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## ESG Quarterly - 2023 - 4Q



Industrial Metals Champions Fund ICG Ø Value or Quantity

Industrial Metals Universe (incl. Base Metals, Bulk Mater eel Alu) ICG Ø Value or Quantity

	-	<i>y</i>	CCC B BB BBB A AA AAA	(inc	I. Base Metals, Bulk Materials	s excl. Coal, Steel	l, Alu)	(in	cl. Base Metals, Bulk Materials excl	Coal, Steel, A	vlu)
NUMURIPUICIPUICIPUICIPUICIPUICIPUICIPUICIPU	letric										Nr Compa repo
prove <th< td=""><td>NVIRONN</td><td>MENTAL</td><td></td><td>69.8</td><td></td><td></td><td></td><td>38.6</td><td></td><td></td><td></td></th<>	NVIRONN	MENTAL		69.8				38.6			
Property into the problem into the probl			(0.10.100)				25				
Index kiskingFeySet<	-			77.1			25	54.5			
Mark Glimer Change Jack Mark Mark Mark Mark Mark Mark Mark Mar			Policy	74.8	Majority Yes		25	20.2	Majority No		
File of the property interprotein by a part of the property interpret		-									
Taring Leak pays of a series of pays of a series of pays of a series of a											
Bio State TransmisN6363636363636363637			5								
Bio State TransmisN6363636363636363637	Emissions M	fanagement		79 7			24	49.6			
Souge 1 of Cale         Souge 1 of		missions									
nnSourt GradebingNUCCARDE Serie0.20.707.0%7.0%16Signe 12,712,70%NUTCARDE SERIE20303030307070016Signe 12,712,70%NUTCARDE SERIE20703030307070016Signe 12,712,70%NUTCARDE SERIE207030407070016Signe 12,712,70%NUTCARDE SERIE207040704016Signe 12,712,70%NUTCARDE SERIE207070707016Signe 12,712,70%NUTCARDE SERIE70707070707016Signe 12,712,70%NUTCARDE SERIE70						0.05%				0.010/	
NoSource Scale Sc	MI					0.25%				2.01%	
No. Sociel 2 disk for canon Return (No. Account of any and a sector of a				04.2				74.7			
mit         Sopi 14 3.1.Geb2vic         we consultation         me consultation <thme consultation<="" th=""> <thme consultation<="" th=""></thme></thme>				78.7				66.8			
M.G. Disk EmissionM.G. M.G. M.G. M.G. M.GORY NAA.G. 	M1	Scope 3 GHG/EVIC	Mt CO2-eq/EVIC (€m)				25				
Phil         Phil <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>											
Cric Traision Selection Influig Break Brea			Mt CO2-eq/Sales (€m)	74.5	317		24	33.0	651		
Imitagion Backeton Infinitive Bit Part Infinitive TagePay <td>GHG Er</td> <td></td> <td>Policy</td> <td>100.0</td> <td>Majority Voc</td> <td></td> <td>25</td> <td>57.0</td> <td>Majority Vos</td> <td></td> <td></td>	GHG Er		Policy	100.0	Majority Voc		25	57.0	Majority Vos		
Operation         Normal Action         Normal Action         Action         Made of Mark Normal Action         Action         Made of Mark Normal Action           10:         Made of Mark Normal Action         Normal Ac			,								
Sense Based Target.         Prior         B2         Majority Mo.         B2         Majority Mo.         B2         Majority Mo.           et Management.         72         72         72         72         72           Mainer Use         0.529         0.31         6.8         729         0.57           Mainer Use         0.529         0.28         0.28         0.28         0.20         0.26         0.20 </td <td>GHG Ta</td> <td></td> <td></td> <td></td> <td>,<u>,</u></td> <td></td> <td></td> <td></td> <td>, ,.<u></u></td> <td></td> <td></td>	GHG Ta				, <u>,</u>				, ,. <u></u>		
Intervent         CA         CA         CA           Name water         Implicit for the start is of the	OE4										
Main         Main <th< td=""><td></td><td>Science Based Target</td><td>Policy</td><td>35.2</td><td>Majority No</td><td></td><td>25</td><td>15.3</td><td>Majority No</td><td></td><td></td></th<>		Science Based Target	Policy	35.2	Majority No		25	15.3	Majority No		
Main         Main <th< td=""><td>er Manageme</td><td>ent</td><td></td><td>72.5</td><td></td><td></td><td>17</td><td>37.9</td><td></td><td></td><td></td></th<>	er Manageme	ent		72.5			17	37.9			
Were transmitted motived and starting form         10         Vertex transmitted motived form           Vertex transmitted motived form         Vertex transmitted motived form         Vertex transmitted motived form           Vertex transmitted motived form         Vertex transmitted motived form         Vertex transmitted motived form           Vertex transmitted motived form         Vertex transmitted motived form         Vertex transmitted motived form           Vertex transmitted motived form         Vertex transmitted motived form         Vertex transmitted motived form           Vertex transmitted motived form         Vertex transmitted motived form         Vertex transmitted motived form           Vertex transmitted motiv	Wastev	water			CIDEO	0.30/			1/251	0.0%	
FriedwaterFriedwaterBanemarka Sono520530220540150IsoC12Water Shrees SonoN			IK MI / % of Production of CFO	f2.0	6250	0.1%	4	6.8	1251	0.0%	
0.68       Water Stress papoure 's       9.       0.90       32.0       10.0       10.0         Witter Derby       Priva       10.0       Majority Yes       21.0       27.5       Majority Yes         Open Stress       21.0       72.0       72.5       Majority Yes       22.0       73.6       91.5         Series       21.0       78.6       68.0       2.0       73.6       91.5       73.6       73.7       73.7         Gried Electricity Used       Non For Group       11.3       50.20       11.3       62.0       73.6       92.7       73.6       73.7         Series Consumption       Series		Water Consumption Derived		55.0	6.5		21	19.8	5.9		
Mater Use Policy         No.											
