100 BEST CORPORATE CITIZENS

2023 Final Results



OVERVIEW

3BL's 100 Best Corporate Citizens ranks the 1,000 largest, publicly traded U.S. companies on environmental, social and governance (ESG) transparency and performance. For more information visit 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'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)

While there are no formal submissions, companies can verify and respond to how ISS ESG rates them on factors used in the ranking through ISS-Corporate's Compass platform. There is no cost to verify data and information with ISS. Each 100 Best factor has an ID number to reference in the Compass platform. 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 info@iss-corporate.com (Cc 100Best@3blmedia.com) to request online portal access and add users.

Rank	Company	Overall Weighted Score	Industry Rank	Industry	Climate Change (22%)	Employee Relations (20.5%)		Environment (19%)	Stakeholders & Society (14%)	Human Rights (11%)	Governance (9%)	ESG Performance (4.5%)
1	Hewlett Packard Enterprise	77.75	1	Technology Hardware	156		5	1	153	3	45	23
2	Accenture Plc	76.68	1	Software & Services	8		1	18	307	29	129	57
3	HP Inc.	76.28	2	Technology Hardware	19		116	63	8	15	5	3
4	Hasbro, Inc.	76.09	1	Consumer Durables	34		86	9	5	118	6	40
5	Estee Lauder Companies	75.21	1	Household Products	55		13	51	4	71	63	116
6	PepsiCo, Inc.	74.96	1	Food & Beverage	36		24	98	58	1	71	259
7	Merck & Co., Inc.	74.92	1	Pharma & Biotech	111		76	3	2	24	345	5
8	Johnson & Johnson	74.56	2	Pharma & Biotech	37		18	64	6	94	120	20
9	QUALCOMM Incorporated	74.52	1	Semiconductors	30		7	109	67	42	69	44
10	Owens Corning	73.94	2	Food & Beverage	156		8	58	79	2	43	352
11	The Hershey Company	73.94	1	Capital Goods	106		10	19	133	28	136	21
12	Intel Corporation	73.91	2	Semiconductors	173		26	32	8	45	35	58
13	Trane Technologies Plc	73.62	2	Capital Goods	20		50	2	32	377	161	38
14	Ecolab Inc.	73.16	1	Materials	50		37	28	68	69	92	80
15	Biogen Inc.	71.52	3	Pharma & Biotech	9		73	17	100	157	554	29
16	Eastman Chemical Co.	71.23	2	Materials	85		6	24	112	216	111	294
17	Medtronic Plc	71.11	1	Health Care	43		14	54	114	231	190	36
18	Ford Motor Company	70.97	1	Auto	15	3	393	11	139	5	33	187
18	Xylem Inc.	70.65	3	Capital Goods	318		21	12	7	87	420	163
20	LyondellBasell Industries	70.23	3	Materials	131		19	60	68	38	164	457
21	Illumina, Inc.	70.2	4	Pharma & Biotech	1		159	34	37	141	435	239
22	FMC Corporation	69.54	4	Materials	16		42	144	168	191	4	600
23	CNH Industrial NV	69.37	4	Capital Goods	235		158	10	10	76	221	41
24	Pfizer Inc.	69.3	5	Pharma & Biotech	47		41	107	147	147	101	66
25	Target Corporation	69.26	1	Distribution & Retail	64	2	236	27	41	19	123	188
26	NIKE, Inc.	69.24	2	Consumer Durables	154		11	249	72	58	99	62
27	General Motors Company	69.15	2	Auto	38	2	262	56	92	12	31	271
28	Linde Plc	69.02	5	Materials	97		166	8	48	273	22	110
29	Newmont Corporation	68.85	6	Materials	167		82	100	12	62	152	168
30	Ball Corporation	68.8	7	Materials	116		61	21	144	216	225	10
31	Cisco Systems, Inc.	68.72	3	Technology Hardware	17	2	258	132	189	5	47	53
32	Graphic Packaging	68.19	8	Materials	150		231	6	218	11	90	107
33	Ingersoll Rand Inc.	68	5	Capital Goods	25		46	61	353	231	83	267
34	AptarGroup, Inc.	67.98	9	Materials	115		172	39	75	30	292	135
35	Mondelez International	67.89	3	Food & Beverage	48		38	256	185	47	89	337
36	Bristol-Myers Squibb Co.	67.79	6	Pharma & Biotech	71		188	6	65	320	223	26

Section Discisiones and Co. 17/10 2 Health Circ 302 3 140 16 23 423 93	Rank	Company	Overall Weighted Score	Industry Rank	Industry	Climate Change (22%)	Employee Relations (20.5%)	Environment (19%)	Stakeholders & Society (14%)	Human Rights (11%)	Governance (9%)	ESG Performance (4.5%)
100 Mary Solutions Incl. 6743 6 Capital Coods 32 105 108 3 437 515 67	36	Becton, Dickinson and Co.	67.69	2	Health Care	302	3	3 140	16	231	423	93
A celloga Company	38	S&P Global, Inc.	67.62	1	Financial Services	5	34	1 47	143	75	238	22
