Change | 53.1 | GHG Emissions - Scope 3 - Other Indirect Emissions: This factor provides the issuer's Scope 3 "Other Indirect" emissions. For Scope 3 emissions, all provided data has been estimated. Reported Scope 3 emissions are generally unreliable and thus reported Scope 3 emissions are not included in this datapoint. | QualityScore > Environment > Carbon and Climate |
| Climate Change | 58 | Has the company obtained independent third-party verification for its GHG disclosure? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 96 | Does the company disclose a clear approach to reduce energy consumption from non-renewable sources? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 105 | Does the company describe management's role in assessing and managing climate-related risks and opportunities? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 106 | Does the company describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management? | QualityScore > Environment > Carbon and Climate |
| Climate Change | 107 | Does the company disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process? | QualityScore > Environment > Carbon and Climate |

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|-------------|-------------------|--|--|
| Environment | 1 | Does the company have an enterprise level environmental policy? | QualityScore > Environment > Management of Env Risks and Opportunities |
| Environment | 5 | Does the company's environmental policy apply the same standards to suppliers or vendors? | QualityScore > Environment > Management of Env Risks and Opportunities |
| Environment | 7 | Does the company disclose the presence of an Environmental Management System? | QualityScore > Environment > Management of Env Risks and Opportunities |
| Environment | 19 | Does the company identify specific salient environmental risks in its latest annual, integrated, or sustainability report? | QualityScore > Environment > Management of Env Risks and Opportunities |
| Environment | 62 | Does the company disclose its total energy use? | QualityScore > Environment > Carbon and Climate |
| Environment | 62.1 | Energy - Total energy use normalized: This factor provides a normalized value for the issuer's total energy use. Data is normalized per 1m USD. | QualityScore > Environment > Carbon and Climate |
| Environment | 62.2 | Energy - Total energy use: This factor provides the issuer's total energy use. Data is presented in Megawatt hours. | QualityScore > Environment > Carbon and Climate |
| Environment | 97 | Does the company's approach to reducing energy consumption from non-renewable sources include relative targets? | QualityScore > Environment > Carbon and Climate |
| Environment | 98 | Does the company's approach to reducing energy consumption from non-renewable sources include absolute targets? | QualityScore > Environment > Carbon and Climate |
| Environment | 99 | Does the company's approach to reducing energy consumption from non-renewable sources include specific information on an implementation timeline? | QualityScore > Environment > Carbon and Climate |
| Environment | 122 | Does the company disclose quantitative information on significant air emissions? | QualityScore > Environment > Waste and Toxicity |
| Environment | 159 | Does the company disclose its total hazardous waste generation? | QualityScore > Environment > Waste and Toxicity |
| Environment | 160.1 | Waste - Total weight of generated hazardous waste trend: This factor provides a trend value for the issuer's total weight of generated hazardous waste based on recent-year percent change over a trailing three-year average. | QualityScore > Environment > Waste and Toxicity |
| Environment | 160.2 | Waste - Total weight of generated hazardous waste normalized: This factor provides a normalized value for the issuer's total weight of generated hazardous waste. Data is normalized per 1m USD. | QualityScore > Environment > Waste and Toxicity |
| Environment | 160.3 | Waste - Total weight of generated hazardous waste: This factor provides the issuer's total weight of generated hazardous waste. Data is presented in Metric tonnes. | QualityScore > Environment > Waste and Toxicity |