general         96.3         20         22.3           Intergr Consumption			%	41.9	25.2		14	13.0	14.0		
Procession of the second of the seco	OE7	7 Water Policy	Policy	100	Majority Yes		25	57.5	Majority Yes		
Self generated Energy Consumption         No. /n of way have         11.3         5021		Consumption	%		88.0				91.5		
Miss         Non Renewable Energy Consumption         %         79.7         21         B27           Renewable Energy Consumption         %         96.6         19.6         23         13.0         5.8           M6         Energy Consumption Intensity         MANbase         88.0         179.6         23         13.0         5.8           opposite of focal Fuel Sectors         is of Nervanor (BIRTA         92.5         7.5          25         35.0         Majority Ves           M6         Exposure to Focal Fuel Sectors         is of Nervanor (BIRTA         92.5         7.5          25         35.0         Majority Ves           M7         State in Environmental Sectors         is of Nervanor (BIRTA         92.5         7.5          25         35.0         Majority Ves           Closure and Renetation Policy         Ruly         100         Majority Ves         .2.2         55.0         Majority Ves           Land Restored         In Ver Devication Policy         Ruly         100         Majority Ves         .2.4         77%         15.1%           Environmental Energy         Quertal / Ver Devication Policy         Ruly         100         30.0         100         4.0         9.3         0.2.9											
Berewable Energy Consumption Internation         wet Production of 00         49.6         19.6         23         13.0         5.8           MM         Energy Consumption Internation         wetAsias         88.0         1136         5.8         2935         2935           Gold Impact         wetAsias         88.0         1136         5.8         2935         2935           MM         Exposure to Fossili rul Sectors         wetAsias         92.5         7.5         29.6         9.9         2.08         1.02%         <				11.3		11.3%		6.2		7.4%	
M6         Energy Consumption Intensity         MM/Ners         88.0         T196         26         39.5         2930           ogical Impact         66.9         IR         3.7	M5			49.6				17.0			
Very Production Production         Very Product of Production Pro	M6										
Very Production Production         Very Product of Production Pro	ogical Impact	t		68.9			18	32.7			
M7         Sites in Environmental Sensitive Areas         Querety /% of Production of CO         4.3         8.5         O.380%,         8         3.1         9.5         1.02%           Biddwesity Policy         Policy         Policy         100         Majority Ves         25         56.5         Majority Ves         26         56.5         Majority Ves         26         56.1         Majority Ves         26         77.5         15.5         15.5         15.5         16.1         Majority Ves         26         77.5         15.5											
Biodiversity Policy         PNay         Majority Yes         25         Majority No           Environmental Policy         Poly         100         Majority Yes         25         S61         Majority No           Closure and Remediation Policy         Poly         816         Majority Yes         24         22.6         Majority No           Land Restored         In % of Detacted 3y ang         34.0         74%         15         8.4         77%           Land Restored         In % of Detacted or CPC-3y ang         2.4         32.69         0.2%         17         2.5         17.57         15.1%           Environmental Fines											
Environmental Quality Mgmt Policy         Pairy         Pairy         Majority Ves         25         56.1         Majority Ves           Closure and Remediation Policy         Pairy         81.6         Majority Ves         24         22.6         Majority Ves           Land Restored         In % Obusted 3.9 avg         34.0         74%         15         8.4         77%           Land Restored         In % Obusted 3.9 avg         34.0         74%         15         8.4         77%           Environmental Fines         Quartery 1% of Cro. 39 avg         2.4         32.69         0.2%         17         2.6         17.57         15.1%           Environmental Fines         Quartery 1% of Cro. 39 avg         2.4         32.60         0.86         5.2         35.8         6.550%           Quartery 1% of Production or Cro         19.0         5.0         0.166%         8         5.2         35.8         6.550%           Quartery 1% of Production or Cro         38.8         1136.79         157.3%         12         10.9         4.8.9         5.4.%           Sulphur Dioxide Sulphur Oxide Emissions         Quartery 1% of Production or Cro         39.6         39         4.7.8         70.6         39         4.7.8         70.6         39	M7	-				0.380%				1.025%	
Closure and Remediation Policy       Pelay       Bits       Majority Mes       24       22.6       Majority No         Land Restored       In % of Disturbed-3yr and       34.0       74.8       15       8.4       77%         Land Restored       In % of Disturbed-3yr and       24.0       32.69       0.2%       17       2.6       77.7       15.1%         Environmental Fines											
Land Restored         In % of Disturbed         34,0         74%         15         8.4         77%           Land Restored         ha /k of Phoduction or CFO - 3yr eq         2.4         3269         0.2%         17         2.6         1757         15.1%           Environmental Fines											