40 Applied Materials, Inc. 66.97 3 Semiconductors 174 115 135 68 263 55 175 42 Las Veges Sonits Cop. 66.6 2 Software & Services 190 154 133 41 150 10 10 10 43 Hillon Vioridavide 66.41 1 Telecomonications 56 877 69 151 135 66 466 99 44 Hillon Vioridavide 66.41 1 Telecomonications 56 877 69 151 15 66 466 99 45 Applied Vioridavide 66.41 1 Telecomonications 56 877 69 151 15 66 466 99 46 ATSTINC. 66.33 3 Consumer Services 377 79 151 15 66 466 99 47 The Cigna Coopp 66.11 2 Telecomonications 121 374 62 47 32 41 25 48 General Mills Inc. 66.09 3 Health Care 335 298 83 33 26 15 62 35 58 143 49 Union Popidic Corporation 66.07 5 Food & Beweige 14 405 165 62 35 58 58 143 50 Analog Devices, Inc. 66.06 1 Transportation 39 156 226 233 177 277 198 51 Pol-Cigna Coopp 60 1 Transportation 39 156 226 233 177 277 198 52 Vestes Management, Inc. 66.97 4 Consumer Services 337 87 87 33 334 776 181 477 53 Keysight Technologies 6.59 1 Devices, Services 50 39 156 226 200 633 416 179 53 Keysight Technologies 6.59 4 Consumer Powelles 337 87 87 33 334 776 181 477 54 Selection Inc. 66.97 4 Consumer Powelles 337 87 87 33 334 776 181 477 55 Microcott Corporation 6.50 3 5 Software & Services 52 34 52 200 633 416 179 56 Microcott Corporation 6.53 3 5 Software & Services 52 34 52 200 633 416 179 57 Available Company 6.54 6 1 Refs 77 4 Louise Powelles 176 39 46 229 408 201 114 58 Calgate Patrialism Corporation 6.53 1 5 Software & Services 52 34 62 20 63 47 22 22 22 22 22 22 23 24 24 24 24 24 24 24 24 24 24 24 24 24	39	Univar Solutions Inc.	67.43	6	Capital Goods	32	105	5 108	3	437	513	87
47 La Vigas Sanda Corp. 66.6 2 Software & Services 150 100 1135 365 343 343 347 10 4.4 Vericen Communications 66.7 1 Telecommunications 56 379 60 50 138 25 27 4.8 VF Corp. 66.36 2 Consumer Services 377 79 101 15 66 486 99 4.6 AlXII no. 66.3 3 Consumer Durables 32 68 320 10 65 184 4. Telecommunications 120 374 60 433 26 10 66 184 4. Telecommunications 120 374 60 433 26 10 66 184 4. Telecommunications 120 374 60 433 26 10 66 184 4. Telecommunications 120 374 60 433 26 10 65 184 4. Unicer Pacific Corporation 66.0 3 Health Care 355 278 128 124 36 200 11 24 4. Unicer Pacific Corporation 66.0 1 Temperaturion 38 65 28 28 58 58 143 3. Canada Corporation 38 66 3 486 4. AlxII no. 66.0 1 Temperaturion 38 65 250 220 233 177 277 189 5. Marganetic No. 66.0 1 Temperaturion 38 65 250 220 233 177 277 189 5. Marganetic No. 66.0 1 Temperaturion 38 65 250 250 253 177 277 278 5. Marganetic No. 66.0 1 Temperaturion 38 65 32 272 5. Waste Management, Inc. 62.97 4 Consumer Durables 137 67 13 334 176 101 427 5. Marganetic No. 66.0 10 Temperaturion 38 65 32 12 200 60.3 101 427 5. Marganetic No. 66.0 10 Temperaturion 38 65 32 12 200 60.3 101 427 5. Marganetic No. 66.0 10 Temperaturion 38 60 32 12 200 60.3 101 427 5. Marganetic No. 66.0 10 Temperaturion 38 60 32 12 200 60.3 101 101 427 5. Marganetic No. 66.0 10 Temperaturion 38 60 32 12 200 60.3 101 101 427 5. Marganetic No. 66.0 10 Temperaturion 38 50 32 12 200 60.3 101 101 427 5. Marganetic No. 66.0 10 Temperaturion 38 50 30 46 240 408 201 101 101 101 101 101 101 101 101 101	40	Kellogg Company	67.2	4	Food & Beverage	10	208	3 41	396	167	14	76
43 Vertian Communications 66,47 1 Consumer Services 190 154 133 41 128 10 8 44 Hillow Numbervice 64,41 1 Telecommunications 56 379 69 50 18 25 27 45 VF Corp. 66,36 2 Comsumer Services 377 79 101 15 66 486 99 46 ATXT Inc. 66,3 3 Consumer Durables 132 68 533 26 10 65 194 47 The Cigna Group 64,11 2 Telecommunications 101 377,4 102 47 3.2 41 23 48 General Mills Inc. 66,8 3 Health Care 133 79 18 104 38 200 1 24 49 Union Practice of Companies 66,07 5 Food & Reverage 14 403 198 62 58 58 58 143 50 Analog Devices, Inc. 66,06 1 Transportation 39 56 758 233 177 277 198 51 PVH Corp. 66,02 4 Semiconductors 43 22 224 86 309 329 327 52 Wistle Management, Inc. 65,97 4 Consumer Durables 177 87 113 334 176 181 427 53 Keysight Technologies 65,88 1 Business Services 160 32 112 192 167 260 90 54 Selectore, Inc. 65,97 4 Technology Hardware 260 151 22 27 27 26 97 55 Marzenton Review Corporation 65,33 3 Software & Services 150 39 46 249 408 201 114 56 Marzenton Petrolesce, Inc. 65,35 1 Root & Software & Services 150 275 31 12 12 12 12 12 12 12 12 12 12 12 12 12	41	Applied Materials, Inc.	66.97	3	Semiconductors	174	115	35	68	263	55	175