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|--------------------------|-------------------|---|--|
| Environment | 168 | Does the company disclose information on its waste management and recycling programs? | QualityScore > Environment > Waste and Toxicity |
| Environment | 181 | Does the company disclose specific targets for reducing hazardous and non-hazardous waste? | QualityScore > Environment > Waste and Toxicity |
| Environment | 182 | Does the company's disclosed information regarding targets for reducing hazardous and non-hazardous waste include quantitative targets? | QualityScore > Environment > Waste and Toxicity |
| Environment | 183 | Does the company's disclosed information regarding targets for reducing hazardous and non-hazardous waste include specific information on an implementation timeline? | QualityScore > Environment > Waste and Toxicity |
| Environment | 199 | Does the company disclose its total water use? | QualityScore > Environment > Natural Resources |
| Environment | 199.1 | Water - Total water consumed normalized: This factor provides a normalized value for the issuer's total water consumed. Data is presented in cubic metres+E80. | QualityScore > Environment > Natural Resources |
| Environment | 199.2 | Water - Total water consumed: This factor provides the issuer's total water consumed. Data is presented in cubic meters. | QualityScore > Environment > Natural Resources |
| Environment | 200 | Does the company's disclosed data regarding water use identify the total water withdrawn? | QualityScore > Environment > Natural Resources |
| Environment | 201 | Does the company's disclosed data regarding water use identify the total water consumed? | QualityScore > Environment > Natural Resources |
| Environment | 202 | Does the company break out its disclosed water withdrawal by source? | QualityScore > Environment > Natural Resources |
| Environment | 204 | Does the company disclose information on risks associated with water withdrawal or scarcity? | QualityScore > Environment > Natural Resources |
| Environment | 366 | Does the company's Code of Vendor Conduct address the environmental impact of supplier products or services? | QualityScore > Environment > Management of Env Risks and Opportunities |
| Stakeholders and Society | 239 | Is the company a participant to the UN Global Compact? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 241 | Does the company report sustainability metrics in accordance with the Global Reporting Initiative? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 245 | Does this company have any reports or information on its website equivalent to that found in a CSR/EHS report? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 250 | Does the company have a publicly disclosed Business Ethics Policy or Code of Conduct? | QualityScore > Social > Stakeholders and Society |

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|--------------------------|-------------------|---|--|
| Stakeholders and Society | 259 | Does the company have a confidential hotline and stated protection of whistleblowers? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 267 | Does the company have a publicly disclosed policy relating to the use of company funds for political purposes? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 268 | Does the company publicly disclose information on the use of corporate funds for the purposes of political advocacy, including lobbying, campaign contributions, and contributions to tax-exempt groups including trade associations? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 268.1 | Political Advocacy - Amount spent political advocacy normalized: This factor provides a normalized value for the issuer's amount spent on political advocacy. Data is normalized per 1m USD. | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 269 | Does the company's disclosed information related to political advocacy include the amounts spent on political advocacy? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 270 | Does the company's disclosed information related to political advocacy include the recipients? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 271 | Does the company's disclosed information related to political advocacy include, at a minimum, the five largest political, lobbying, or tax-exempt group expenditures? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 272 | Does the company's disclosed information related to political advocacy include a discussion of the objectives related to the use of company funds for political advocacy? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 359 | Does the company publicly disclose a Code of Vendor Conduct? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 402 | Does the company disclose a formal system to implement stakeholder consultation and engagement? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | 403 | Does the company disclose information about stakeholder engagements carried out during the past year? | QualityScore > Social > Stakeholders and Society |
| Stakeholders and Society | N/A | CR Score - Community involvement: The indicator evaluates the quality of the company's community involvement initiatives as well as the company's transparency on community contributions. This indicator analyzes: <ul style="list-style-type: none"> a. Objectives of community activities b. Community involvement programs c. Monitoring and evaluation of community projects d. Disclosure of community spending The indicator is graded on a twelve-point scale from D- (poor performance) to A+ (excellent performance). | ISS ESG Company Rating > Community Involvement |
| Human Rights | 316 | Does the company have an enterprise level human rights policy? | QualityScore > Social > Human Rights |