Environmental Fines         Quantity /% of CPG         4.19         3.74         0.06%         16         19.3         0.92         0.02%           Environmental Incidents         Number of Environmental Incidents         Quantity /% of Production or CPG         19.0         5.0         0.166%         8         5.2         35.8         6.950%           Quantity /% of Production or CPG         19.0         5.0         0.166%         8         5.2         35.8         6.950%           Quantity /% of Production or CPG         38.8         136.79         157.3%         12         10.9         48.89         58.4%           Sulphur Dioxide Sulphur Oxide Emissions         Sox Tormen / Nd Production or CPG         30.6         3.9         4.17%         10         12.0         1.2         12.3%           OEI         VOC Emissions         kt /% of Production or CPG         30.6         3.9         4.17%         10         12.0         1.2         12.3%           Mit Cemissions         kt /% of Production or CPG         30.6         3.9         4.17%         10         12.0         1.2         12.3%           Mit Cemissions         kt /% of Production or CPG         30.6         3.9         4.17%         10         12.0         1.2         1.2					74%				77%		
Amount of Environmental Fines         Quantity/% of CPO         41.9         3.7.4         0.06%         14         19.3         0.9.2         0.02%           Environmental Incidents         Number of Environmental Incidents         Quantity/% of Production or CPO         19.0         5.0         0.166%         8         5.2         35.8         6.950%           Air Emissions         State         State         5.0         18         27.5         5.4         6.950%           Mir Emissions         Quantity/% of Production or CPO         38.8         136.79         157.3%         12         10.9         46.89         58.4%           Sulphur Dixide Sulphur Oxide Emissions         Son Towney 1% of Production or CPO         30.6         3.9         4.17%         10         12.0         12         12.2%           Nitrogen Oxide Emissions         K/% of Production or CPO         30.6         3.9         4.17%         10         12.0         12         12.2%           Air Emissions Policies           46.2         17.6         0.9%         20         22.8         10.9         6.2%           Hazardous Waste Generation           52.4         19         25         40.4         Majority No           M			ha / % of Production or CFO - 3yr avg	2.4	3'269	0.2%	17	2.6	1'757	15.1%	
Number of Environmental Incidents         Quantity/% of Production or CFO         19.0         5.0         0.166%         8         5.2         35.8         6.950%           Quality         52.0         16         27.5 <th27.5< th=""> <th27.5< th="">         27.5</th27.5<></th27.5<>	Environ		Quantity / % of CFO	41.9	3.74	0.06%	14	19.3	0.92	0.02%	
Suality         52.0         18         27.5           Air Emissions         PMI0 Emissions         Quantity //k of Production or CPO         38.8         136.79         157.3%         12         10.9         48.89         58.4%           Sulphur Dioxide Sulphur Oxide Emissions         Sox Tonnes/ M of Production or CPO         38.8         136.79         157.3%         12         10.9         48.89         58.4%           OEI         VOC Emissions         M/K of Production or CPO         30.6         3.9         4.17%         10         12.0         1.2         1.23%           Nitrogen Oxide Emissions         M/K of Production or CPO         46.2         17.6         0.9%         20         22.8         12.9         6.2%           Air Pollution Reduction Policy         Policy         67.6         Majority Yes         25         40.4         Majority No           te Management         52.4         19         22.4         14         14         14           Hazardous Waste Generation	Environ		Ouantity /% of Production or CFO	19.0	50	0.166%	8	52	35.8	5.950%	
Air Emissions         Quantity/% of Production or CFO         38.8         136.79         157.3%         12         10.9         48.89         58.4%           Sulphur Dioxide Sulphur Oxide Emissions         Sox Tammes /% of Production or CFO         30.6         3.9         4.17%         10         12.0         1.2         12.3         5.9%           OE         VOC Emissions         kt/% of Production or CFO         30.6         3.9         4.17%         10         12.0         1.2         1.23%           Nitrogen Oxide Emissions         kt/% of Production or CFO         46.2         17.6         0.9%         20         22.8         12.9         6.2%           Air Emissions Policies         ***********************************			•		0.0						_
PM10 Emissions         Quantity/% of Production or CFO         38.8         136.79         157.3%         12         10.9         48.89         58.4%           Sulphur Dioxide Sulphur Oxide Emissions         SOX Tonnes/% of Production or CFO         49.2         28.5         0.8%         21         24.0         23.9         5.9%           OE         VOC Emissions         kt /% of Production or CFO         30.6         3.9         4.17%         10         12.0         1.2         1.23%           Nitrogen Oxide Emissions         kt /% of Production or CFO         46.2         17.6         0.9%         20         22.8         12.9         6.2%           Air Emissions Policies           67.6         Majority Yes         25         40.4         Majority No           te Management         52.4         19         22.4           Hazardous Waste Generation           53.2         Majority Yes         25         26.8         Majority No           M9         Hazardous Waste Mgmt Policy         Policy         53.2         Majority Yes         25         26.8         Majority No           Mazardous Waste Recycled         %         16.7         46.3         9         7.2         46.5		issions		52.0			18	27.5			