44 Hilton Worldwide 66,61 1 Telecommunications 56 379 69 50 118 25 27 444 VF Corp. 66,36 2 Consumer ferrioriss 137 79 101 15 66 486 99 45 ASTITIC. 68.3 3 Consumer ferrioriss 132 88 533 28 10 68 194 47 The Cigna Group 66,11 2 Telecommunications 121 374 62 47 32 41 22 48 General Mills Inc. 66,08 3 Health Care 135 218 104 36 200 1 24 49 Union Panific Corporation 66,07 5 Food & Bernage 14 403 188 62 58 58 18 50 Analog Devices, Inc. 66,06 1 Transportation 39 55 258 233 177 277 198 51 PVH Corp. 66,02 4 Semiconjutoris 43 22 224 88 399 3329 337 22 Waste Management, Inc. 65,97 4 Consumer Dualbels 137 67 13 334 176 181 427 53 Reysight Technologies 66,49 1 Rusiness Services 168 39 117 190 167 268 90 54 Selectroce, Inc. 65,87 4 Reprinciple 260 151 23 227 22 289 277 55 Marcent Corporation 66,52 4 Software & Services 160 275 31 270 32 146 39 57 Agolon Bay Communities 65,40 1 Rusiness Services 160 275 31 270 32 146 39 57 Agolon Bay Communities 65,40 1 Rusiness Services 160 275 31 270 32 146 39 58 Marathen Petroleum Carporation 66,52 4 Software & Services 160 275 31 270 32 146 39 58 Marathen Petroleum Carporation 66,50 1 Rusiness Services 160 275 31 270 32 146 39 58 Marathen Petroleum Carporation 66,50 1 Rusiness Services 160 275 31 270 32 146 39 57 Agolon Bay Communities 65,40 1 Rusiness Services 160 275 31 270 32 146 39 58 Marathen Petroleum Carporation 66,50 1 Rusiness Services 160 275 31 270 32 146 39 59 Intermational Flavora & Fragrances 66,47 10 Materials 107 77 174 191 93 93 88 50 Berry Clobal Group Inc. 65,30 1 Materials 107 77 174 191 93 93 88 50 Berry Clobal Group Inc. 66,31 12 Materials 174 99 96 255 47 212 235 60 Berry Clobal Group Inc. 66,31 12 Materials 174 99 96 255 47 212 235 61 The Kart Heiner Company 64,58 13 Materials 179 99 119 110 110 110 110 110 110 110 110	42	Las Vegas Sands Corp.	66.6	2	Software & Services	151	109	135	355	343	342	12
45 VF Corp. 66.36 2 Consumer Services 317 79 101 15 66 486 99 46 ATRI Inc. 66.3 3 Consumer Durabiles 139 68 533 26 10 66 194 47 The Cigna Croup 66.11 2 Telecommunications 121 374 82 47 32 41 225 48 General Mills Inc. 66.06 3 Health Care 133 28 128 124 36 200 11 24 49 Union Pacific Companion 66.07 5 Food & Rewinge 14 403 185 62 88 58 143 50 Analeg Devices, Inc. 66.06 1 Transportation 39 56 228 233 177 277 198 51 PUN Corp. 66.02 4 Semiconductors 43 22 224 86 366 366 369 329 52 Wasse Management Inc. 65.67 4 Consumer Durables 137 87 13 334 176 181 427 53 Wasse Management Inc. 65.67 4 Technology Hartware 260 181 23 277 29 267 54 Salesforce, Inc. 66.67 4 Technology Hartware 260 181 23 277 29 269 277 55 Microsoft Corporation 65.83 3 Software & Services 52 34 52 200 653 416 19 56 Marathon Petroleum Corporation 65.63 4 Software & Services 160 275 31 212 32 146 39 57 Avalondes/Communities 65.66 1 REIS 126 127 75 79 171 74 58 Calgate-Palmolive Co. 65.44 2 Household Products 22 566 87 75 79 171 74 59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 393 60 Berry Colod Croup Inc. 65.39 11 Materials 102 77 174 191 93 88 393 58 Eversource Energy 64.78 1 Utilities 377 48 178 179 179 179 179 50 Device Energy 64.78 1 Utilities 377 48 178 179 179 179 179 50 Device Energy 64.78 1 Utilities 377 48 178 179 179 179 179 51 Marchaller Company 64.59 5 Semiconductors 196 31 22 23 20 20 32 20 20 32 20 20 32 20 20 32 20 20 32 20 20 20 20 20 20 20 20 20 20 20 20 20	43	Verizon Communications	66.47	1	Consumer Services	190	154	133	41	158	10	8
46 ATST Inc. 663 3 Censumer Durables 132 68 533 26 10 65 194 47 The Cigns Croup 6611 2 Telecommunications 121 374 82 47 32 41 25 48 General Mills Inc. 66.08 3 Health Care 135 28 114 36 200 1 24 49 Union Pacific Corporation 66.07 5 Food & Beverage 14 403 185 62 58 59 59 59 143 50 Analog Devices, Inc. 66.06 1 Transportation 39 55 226 223 117 277 198 51 PVH Corp. 66.02 4 Semiconductors 43 22 224 86 369 329 327 52 Waster Management, Inc. 66.97 4 Consumer Durables 137 87 13 334 176 181 427 53 Keysight Technologies 68.89 1 Business Services 188 32 112 192 197 288 90 54 Salesforce, Inc. 65.87 4 Technology Hardware 260 151 23 257 22 269 217 55 Microsoft Corporation 68.85 3 Software & Services 160 275 31 212 32 146 39 57 AvelonBay Communities 65.46 1 REITS 126 39 446 249 408 201 114 58 Cogaste-Palmolive Co. 65.44 2 Household Products 22 544 87 77 79 79 171 74 59 International Flavors & Fingrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Berry Clobal Croup, Inc. 65.39 11 Waterials 174 89 36 253 47 212 23 61 The Krist Feline Company 65.34 6 Food & Reverage 223 93 233 65 112 179 179 171 74 62 Dow, Inc. 65.39 11 Materials 174 89 36 253 47 212 235 63 Eversource Energy 64.78 11 Utilities 387 48 128 178 178 179 177 64 Micromorphy 64.58 13 Materials 249 144 15 183 178 179 179 171 65 Carlies Company 64.58 13 Materials 249 144 15 183 178 179 179 171 65 Carlies Company 64.58 13 Materials 249 144 15 183 178 179 179 171 66 Carlies Company 64.58 13 Materials 249 144 15 183 178 179 179 179 67 Spitt Aerosystems Hooldings, Inc. 64.26 8 Capital Coops 200 258 27 366 243 148 66 CBRE Croup, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 67 Olshkench Componition 64.01 6 Semiconductors 216 256 442 135 147 150 192	44	Hilton Worldwide	66.41	1	Telecommunications	56	379	69	50	118	25	27