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|--------------|-------------------|--|--------------------------------------|
| Human Rights | 317 | Does the company's human rights policy address the protection of minority groups' rights? | QualityScore > Social > Human Rights |
| Human Rights | 318 | Does the company's human rights policy address the protection of women's rights? | QualityScore > Social > Human Rights |
| Human Rights | 331 | Does the company's human rights policy include a commitment to stakeholder involvement in the development of the policy, the implementation of the policy, and/or the evaluation of effective outcomes of the policy's implementation? | QualityScore > Social > Human Rights |
| Human Rights | 335 | Does the company explicitly identify the right to water as a fundamental human right in its environmental policy, human rights policy, or other policy document? | QualityScore > Social > Human Rights |
| Human Rights | 336 | Does the company disclose information on the applicability of its human rights policy to operations, suppliers, vendors, or partners? | QualityScore > Social > Human Rights |
| Human Rights | 338 | Is the company's human rights policy a global policy applying the same comprehensive standards to all company operations regardless of geographic location? | QualityScore > Social > Human Rights |
| Human Rights | 340 | Does the company indicate that it applies the same human rights policy standards to partners? | QualityScore > Social > Human Rights |
| Human Rights | 342 | Does the company indicate that it applies the same human rights policy to suppliers/vendors? | QualityScore > Social > Human Rights |
| Human Rights | 345 | Does the company have an audit program in place to evaluate its suppliers' performance in the area of human rights? | QualityScore > Social > Human Rights |
| Human Rights | 360 | Does the company's Code of Vendor Conduct address child labor? | QualityScore > Social > Human Rights |
| Human Rights | 361 | Does the company's Code of Vendor Conduct address forced labor? | QualityScore > Social > Human Rights |
| Human Rights | 375 | Does the company indicate that the company's human rights policy supports any specific recognized public convention? | QualityScore > Social > Human Rights |
| Human Rights | 376 | Does the company's human rights policy have clear reference to conformance with the UN Universal Declaration of Human Rights? | QualityScore > Social > Human Rights |
| Human Rights | 378 | Does the company's human rights policy have clear reference to conformance with the OECD Guidelines for Multinational Enterprises? | QualityScore > Social > Human Rights |
| Human Rights | 379 | Does the company's human rights policy have clear reference to conformance with the UN Guiding Principles on Business and Human Rights? | QualityScore > Social > Human Rights |
| Human Rights | 381 | Does the company identify specific salient human rights risks in the most recent annual, integrated, or sustainability report? | QualityScore > Social > Human Rights |

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|--------------|-------------------|---|--|
| Human Rights | 414 | Does the company indicate that it applies the same workforce policy standards to suppliers/vendors? | QualityScore > Social > Human Rights |
| Human Rights | 416 | Does the company disclose the priority non-conformance rate and associated corrective action rate for suppliers' compliance with labor rights policies? | QualityScore > Social > Human Rights |
| Governance | 14 | What is the classification of the Chairman of the Board? | QualityScore > Governance > Board |
| Governance | 44 | Did any directors attend less than 75% of the aggregate board and applicable key committee meetings without a valid excuse? | QualityScore > Governance > Board |
| Governance | 77 | Are all directors elected annually? | QualityScore > Governance > Shareholders |
| Governance | 110 | Does the company describe the board's oversight of climate-related risks and opportunities? | QualityScore > Environment > Carbon and Climate |
| Governance | 201 | Is the company, or any of its directors and officers, currently under investigation by a regulatory body? | QualityScore > Governance > Audit |
| Governance | 225 | Are there material restrictions as to timing or topics to be discussed, or ownership levels required to call the meeting? | QualityScore > Governance > Shareholders |
| Governance | 247 | Does the company provide external assurance or independent verification of its sustainability disclosures? | QualityScore > Social > Stakeholders and Society |
| Governance | 258 | Does the company provide anti-corruption training to all employees, including management? | QualityScore > Governance > Stakeholders and Society |
| Governance | 276 | Does the company have a dedicated Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee? | QualityScore > Governance > Stakeholders and Society |
| Governance | 282 | Is the Board of Directors specifically mentioned as having responsibility for the company's human rights policy? | QualityScore > Governance > Stakeholders and Society |
| Governance | 300 | Has ISS' qualitative review identified a pay-for-performance misalignment? | QualityScore > Governance > Compensation |
| Governance | 348 | Does the company disclose the existence of a formal CEO and key executive officers' succession plan? | QualityScore > Governance > Board |
| Governance | 349 | Does the board have any mechanisms to encourage director refreshment? | QualityScore > Governance > Board |
| Governance | 354 | What is the proportion of women on the board? | QualityScore > Governance > Board |