OEI         VOC Emissions         kt /% of Production or CFO         30.6         3.9         4,17%         10         12.0         12         123%           Nitrogen Oxide Emissions         kt /% of Production or CFO         46.2         17.6         0.9%         20         22.8         12.9         6.2%           Air Emissions Policies			Quantity / % of Production or CFO	38.8	136.79	157.3%	12	10.9	48.89	58.4%	_
Nitrogen Oxide Emissions       kt/% of Production or CFO       46.2       17.6       0.9%       20       22.8       12.9       6.2%         Air Emissions Policies											-
Air Emissions Policies         Air Pollution Reduction Policy       Policy       67.6       Majority Ves       25       40.4       Majority No         te Management       52.4       19       22.4         Hazardous Waste Generation       Hazardous Waste       16 Majority Ves       25       26.8       Majority No         M9       Hazardous Waste       16 MT /% of Production or CFO       76.1       8/676       0.21%       22       29.6       2744       4.90%         Hazardous Waste       16 MT /% of Production or CFO       76.1       8/676       0.21%       22       29.6       2744       4.90%         Hazardous Waste Recycled       16 MT /% of Production or CFO       76.1       8/676       0.21%       22       29.6       2744       4.90%         Hazardous Waste Recycled       16 MT /% of Production or CFO       76.1       8/676       0.21%       22       29.6       2744       4.90%         Waste Generation       Mineral Waste Acid Rock Policy       16.7       46.3       9       7.2       46.5       46.5         Waste Generation       Mineral Waste Acid Rock Policy       Policy       56.4       Majority Ves       24       16.9       Majority No         Was	OE1										
Air Pollution Reduction Policy       Policy       67.6       Majority Yes       25       40.4       Majority No         tet Management       52.4       19       22.4         Hazardous Waste Generation         Hazardous Waste       16.0       76.1       8'676       0.21%       22       29.6       2744       4.90%         M9       Hazardous Waste       16.11       8'676       0.21%       22       29.6       2744       4.90%         Hazardous Waste       16.17%       72.6       135.5       21       33.5       12.8         Hazardous Waste Recycled       %       16.7       63.3       9       7.2       46.5         Waste Generation       Waste Acid Rock Policy       Policy       56.4       Majority Yes       24       16.9       Majority No         Waste Total       kt/% of Production or CFO       36.2       330'708       22.0%       22       30.9       94'912       19.4%         Tailings Waste       kt/% of Production or CFO       38.7       78'109       7.4%       19       10.5       40'693       8.1%	Air Emi		kt / % of Production or CFO	46.2	17.6	0.9%	20	22.8	12.9	6.2%	
Hazardous Waste Ceneration         Hazardous Waste Mgmt Policy       Policy       53.2       Majority Ves       25       26.8       Majority No         M9       Hazardous Waste Mgmt Policy       NMT /% of Production or CPO       76.1       8'676       0.21%       22       29.6       2'744       4.90%         M9       Hazardous Waste       ik MT /% of Production or CPO       76.1       8'676       0.21%       22       29.6       2'744       4.90%         Hazardous Waste Recycled       ik MT /% of Production or CPO       76.1       8'676       0.21%       22       29.6       2'744       4.90%         Hazardous Waste Recycled       ik MT /% of Production or CPO       76.1       8'676       0.21%       22       33.5       12.8         Waste Generation       Mineral Waste Acid Rock Policy       Policy       56.4       Majority Yes       24       16.9       Majority No         Waste Total       ik /% of Production or CFO       36.2       330'708       22.0%       22       30.9       94'912       19.4%         Tailings Waste       ik /% of Production or CFO       36.2       330'708       22.0%       25.4       40'693       81%         Moment Rating - Bloomberg       The higher, the better	AILEIUI		Policy	67.6	Majority Yes		25	40.4	Majority No		
Hazardous Waste Ceneration         Hazardous Waste Mgmt Policy       Policy       53.2       Majority Ves       25       26.8       Majority No         M9       Hazardous Waste Mgmt Policy       NMT /% of Production or CPO       76.1       8'676       0.21%       22       29.6       2'744       4.90%         M9       Hazardous Waste       ik MT /% of Production or CPO       76.1       8'676       0.21%       22       29.6       2'744       4.90%         Hazardous Waste Recycled       ik MT /% of Production or CPO       76.1       8'676       0.21%       22       29.6       2'744       4.90%         Hazardous Waste Recycled       ik MT /% of Production or CPO       76.1       8'676       0.21%       22       33.5       12.8         Waste Generation       Mineral Waste Acid Rock Policy       Policy       56.4       Majority Yes       24       16.9       Majority No         Waste Total       ik /% of Production or CFO       36.2       330'708       22.0%       22       30.9       94'912       19.4%         Tailings Waste       ik /% of Production or CFO       36.2       330'708       22.0%       25.4       40'693       81%         Moment Rating - Bloomberg       The higher, the better	te Managem	ent		52.4			79	22.4			
M9       Hazardous Waste       Ik MT /% of Production or CFO       76.1       8'676       0.21%       22       29.6       2'744       4.90%         Hazardous Waste       ik /%       72.6       13.5       21       33.5       12.8         Hazardous Waste Recycled       %       16.7       46.3       9       7.2       46.5         Waste Generation       Mineral Waste Acid Rock Policy       Policy       56.4       Majority Yes       24       16.9       Majority No         Waste Total       ik /% of Production or CFO       36.2       330'708       22.0%       22       30.9       94'912       19.4%         Tailings Waste       ik /% of Production or CFO       38.7       78'109       7.4%       19       10.5       40'693       8.1%		lous Waste Generation									