47 The Cigna Croup 66.11 2 Telecommunications 121 374 62 47 32 41 25 48 General Milla Inc. 66.08 3 Health Care 135 218 124 36 200 1 24 49 Union Pacific Corporation 66.07 5 Food & Bleverage 11 4 403 185 62 58 58 58 58 58 58 58 58 58 58 58 58 58	45	VF Corp.	66.36	2	Consumer Services	317	79) 101	15	66	486	99
48 Ceneral Mills, Inc. 66.08 3 Health Care 135 218 124 36 200 1 24 49 Union Pacific Corporation 66.07 5 Food & Beverage 14 433 185 62 58 58 143 50 Analog pacietes, Inc. 66.06 1 Transportation 39 55 258 233 117 277 198 51 PVH Corp. 66.02 4 Semiconductors 43 22 224 86 369 329 327 52 Waste Management, Inc. 65.97 4 Consumer Durables 137 87 13 334 176 181 427 53 Keysight Technologies 6.599 1 Business Services 168 32 112 192 167 268 90 54 Salesforce, Inc. 65.87 4 Technology Hardware 260 151 23 257 22 269 217 55 Microsoft Corporation 65.83 3 Software & Services 52 34 52 200 603 416 19 56 Marethon Petroleum Corporation 65.52 4 Software & Services 160 275 31 212 32 146 39 57 Avaionially Communities 6.64.6 1 Brits 126 39 46 249 408 201 114 58 Colgate-Palmonive Co. 65.44 2 Household Products 22 545 87 75 79 171 74 59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Betry Clobal Croup, Inc. 65.39 11 Materials 174 89 96 253 47 212 235 61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 12 778 777 62 Down, Inc. 65.31 12 Materials 249 144 15 183 178 179 170 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.9 5 Semiconductors 196 313 29 280 52 65 59 65 The Chemours Company 64.58 13 Materials 249 90 116 247 202 67 366 66 Callisko-Company 64.58 13 Materials 89 90 116 247 202 67 366 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 200 52 203 239 102 9 700 68 Visa Inc. 64.26 8 Capital Goods 200 52 203 239 102 9 700 68 Visa Inc. 64.26 8 Capital Goods 200 52 203 239 102 9 700 68 Visa Inc. 64.26 9 Capital Goods 200 52 203 239 102 9 700 68 Visa Inc. 64.26 9 Capital Goods 200 52 203 244 42 11 278 70 Oshicch Corporation 64.08 9 Capital Goods 266 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16	46	AT&T Inc.	66.3	3	Consumer Durables	132	68	3 533	26	10	65	194
49 Union Pacific Corporation 66.07 5 Food & Beverage 1.4 4.03 185 62 58 58 143 50 Analog Devices, Inc. 66.06 1 Transportation 39 55 228 233 117 277 198 51 PVH Czrp. 66.02 4 5 Semiconductors 4.3 22 224 8.6 369 329 327 52 Waste Management, Inc. 65.97 4 Consumer Durables 137 87 13 33.4 176 181 427 53 Keysight Technologies 65.89 1 Business Services 168 32 112 192 167 268 90 54 Salesforce, Inc. 66.87 4 Technology Hardware 260 151 23 257 22 269 217 55 Microsoft Corporation 63.83 3 Software Services 52 34 52 200 60.5 416 19 56 Manathon Petroleum Corporation 65.52 4 Software & Services 160 275 31 212 32 146 39 57 AvalonBay Communities 65.46 1 PETS 126 39 46 249 408 201 114 58 Colgate-Palmolive Co. 65.44 2 Household Products 22 545 87 75 79 171 74 59 International Flavors & Fragiances 65.42 10 Materials 102 77 114 191 93 88 395 60 Berry Clobal Group, Inc. 65.31 11 Materials 174 89 96 253 47 212 235 61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 12 178 179 179 62 Dow, Inc. 65.31 12 Materials 249 144 15 88 178 178 199 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.99 5 Semiconductors 196 313 29 280 32 65 99 65 The Chemours Company 64.56 8 Calpital Coods 88 58 18 18 244 221 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Calpital Coods 88 58 18 18 244 221 11 177 39 92 68 Wisa Inc. 64.26 8 Calpital Coods 88 58 18 18 244 221 11 177 39 92 69 CREE Cropurics Company 64.66 8 Calpital Coods 88 58 18 18 244 221 11 177 39 92 60 Description Company 64.66 8 Calpital Coods 88 58 18 18 244 24 11 278 60 CREE Cropurics Holdings, Inc. 64.26 8 Calpital Coods 250 57 203 239 107 9 700 61 Deskinch Corporation 64.01 6 Semiconductors 214 256 442 113 278 61 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 442 113 278	47	The Cigna Group	66.11	2	Telecommunications	121	374	4 82	47	32	41	25
