

Weighting matrix

SECTOR	INDUSTRY	GOVERNANCE & COLLABORATION	WORKPLACE	MARKETPLACE	COMMUNITY & ENVIRONMENT
Consumer Discretionary	Apparel & Footwear	25%	31%	21%	23%
Consumer Discretionary	Automobiles & Components	25%	22%	25%	28%
Consumer Discretionary	Passenger Transport	25%	15%	30%	30%
Consumer Discretionary	Personal & Household Products	25%	30%	25%	20%
Consumer Discretionary	Retail	25%	30%	27%	18%
Consumer Discretionary	Tires & Rubber	25%	33%	5%	37%
B2B	Construction Materials & Supplies	25%	45%	8%	22%
B2B	Capital Goods	25%	43%	0%	32%
B2B	Construction & Engineering	25%	43%	0%	32%
B2B	Logistics	25%	31%	13%	31%
B2B	Transportation	25%	35%	0%	40%
B2B	Conglomerates	25%	40%	7%	28%
Basic Materials	Agricultural Products	25%	36%	9%	30%
Basic Materials	Chemicals	25%	28%	19%	28%
Basic Materials	Containers & Packaging	25%	33%	14%	28%
Basic Materials	Metals & Mining	25%	31%	0%	44%
Basic Materials	Paper & Forest Products	25%	41%	0%	34%
Energy & Utilities	Agricultural Products	25%	36%	9%	30%
Energy & Utilities	Oil & Gas	25%	19%	9%	47%
Energy & Utilities	Utilities	25%	16%	24%	35%
Energy & Utilities	Waste Management	25%	34%	9%	32%
Financials	Banks	25%	9%	35%	31%
Financials	Insurance	25%	9%	38%	28%
Financials	Real Estate	25%	7%	32%	36%

Food, Beverage & Personal Care	Agricultural Products	25%	36%	9%	30%
Food, Beverage & Personal Care	Food & Beverage	25%	33%	28%	14%
Food, Beverage & Personal Care	Personal & Household Products	25%	30%	25%	20%
Food, Beverage & Personal Care	Retail	25%	30%	27%	18%
Healthcare	Pharmaceuticals & Biotechnology	25%	30%	32%	13%
Technology & Telecommunications	IT Software & Services	25%	25%	37%	13%
Technology & Telecommunications	Electronics-B2C	25%	29%	24%	22%
Technology & Telecommunications	Electronics-B2B	25%	41%	4%	30%
Technology & Telecommunications	Telecommunications	25%	28%	25%	22%