Hazardous Waste     kt /%     72.6     13.5     21     33.5     12.8       Hazardous Waste Recycled     %     16.7     46.3     9     7.2     46.5       Waste Generation        16.7     46.3     9     7.2     46.5       Waste Generation         16.9     Majority No       Waste Coll Rock Policy     Policy     56.4     Majority Yes     24     16.9     Majority No       Waste Total     kt /% of Production or CFO     36.2     330'708     22.0%     22     30.9     94'912     19.4%       Tailings Waste     kt /% of Production or CFO     38.7     78'109     7.4%     19     10.5     40'693     8.1%						0.000				( 000)	
Hazardous Waste Recycled         %         16.7         46.3         9         7.2         46.5           Waste Generation         Mineral Waste Acid Rock Policy         Policy         56.4         Majority Yes         24         16.9         Majority No           Waste Total         kt/% of Production or CFO         36.2         330'708         22.0%         22         30.9         94'912         19.4%           Tailings Waste         kt/% of Production or CFO         38.7         78'109         7.4%         19         10.5         40'693         8.1%	M9					0.21%				4.90%	
Waste Generation         S6.4         Majority Yes         24         16.9         Majority No           Waste Total         kt /% of Production or CFO         36.2         330708         22.0%         22         30.9         94'912         19.4%           Tailings Waste         kt /% of Production or CFO         38.7         78109         7.4%         19         10.5         40'693         8.1%											
Waste Total         Ist /% of Production or CFO         36.2         330'708         22.0%         22         30.9         94'912         19.4%           Tailings Waste         Ist /% of Production or CFO         38.7         78'109         7.4%         19         10.5         40'693         8.1%           ronment Rating - Bloomberg         The higher, the better         59.1         25         25.4         25.4	Waste	-						,. <u>2</u>	. = = =		
Tailings Waste         kt /% of Production or CFO         38.7         78'109         7.4%         19         10.5         40'693         8.1%           ronment Rating - Bloomberg         The higher, the better         59.1         25         25.4         25											
ronment Rating - Bloomberg The higher, the better 59.1 25 25.4											
						7.470				0.170	_
ronment Rating - Refinitiv The higher, the better 71.7 24 35.6	ronment Rati	ing - Bloomberg	The higher, the better	59.1			25	25.4			
	ronment Rati	ing - Refinitiv	The higher, the better	71.7			24	35.6			

SOCIAL	the higher, the better (0 to 100)	35.7		15.7		
Occupational Health & Safety Management		48.7	17	22.6		58
Fatalities						
Fatality Rate	Fatalities * 1'000 / Workforce	47.5 2.9%	16	16.3	2.9%	38
Fatality Rate	Fatalities * 1'000 / Employees	85.2 1.9%	25	37.6	5.1%	104

es: Company Data, Independent Capital Group AG, Bloomberg, Refinitiv, Sustainalytics, MSCI



## ESG Quarterly - 2023 - 4Q



Industrial Metals Champions Fund (incl. Base Metals, Bulk Materials excl. C

al, Steel, Alu)

Industrial Metals Universe (incl. Base Metals, Bulk Materials excl. Coal, Steel, Alu)

No. 000       Partner Marke       Sole       Pathened Marke       Sole       Pathened Marke       Sole       Pathened Marke         No. 000         Sole       No. 000       No. 000       No. 000       No. 000       No. 000       No. 000         Sole       No. 000       No. 000       No. 000       No. 000       No. 000       No. 000         Sole       No. 000       No. 000       No. 000       No. 000       No. 000       No. 000         No. 000       N	Math     Note     Math			CCC B BB BBB A AA AAA	(incl.	Base Metals, Bulk Materials exc	:l. Coal, Steel, Alu)	(inc	l. Base Metals, Bulk Materials excl.	Coal, Steel, Alu)
North Starting Practice         North         Low         Low <thlow< th="">         Low         <thlow< th=""></thlow<></thlow<>	Heads & Safety Note:         Head         Head<	letric								
Bind Socie ProgramPair HayPair <br< td=""><td>Secti Eavis Engligie Program     Parial     Parial     Nagarty Vol     O     Nagarty Vol       Bit Eavis Engligie Program     110     Magarty Vol     2     40     Nagarty Vol       Bit Eavis English     110     100     0.03     0.03     0.03     100     0.03       Local Time Incident Rate     110     0.03</td><td></td><td>Fatality Rate</td><td>Fatalities * 1'000 / Contractors</td><td>46.4</td><td>3.4%</td><td>16</td><td>16.6</td><td>12.1%</td><td></td></br<>	Secti Eavis Engligie Program     Parial     Parial     Nagarty Vol     O     Nagarty Vol       Bit Eavis Engligie Program     110     Magarty Vol     2     40     Nagarty Vol       Bit Eavis English     110     100     0.03     0.03     0.03     100     0.03       Local Time Incident Rate     110     0.03		Fatality Rate	Fatalities * 1'000 / Contractors	46.4	3.4%	16	16.6	12.1%	
Norm 1 Safey (noise)NormDie Marky (s)Die Mar	Nath A Saby Pairy         Nev         Bady Mode         2, Bady Mode         1, Bady Mode	Health &	Safety Policies							
Above         Above         Above         Above         Above         Above           Lost         The fielded hase         (10) 100000000000         (2)	Apply relation         Apply r		Short Service Employee Program	Policy	1.2	Majority No	3	0.7		
List Two Incosent task is the Index Task <td>in the name have     1000000000000000000000000000000000000</td> <td></td> <td></td> <td>Policy</td> <td>100.0</td> <td>Majority Yes</td> <td>25</td> <td>64.1</td> <td>Majority Yes</td> <td></td>	in the name have     1000000000000000000000000000000000000			Policy	100.0	Majority Yes	25	64.1	Majority Yes	