50 Analog Devices, Inc. 66.06 1 Transportation 39 55 258 233 117 277 198 51 PVH Corp. 66.02 4 Semiconductors 43 22 224 86 369 329 327 52 Waste Management, Inc. 65.97 4 Consumer Durables 137 87 13 334 176 181 427 53 Keysight Technologies 65.89 1 Business Services 168 32 112 192 167 268 90 54 Salesforce, Inc. 65.67 4 Technology Hardware 260 151 25 257 22 269 277 55 Microsoft Corporation 65.83 3 Software & Services 52 34 52 200 603 416 19 56 Manathon Petroleum Corporation 65.92 4 Software & Services 160 275 31 712 32 146 39 57 Avalenday Communities 65.46 1 REITs 126 39 46 249 408 201 114 58 Colgate-Palmolive Co. 65.44 2 Household Products 22 545 87 75 79 177 74 59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Berry Clobal Corup, Inc. 65.39 11 Materials 102 77 174 191 93 88 395 61 Fire Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 112 178 179 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 128 145 97 133 89 64 Micron Technology, Inc. 65.99 5 Semiconductors 196 313 29 200 32 65 59 65 Carliele Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 231 162 660 67 Spirit AeroSystems Holdings, Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CoRpic Corup, Inc. 64.10 1 Real Estate 29 443 111 157 177 39 92 70 Okhends Corporation 64.01 6 Semiconductors 214 256 442 155 147 16	48	General Mills, Inc.	66.08	3	Health Care	135	218	3 124	36	200	1	24
51 PVH Corp. 66.02 4 Semiconductors 43 22 224 86 369 329 327 52 Waste Management, Inc. 65.97 4 Consumer Durables 137 87 13 334 176 181 427 53 Keysight Technologies 65.89 1 Business Services 168 32 112 192 167 268 90 54 Salesforce, Inc. 65.87 4 Technology Hardware 260 151 23 257 22 269 217 55 Microsoft Corporation 65.83 3 Software & Services 52 34 52 200 603 416 19 56 Marathon Petroleum Corporation 65.82 4 Software & Services 160 275 31 212 32 146 39 57 AvalonBay Communities 65.46 1 REITs 126 39 46 249 408 201 114 58 Colgate-Palmolive Co. 65.44 2 Household Products 22 545 87 75 79 171 74 59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Berry Global Croup, Inc. 65.99 11 Materials 174 89 96 253 47 212 235 61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 12 178 119 253 63 Eversource Energy 64.79 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 The Chemours Company 64.88 13 Materials 89 90 116 247 202 67 361 65 Carlisle Company 64.68 13 Materials 89 90 116 247 202 67 361 65 Carlisle Company 64.24 2 Financial Services 109 80 258 27 366 243 146 67 Spirit AveroSystems Holdings, Inc. 64.24 2 Financial Services 109 80 258 27 366 243 146 69 CBRC Company 64.08 9 Capital Goods 256 117 93 424 42 11 278 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16	49	Union Pacific Corporation	66.07	5	Food & Beverage	14	403	3 185	62	58	58	143
52 Waste Management, Inc. 65.97 4 Consumer Durables 137 87 13 334 176 181 427 53 Keysight Technologies 65.83 1 Business Services 168 32 112 192 167 268 90 55 Keysight Technologies 65.83 1 Business Services 168 32 112 192 167 268 90 217 55 Microsoft Corporation 65.83 3 Software & Services 52 34 52 200 603 416 19 55 Microsoft Corporation 65.83 3 Software & Services 160 275 31 212 32 146 39 57 AvalonBay Communities 65.46 1 REITS 126 39 46 249 408 201 114 58 Colgate-Palmolive Co. 65.44 2 Household Products 22 545 87 75 79 171 74 59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Berry Global Group, Inc. 65.33 11 Materials 174 89 96 253 47 212 235 61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 112 178 179 777 62 Dow, Inc. 65.33 11 Materials 249 144 15 183 178 119 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 196 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 59 65 Carlisle Company 64.24 2 Financial Services 109 80 259 27 366 243 146 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 250 177 93 424 42 11 278 770 ONSemiconductor 64.08 9 Capital Goods 256 117 93 424 42 11 278 770 ONSemiconductor Corporation 64.00 9 Capital Goods 256 117 93 424 42 11 278 770 ONSemiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	50	Analog Devices, Inc.	66.06	1	Transportation	39	55	5 258	233	117	277	198
53 Keysight Technologies 65.89 1 Business Services 168 32 112 192 167 268 90 54 Salesforce, Inc. 65.87 4 Technology Hardware 260 151 23 257 22 269 217 55 Microsoft Corporation 65.83 3 Software & Services 52 34 52 200 603 416 19 56 Marathon Petroleum Corporation 65.52 4 Software & Services 160 275 31 212 32 146 39 57 AvalonBay Communities 65.46 1 REITs 126 39 46 249 408 201 114 58 Colgate-Palmolive Co. 65.44 2 Household Products 22 545 87 75 79 171 74 59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Berry Clobal Group, Inc. 65.39 11 Materials 102 77 174 191 93 88 395 61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 12 178 179 62 Dow, Inc. 65.31 12 Materials 249 144 15 183 178 119 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 The Chemours Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carlisle Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 231 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 250 179 80 258 27 366 243 148 69 CBRE Group, Inc. 64.11 1 Real Estate 29 44.3 111 157 177 39 92 70 Oshkosh Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	51	PVH Corp.	66.02	4	Semiconductors	43	22	2 224	86	369	329	327