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|-----------------|-------------------|---|---|
| Governance | 402 | Does the company disclose an approach on identifying and mitigating information security risks? | QualityScore > Governance > Audit |
| Governance | 409 | Has the company entered into an information security risk insurance policy? | QualityScore > Governance > Audit |
| Governance | 410 | Is the company externally audited or certified by top information security standards? | QualityScore > Governance > Audit |
| Governance | 423 | Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the board level? | QualityScore > Social > Labor, Health, and Safety |
| Governance | 427 | Does the company's apply a diversity strategy to the board level? | QualityScore > Social > Labor, Health, and Safety |
| Governance | N/A | % of independent board members in the sustainability committee | ESG Rating > Quantitative Raw Data > Social > |
| Governance | N/A | Identifies whether chairman of the board is also the CEO | Board > Board Policies > Board>Board Policies |
| ESG Performance | N/A | ISS ESG Performance Score: This factor provides a numerical score from 0 to 100. Prime Status is based on the ISS ESG rating and a sector specific Prime threshold. The ESG Performance Score, however, is comparable over all rated entities. All rated entities with values > 50 are Prime, companies with values < 50 are Not Prime. | ISS ESG Corporate Rating > Corporate Rating |
| ESG Performance | N/A | SDG Impact Rating: This factor assesses the overall impact of an issuer on the Sustainable Development Goals on a scale of -10 to +10 (see methodology document attached) | |
| Financial | 36 | Does the company present and describe multiple scenarios for the potential impact of climate-related risks and opportunities on its businesses, strategy, and financial planning? | QualityScore > Environment > Carbon and Climate |
| Financial | 286 | Has the company explained how the variable pay award, dependent on non-financial performance, was assessed for the year under review? | QualityScore > Social > Stakeholders and Society > Stakeholders and Society |
| Financial | 291 | Does the company provide information indicating a link between consideration of ESG risks and performance, and executive remuneration? | QualityScore > Social > Stakeholders and Society > Stakeholders and Society |
| Financial | N/A | Return On Assets | Financial Ratios > Issuer Financials > Financial Ratios > Issuer Financials |
| Financial | N/A | Earnings per share | Financial Ratios > Issuer Financials > Financial Ratios > Issuer Financials |

| Pillar | ISS ESG Factor ID | Factor Description | ISS ESG Factor Category |
|-----------|-------------------|--|---|
| Financial | N/A | EBITD Margin | Financial Ratios > Issuer Financials > Financial Ratios > Issuer Financials |
| Financial | N/A | Annualized total shareholder return measured over trailing 36 months | Financial Ratios > Share Price and Dividend Performance > Financial Ratios > Share Price and Dividend Performance |
| Financial | N/A | Price to cashflow ratio | Financial Ratios > Valuation Measures > Financial Ratios > Valuation Measures |
| Financial | N/A | GHG Emissions - Emissions Intensity - Total Emissions (USD) | Carbon and Climate > Carbon and Climate |
| Financial | N/A | Dividend as percent of share price | Financial Ratios > Valuation Measures > Financial Ratios > Valuation Measures |

CALCULATING THE RANKING

Three Types of Factors, Examples:

| Disclosure | Policy | Performance |
|--|---|---|
| Does the company's climate change disclosure specifically address climate change risks? | Does the company indicate it applies the same human rights policy standards to suppliers and vendors? | Does the company's climate change disclosure specifically address climate change performance? |
| Three Forms of Data and Information | | |
| Binary | Numeric | Qualitative |
| <ul style="list-style-type: none"> · 'True' counts as a positive value · 'False' and 'Blank / Not Provided' counts as neutral weight | <ul style="list-style-type: none"> · Numeric values compare to all other company numeric values to generate a ranking · 'Blank / Not Provided' rank worse than the worst numerical respondent in any factor | <ul style="list-style-type: none"> · 'Full credit' for robust disclosures · 'Partial credit' for insufficient disclosures · 'Blank / Not Provided' rank worse than the worst partial credit respondent |

PROCESSING THE RANKING

- Weight each individual factor within a pillar. Some factors have higher relative weights.
 - 3BL Media does not disclose individual factor weights so the ranking can't be replicated.
- Calculate the underlying score for each pillar, then rank the full Russell 1000 within that pillar in ascending order (1 is the best rank).
- 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.
- Tie-Gaps:** 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.
- The controversy screen is applied. If ISS ESG identifies a Severe or Very Severe controversy, the company is penalized 10 points on its final, overall weighted score. Controversies and subsequent penalties are not publicly disclosed in the ranking.
- The lobbying screen is applied. Our partners at InfluenceMap (<https://influencemap.org/>) will measure the intensity of company lobbying and whether this lobbying is supportive or oppositional to Paris Climate Agreement-aligned policy benchmarks.
 - Companies with a high lobbying intensity and oppositional lobbying will receive a "red flag" and will be penalized 10 points on its final overall weighted score. The "red flag" and subsequent penalty are not publicly disclosed in the ranking.
 - NEW** Companies determined to be using their influence and lobbying efforts with high intensity to support Paris Climate Agreement-aligned policies will receive a "green flag" and will have 10 points added to its final overall weighted score.