1 of The locate fails       Unit Orcepton       403       0.33       10       10       10.3         1 bit The locate fails       The constant of the locate fails       The constant of the locate fails       10.0       1	Loss Transmission       Lo	Safety In			_					
Inf The Weinder Base       Inter Determined       916       929       954       954         Recorded is indicit Tate       Bit Jones Ander State       920       100	I. M. Three Houlder Sale     114 (102 servers)     416     0.29     111     12     124     0.24       Becord Male Incider: Sale     118 (102 servers)     266     0.70     10     1.60     0.06       Becord Male Incider: Sale     118 (102 servers)     266     0.70     10     1.60     0.06       are a Ended Male Male Male Male Male Male Male Male									
Berochalle incolute Back         THE INCOMUNE         Appl A         D <thd< th="">         D         D         <thd< th=""></thd<></thd<>	Beconside incidents Size         THE 20000 wave         271         171         102         102           Beconside incidents Size         THE 20000 wave         283         0.73         105         0.85           Reconside incidents Size         THE 20000 wave         283         0.73         105         0.95           Reconside incidents Size         THE 20000 wave         223         2703         5         0.5         0.5           Reconside incidents Size         THE 20000 wave         22         2703         5         0.5         284         2									
Beside links         The to terview         26.0         0.70         10         0.06           at 2 provide link index         The to terview         24.0         7.00         7.00         7.00           at 2 provide link index         Dirac         The total is provide link index         20.0         2	Becidade induction Base       The You Free Present       26.0       0.70       10       1.60       0.76         Control Spectra Data Data Data Data Data Data Data D									
Beschelike Indicks Bale         THE INCOMMENT         PRE         D12         D12         OTP           of & Enclose Indicks Bale         94.0         273         2730         273         273         2730         273         2730         273         2730         273         273         2730         273         2730         273         2730         273         2730         273         2730         273         2730         273         2730         273         2730         273         2730         273         2730	Beschräde in knick mit besch       198       0.73       19       10.15       0.79         sit å Fragologenet Frætise       56.4       17       72         Tannot       2.23.5       2.33.5       2.30       2.30.5       2.30.5         Jasse gent för fandering fræderinge       Tannot       2.30.5       3.30.5       <									
Ale Resides         SA         II         Distance           Intering Control Particles         SA         II         Distance           Intering Control Particles         SA         II         Distance           Intering Control Particles         Sa         Sa         Sa         Sa           Intering Control Particles         Sa         Sa         Sa         Sa         Sa           Intering Control Particles and Sackades         One         Sa	Original Section         Original Section         Original Section           Training         Training         Training         Training           Training Section of the original Section of the ori									
Taning Spanning operfingings and program (so data finance)         U         S	Taring         entropy theory base of ferrogeneric bases of ferrogeneric base		Recordable incident Rate	TRIR/100 Contractors	20.9	0.73	CI	10.5	0.79	
Training Sparting pice Training Source Interview     19.8     2130     20.8     3.8     4.064       Lake Articles	Training Spent top Filts Programs         Example waves due to transvers         120         23730         6         3.8         4304           Later Actions	or & Employme	ent Practices		54.4		13	17.8		
House Speet by First Fing Frammy         Power/Neurose Greenwayse         231         235         200         284.4         284.4           Bit fields and isolonits         Savely         66.4         0.4         171         171         0.2           Built of Strikes and Isolonits         Savely         66.4         0.4         171         1.5           Committed Libor         No         56.4         0.03         23         25.7         58.3           Contrained Libor         No         56.4         0.00         1         0.0         0.03           Contrained Libor         No         56.4         0.00         1         0.0         0.03           Terre price Regressional Libor         Libor Zonoton Stremywein         4.0         0.00         1         0.0         0.03           Terre price Regressional Libor         Libor Zonoton Stremywein         4.0         0.00         1         0.0         0.03           Commiting Regressional Libor         Nover Nover         2.0         Algority Nover         2.0         4.0         Majory Nover           Commiting Regressional Dilloy         Nover Nover         2.0         Majory Nover         2.0         Majory Nover           Commiting Regressional Dilloy         Nover </td <td>Hour Sperit by Frim Surpl Training         Novembrane is further with the second s</td> <td>Training</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	Hour Sperit by Frim Surpl Training         Novembrane is further with the second s	Training								