54 Salesforce, Inc. 65.87 4 Technology Hardware 260 151 23 257 22 269 217 55 Microsoft Corporation 65.83 3 Software & Services 52 3.4 52 200 603 416 19 56 Marathon Petroleum Corporation 65.52 4 Software & Services 160 275 31 212 32 146 39 57 AvalonBay Communities 65.46 1 RETS 126 39 46 249 408 201 114 58 Colgate-Palmolive Co. 65.44 2 Household Products 22 5.45 87 75 79 171 74 59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Berry Global Group, Inc. 65.39 11 Materials 174 89 96 253 47 212 235 61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 112 178 717 62 Dow, Inc. 65.31 12 Materials 249 144 15 183 178 119 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.58 13 Materials 89 90 116 247 202 67 361 65 The Chemours Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carliste Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carliste Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carliste Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carliste Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carliste Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 221 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 280 52 203 239 102 9 708 68 Visa Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CBRE Group, Inc. 64.10 1 Real Estate 29 44.3 111 157 177 39 99 270 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 710 Oskhosh Corporation 64.01 6 Semiconductors 214 256 42 113 192	52	Waste Management, Inc.	65.97	4	Consumer Durables	137	87	7 13	334	176	181	427
55 Microsoft Corporation 65,83 3 Software & Services 52 34 52 200 603 416 19 56 Marathon Petroleum Corporation 65,52 4 Software & Services 160 275 31 212 32 146 39 57 Avalon Bay Communities 65,46 1 REITs 126 39 46 249 408 201 114 58 Colgate-Palmolive Co. 65,44 2 Household Products 22 545 87 75 79 171 74 59 International Flavors & Fragrances 65,42 10 Materials 102 77 174 191 93 88 395 60 Berry Global Group, Inc. 65,39 11 Materials 174 89 96 253 47 212 235 61 The Kraft Heinz Company 65,34 6 Food & Beverage 223 93 233 63 12	53	Keysight Technologies	65.89	1	Business Services	168	32	2 112	192	167	268	90
56 Marathon Petroleum Corporation 65.52 4 Software & Services 160 275 31 212 32 146 39 57 AvalonBay Communities 65.46 1 REITS 126 39 46 249 408 201 114 58 Colgate-Palmolive Co. 65.44 2 Household Products 22 545 87 75 79 171 74 59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Berry Global Group, Inc. 65.39 11 Materials 174 89 96 253 47 212 235 61 The Kraff Heinz Company 65.31 12 Materials 249 144 15 183 178 119 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133<	54	Salesforce, Inc.	65.87	4	Technology Hardware	260	15	1 23	257	22	269	217
57 AvalonBay Communities 65.46 1 REITS 126 39 46 249 408 201 1114 58 Colgate-Palmolive Co. 65.44 2 Household Products 22 545 87 75 79 171 74 59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Berry Global Group, Inc. 65.39 11 Materials 174 89 96 253 47 212 235 61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 12 178 179 62 Dow, Inc. 65.31 12 Materials 249 144 15 183 178 119 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 The Chemours Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carlisle Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 231 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 220 52 203 239 102 9 708 68 Visa Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	55	Microsoft Corporation	65.83	3	Software & Services	52	34	52	200	603	416	19
58 Colgate-Palmolive Co. 65.44 2 Household Products 22 545 87 75 79 171 74 59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Berry Global Group, Inc. 65.39 11 Materials 174 89 96 253 47 212 235 61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 12 178 717 62 Dow, Inc. 65.31 12 Materials 249 144 15 183 178 119 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 <td< td=""><td>56</td><td>Marathon Petroleum Corporation</td><td>65.52</td><td>4</td><td>Software & Services</td><td>160</td><td>275</td><td>31</td><td>212</td><td>32</td><td>146</td><td>39</td></td<>	56	Marathon Petroleum Corporation	65.52	4	Software & Services	160	275	31	212	32	146	39
