

# 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/](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'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](mailto:info@iss-corporate.com) (Cc [100Best@3blmedia.com](mailto: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	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	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	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	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

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36	Becton, Dickinson and Co.	67.69	2	Health Care	302	3	140	16	231	423	93
38	S&P Global, Inc.	67.62	1	Financial Services	5	341	47	143	75	238	22
39	Univar Solutions Inc.	67.43	6	Capital Goods	32	105	108	3	437	513	87
40	Kellogg Company	67.2	4	Food & Beverage	10	208	41	396	167	14	76
41	Applied Materials, Inc.	66.97	3	Semiconductors	174	115	35	68	263	55	175
42	Las Vegas Sands Corp.	66.6	2	Software & Services	151	109	135	355	343	342	12
43	Verizon Communications	66.47	1	Consumer Services	190	154	133	41	158	10	8
44	Hilton Worldwide	66.41	1	Telecommunications	56	379	69	50	118	25	27
45	VF Corp.	66.36	2	Consumer Services	317	79	101	15	66	486	99
46	AT&T Inc.	66.3	3	Consumer Durables	132	68	533	26	10	65	194
47	The Cigna Group	66.11	2	Telecommunications	121	374	82	47	32	41	25
48	General Mills, Inc.	66.08	3	Health Care	135	218	124	36	200	1	24
49	Union Pacific Corporation	66.07	5	Food & Beverage	14	403	185	62	58	58	143
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.	65.87	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 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	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
72	Emerson Electric Co.	63.99	10	Capital Goods	40	108	365	164	147	80	528

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73	Jacobs Solutions, Inc.	63.98	2	Business Services	31	101	207	529	87	216	158
73	ManpowerGroup Inc.	63.97	3	Business Services	117	28	222	234	273	313	88
75	BorgWarner Inc.	63.93	3	Auto	368	29	45	107	306	399	466
76	The Clorox Company	63.93	3	Household Products	74	209	152	44	386	42	102
77	Host Hotels & Resorts, Inc.	63.82	2	REITs	177	36	238	247	288	38	124
78	Viatis Inc.	63.82	7	Pharma & Biotech	314	71	147	43	302	281	98
79	The Coca-Cola Company	63.81	7	Food & Beverage	113	100	143	160	353	19	412
80	Best Buy Co., Inc.	63.79	1	Discretionary Retail	92	174	188	177	71	291	64
81	Abbott Laboratories	63.76	4	Health Care	243	66	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	43	340	318	147	2	303
83	Stanley Black & Decker, Inc.	63.51	11	Capital Goods	101	205	66	361	47	311	166
85	Lear Corporation	63.48	4	Auto	144	272	33	178	118	124	373
85	Ralph Lauren Corporation	63.46	5	Consumer Durables	272	136	215	112	24	385	156
87	Freeport-McMoRan, Inc.	63.38	14	Materials	284	143	150	31	133	331	324
88	Cummins Inc.	63.37	12	Capital Goods	61	219	61	436	68	293	72
89	The Procter & Gamble Company	63.35	4	Household Products	4	368	80	558	38	358	60
90	The Gap, Inc.	63.32	2	Discretionary Retail	514	30	523	14	9	127	209
91	Cardinal Health, Inc.	63.18	6	Health Care	297	110	276	89	62	110	298
92	Ventas, Inc.	63	5	Software & Services	24	16	575	339	231	211	103
93	Palo Alto Networks, Inc.	63	3	REITs	95	161	227	305	229	3	95
94	Weyerhaeuser Company	62.93	4	REITs	26	381	163	33	463	61	162
95	Citigroup Inc.	62.86	1	Banks	183	460	117	56	87	29	169
96	PPG Industries, Inc.	62.82	15	Materials	375	33	36	145	437	458	332
97	Hartford Financial Services Group	62.77	1	Insurance	126	131	91	151	574	34	204
98	Marriott International, Inc.	62.69	3	Consumer Services	57	57	501	87	460	40	186
99	GlobalFoundries Inc.	62.58	7	Semiconductors	370	106	121	531	62	7	42
100	United Rentals, Inc.	62.31	13	Capital Goods	414	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.