Lako Actions         United on Statiss and Lockouts         Save         C.8         0.6         0.7         7.7         0.2           Digitable Statiss and Lockouts         Save         C.8         0.8         0.7         15           Employees Universe         Employees Universe         0.8         0.7         15           Statiss and Lockouts         Save         0.6         0.7         15           Employees Universe         Save         0.6         0.7         15           Compatibility Enderstin         USE Jandona Universe         0.8         0.8         0.8           The 2 Process Staty Point Bate         USE Jandona Universe         0.8         0.8         0.8           Emergine Response & Reparedness Policy         Nois         58         0.8         0.8           Emergine Response & Reparedness Policy         Nois         7.4         Majority Yes         2.8         4.4         Majority Yes           Community Regitats & Retarions         10.0         Majority Yes         2.8         9.8         0.8         0.7         1.5         0.8         0.7           Community Regitats & Retarios         10.0         Majority Yes         2.8         Majority Yes         2.8         Majority Yes         2.8 <t< td=""><td>Likov Actions        </td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	Likov Actions									
Strike and Lokolus       Open of Skiles       O	Stiles and Lockouts     General Distance     The Distance <td></td> <td></td> <td>Thousand Hours per Employees</td> <td>23.1</td> <td>23.5</td> <td>20</td> <td>238.4</td> <td>238.4</td> <td></td>			Thousand Hours per Employees	23.1	23.5	20	238.4	238.4	
Duration of thicks and Lookooks         Day         64.0         64.0         64.0         64.0         7.0         7.1         7.1         7.1           Employees         Involves         S.0.4         60.0         2.0         5.0.7         58.0           Interployees         Involves         Involves         Involves         0.0.0         0.0.7         1.0.8           Operational Indefens         Involves         Involves         0.0.0         0.0.7         1.0.9         0.0.7           Encommunity Regists         Relations         Involves         0.0.9         0.0.7         1.0.9         0.0.7           Encommunity Regists         Relations         Involves         0.0.7         1.0.9         0.0.7         1.0.9           Encommunity Regists         Relations         Involves         0.0.7         1.0.9	Duration of strikes and Lookouts         Data         R20         0.6         10         171         1.5           Employees         Employees         Employees         S.5.4         6.0.3         23         2.5.7         58.3           Introduction of the properties         0.0         0.00         0.0	Labor Ac								
Organized laker         U         Side         Gold         20         20         50.0	Organised Labor         SA         SA <thsa< th="">         SA         SA</thsa<>									
Employee Uninged         *         55.4         60.3         22         25.7         59.3           rational fields Management         90         40.5         *         *         *           Operational indiants         *         <         0.03         1         0.8         0.03         *         90.7           The 2 Process Self by Levit Rate         Line / Sonton to Engravem         4.0         0.00         1         0.8         0.03         *         100.7           Commund Self Levit Rate         Line / Sonton to Engravem         4.0         0.00         4.1         Majority Ves         4.1         Majority Ves         4.1         Majority Ves           Commund Self Sonton Rayles         A Majority Ves         2.6         Majority Ves         2.6         Majority Ves           Commund Self Sonton Rayles         Majority Ves         2.8         Majority Ves         2.8         Majority Ves         2.8         Majority Ves           Commund Self Sonton Rayles         Maior Ves         2.0         Majority Ves         2.8         Majority Ves         2.8         Majority Ves           Commund Self Sonton Commund Self Sonton Nation Rayles         Majority Ves         2.8         Majority Ves         2.8         Majority Ves         2.8	Employee lunning         n         54         60.3         22         23.7         59.3           Instand Risk Management         90         40.0         1         60.8         60.3           Operational Risk Management         0.00         1         0.68         0.03         1000000000000000000000000000000000000	0		Days	62.8	0.6	16	17.1	1.5	
Actional link Argenerina         91.3         91.40           Decretional Incidents         Decretional Incidents         0.08         0.03           Process Safety Seem Rate         0.07.200001 100 Ergangee         0.08         0.03           The 2 Recess Safety Seem Rate         0.07.200001 100 Ergangee         0.01         0.08         0.03           Concess Safety Seem Rate         0.07.200001 100 Ergangee         0.01         0.00         Majority Sei         0.01         Sei         Majori	Status         91.9         91.0         40.0           Operational Incidents	Organize		%	55.4	60.3	23	25.7	58.3	
Operational Incidents         VIII Process Selfey Event Rate         LOSC / 2000000 100 Europayon         0.000         0.000         0.000         No         0.003           The 2 Process Selfey Event Rate         LOSC / 2000000 100 Europayon         2.2         Majority Yes         2.5         A.1         Majority Yes           muniper Selfey Event Rate         LOSC / 200000 100 Europayon         5.8         2.1         Can         Selfey Event Rate         2.1         Can         Majority Yes         2.1         Can         Selfey Event Rate         2.1         Can         Majority Yes         2.1         Can         Selfey Event Rate         2.1         Can         Majority Yes         2.1         Can         Selfey Event Rate         2.1         Can         Majority Yes         2.1         Can         Selfey Event Rate         2.1         Can         Majority Yes         2.1         Can         Selfey Event Rate         2.1         Can         Selfey Event Rate         2.1         Can         Selfey Event Rate         2.1         Can         Can         Can         Can         Can         Ca	Operational Incidents         Unit / 2010000 Informance         0.000 <td>rational Dick N</td> <td></td> <td></td> <td></td> <td>2.510</td> <td></td> <td></td> <td></td> <td></td>	rational Dick N				2.510				