59 International Flavors & Fragrances 65.42 10 Materials 102 77 174 191 93 88 395 60 Berry Global Group, Inc. 65.39 11 Materials 174 89 96 253 47 212 235 61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 12 178 717 62 Dow, Inc. 65.31 12 Materials 249 144 15 183 178 119 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 The Chemours Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carlisle Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 231	57	AvalonBay Communities	65.46	1	REITs	126	39	46	249	408	201	114
60 Berry Global Group, Inc. 65.39 11 Materials 174 89 96 253 47 212 255 61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 12 178 777 62 Dow, Inc. 65.31 12 Materials 249 144 15 183 178 119 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 79 65 The Chemours Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carlisle Companies Incorporated 64.49 7 Capital Coods 88 58 118 214 231 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Coods 220 52 203 239 102 9 708 68 Visa Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CBRE Group, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Coods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	58	Colgate-Palmolive Co.	65.44	2	Household Products	22	545	87	75	79	171	74
61 The Kraft Heinz Company 65.34 6 Food & Beverage 223 93 233 63 12 178 77 62 Dow, Inc. 65.31 12 Materials 249 144 15 183 178 119 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 The Chemours Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carlisle Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 231 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 220 52 203 239 102 9 708 68 Visa Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CBRE Group, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	59	International Flavors & Fragrances	65.42	10	Materials	102	77	7 174	191	93	88	395
62 Dow, Inc. 65.31 12 Materials 249 144 15 183 178 119 253 63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 The Chemours Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carlisle Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 231 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 220 52 203 239 102 9 708 68 Visa Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CBRE Group, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	60	Berry Global Group, Inc.	65.39	11	Materials	174	89	96	253	47	212	235
63 Eversource Energy 64.78 1 Utilities 387 48 128 145 97 133 89 64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 The Chemours Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carlisle Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 231 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 220 52 203 239 102 9 708 68 Visa Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CBRE Group, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	61	The Kraft Heinz Company	65.34	6	Food & Beverage	223	93	3 233	63	12	178	717
64 Micron Technology, Inc. 64.59 5 Semiconductors 196 313 29 280 32 65 59 65 The Chemours Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carlisle Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 231 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 220 52 203 239 102 9 708 68 Visa Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CBRE Group, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	62	Dow, Inc.	65.31	12	Materials	249	144	15	183	178	119	253
65 The Chemours Company 64.58 13 Materials 89 90 116 247 202 67 361 65 Carlisle Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 231 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 220 52 203 239 102 9 708 68 Visa Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CBRE Group, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	63	Eversource Energy	64.78	1	Utilities	387	48	3 128	145	97	133	89
65 Carlisle Companies Incorporated 64.49 7 Capital Goods 88 58 118 214 231 162 640 67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 220 52 203 239 102 9 708 68 Visa Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CBRE Group, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	64	Micron Technology, Inc.	64.59	5	Semiconductors	196	313	3 29	280	32	65	59
67 Spirit AeroSystems Holdings, Inc. 64.26 8 Capital Goods 220 52 203 239 102 9 708 68 Visa Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CBRE Group, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	65	The Chemours Company	64.58	13	Materials	89	90	116	247	202	67	361
68 Visa Inc. 64.24 2 Financial Services 109 80 258 27 366 243 148 69 CBRE Group, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	65	Carlisle Companies Incorporated	64.49	7	Capital Goods	88	58	3 118	214	231	162	640
69 CBRE Group, Inc. 64.11 1 Real Estate 29 443 111 157 177 39 92 70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	67	Spirit AeroSystems Holdings, Inc.	64.26	8	Capital Goods	220	52	2 203	239	102	9	708
70 Oshkosh Corporation 64.08 9 Capital Goods 256 117 93 424 42 11 278 71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	68	Visa Inc.	64.24	2	Financial Services	109	80	258	27	366	243	148
71 ON Semiconductor Corporation 64.01 6 Semiconductors 214 256 42 135 147 16 192	69	CBRE Group, Inc.	64.11	1	Real Estate	29	443	3 111	157	177	39	92
	70	Oshkosh Corporation	64.08	9	Capital Goods	256	117	7 93	424	42	11	278
72 Emerson Electric Co. 63.99 10 Capital Goods 40 108 365 164 147 80 528	71	ON Semiconductor Corporation	64.01	6	Semiconductors	214	256	5 42	135	147	16	192
	72	Emerson Electric Co.	63.99	10	Capital Goods	40	108	365	164	147	80	528

Rank	Company	Overall Weighted Score	Industry Rank	Industry	Climate Change (22%)	Employee Relations (20.5%)		Environment (19%)	Stakeholders & Society (14%)	Human Rights (11%)	Governance (9%)	ESG Performance (4.5%)
73	Jacobs Solutions, Inc.	63.98	2	Business Services	31	10	01	207	529	87	216	158
73	ManpowerGroup Inc.	63.97	3	Business Services	117	2	28	222	234	273	313	88
75	BorgWarner Inc.	63.93	3	Auto	368	2	29	45	107	306	399	466
76	The Clorox Company	63.93	3	Household Products	74	20	09	152	44	386	42	102
77	Host Hotels & Resorts, Inc.	63.82	2	REITs	177	3	36	238	247	288	38	124
78	Viatris Inc.	63.82	7	Pharma & Biotech	314	7	71	147	43	302	281	98
79	The Coca-Cola Company	63.81	7	Food & Beverage	113	10	00	143	160	353	19	412
80	Best Buy Co., Inc.	63.79	1	Discretionary Retail	92	17	74	188	177	71	291	64
81	Abbott Laboratories	63.76	4	Health Care	243	6	56	151	35	386	412	51
82	Boston Scientific Corporation	63.65	5	Health Care	72		4	213	118	815	298	79
83	The Bank of New York Mellon	63.53	3	Financial Services	203	4	43	340	318	147	2	303
83	Stanley Black & Decker, Inc.	63.51	11	Capital Goods	101	20	05	66	361	47	311	166
85	Lear Corporation	63.48	4	Auto	144	27	72	33	178	118	124	373
85	Ralph Lauren Corporation	63.46	5	Consumer Durables	272	13	36	215	112	24	385	156
87	Freeport-McMoRan, Inc.	63.38	14	Materials	284	14	43	150	31	133	331	324
88	Cummins Inc.	63.37	12	Capital Goods	61	21	19	61	436	68	293	72
89	The Procter & Gamble Company	63.35	4	Household Products	4	36	68	80	558	38	358	60
90	The Gap, Inc.	63.32	2	Discretionary Retail	514	3	30	523	14	9	127	209
91	Cardinal Health, Inc.	63.18	6	Health Care	297	11	10	276	89	62	110	298
92	Ventas, Inc.	63	5	Software & Services	24	1	16	575	339	231	211	103
93	Palo Alto Networks, Inc.	63	3	REITs	95	16	61	227	305	229	3	95
94	Weyerhaeuser Company	62.93	4	REITs	26	38	81	163	33	463	61	162
95	Citigroup Inc.	62.86	1	Banks	183	46	50	117	56	87	29	169
96	PPG Industries, Inc.	62.82	15	Materials	375	3	33	36	145	437	458	332
97	Hartford Financial Services Group	62.77	1	Insurance	126	13	31	91	151	574	34	204
98	Marriott International, Inc.	62.69	3	Consumer Services	57	5	57	501	87	460	40	186
99	GlobalFoundries Inc.	62.58	7	Semiconductors	370	10	06	121	531	62	7	42
100	United Rentals, Inc.	62.31	13	Capital Goods	414	8	81	253	18	191	172	416

PROCESSING THE RANKING

- 1. Weight each individual factor within a pillar. Some factors have higher relative weights. a.3BL does not disclose individual factor weights so the ranking cannot be replicated.
- 2. Calculate the underlying score for each pillar, then rank the full Russell 1000 within that pillar in ascending order (1 is the best ranking).
- 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. **Tie-Gaps.** In the event that multiple companies achieve an identical score, there will be 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 the second highest ranking will rank third. Second place is sacrificed for the tie-gap, so third is the next available rank.
- 5.The controversy screen is applied. If ISS ESG identifies either 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.
- 6. 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.
 - a.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.
 - b.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.