Tird 2.Process Safety Level, Bar         LURC / 2000/00 Normalyne         -         -         DD//0           Erringmeny Reparted.as Deriganted.as Derigan	Tier 2 Process Safety Event Rate         Loter (200000 to reviewer         -         -         IDD/(0           Emregrency Response & Preparedness Policy         Print         22.8         Majority Yes         25.         41.4         Majority No           community faight & factures         58.8         23.         25.4         -         -         -         -         -         -         -         Majority Yes         26.         56.4         Majority Yes         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         -         Majority Yes         26.         56.4         Majority Yes         -         <				51.5		2	41.0		
Emergency Response & Preparedness Policy         Prior         92.8         Majority Yes         25         4.4         Majority No           Source         Sol         25         Zommunity Policy         Prior         7.4.4         Majority Yes         26         Zof.         Majority No           Community Relations         Prior         7.4.4         Majority Yes         25         Sol         Majority Yes         26         Zof.         Majority Yes         27         Zof.         Majority Yes         26         Zof.         Zof.         Zof.         Zof.         Zof. <t< td=""><td>Emergency Response &amp; Preparedness Policy         Perry         92.8         Majority Ves         23         41.4         Majority No           standard lights &amp; Belakions         58.8         32.8         23.5         23.5           Community Relations         Perry         71.4         Majority Yes         24         27.5         Majority No           Community Relations         Perry         100.0         Majority Yes         23.5         44.9         75.5         60.9         85.7           Community Relations         Perry         20.0         Majority Yes         23.5         Majority No           Community Spending         Value Adria         23.2         0.8         9.7         8.5         60.9         8.7           Community Spending         Value Adria         23.2         0.8         9.7         24.5         Majority Yes           Community Spending         Value Adria         27.7         28.8         8.6         6.7         12.4           Relations         Perry         60.0         Majority Yes         2.3         Majority Yes         2.4         Majority Yes           Business Ethics         Perry         60.0         Majority Yes         2.4         Majority Yes           Commutitive Solut</td><td></td><td></td><td>LOPC / 200'000h 100 Employees</td><td>4.0</td><td>0.00</td><td>1</td><td>0.8</td><td>0.03</td><td></td></t<>	Emergency Response & Preparedness Policy         Perry         92.8         Majority Ves         23         41.4         Majority No           standard lights & Belakions         58.8         32.8         23.5         23.5           Community Relations         Perry         71.4         Majority Yes         24         27.5         Majority No           Community Relations         Perry         100.0         Majority Yes         23.5         44.9         75.5         60.9         85.7           Community Relations         Perry         20.0         Majority Yes         23.5         Majority No           Community Spending         Value Adria         23.2         0.8         9.7         8.5         60.9         8.7           Community Spending         Value Adria         23.2         0.8         9.7         24.5         Majority Yes           Community Spending         Value Adria         27.7         28.8         8.6         6.7         12.4           Relations         Perry         60.0         Majority Yes         2.3         Majority Yes         2.4         Majority Yes           Business Ethics         Perry         60.0         Majority Yes         2.4         Majority Yes           Commutitive Solut			LOPC / 200'000h 100 Employees	4.0	0.00	1	0.8	0.03	
Solar         23         264           Community & Human Rights	Base of the second se		Tier 2 Process Safety Event Rate	LOPC / 200'000h 100 Employees	-		-	-	#DIV/0!	
Community & Human Rights         Human Rights Policy         Pairsy         YA         Majority Yes         25         Z7         Majority Yes           Community Rights Policy         Pairsy         1000         Majority Yes         25         55.4         Majority Yes           Community Rights Policy         Pairsy         1000         Majority Yes         25         55.4         Majority Yes           Community Spanding         000 Milen/Facroto         337         467         0.30%         47         6.50         8.57%           Non Technical Delays         Amount         332         0.8         0         81         0.5         60.9         8.7%           Catical Materials Policy         Data         277         28.81         6         6.7         12.4           Catical Materials Policy         Data         4000         Majority No         25         64.5         Majority Yes           Maines Ethics         Data         10         29.3         Majority Yes         26         59.5         Majority No           Extractive Industrials Rolicy         Aelay         100.0         Majority No         28         15.0         Majority No           Commative Behavior         Saco         Saco         50.0	Community & Human Bights         Printy		Emergency Response & Preparedness Policy	Policy	92.8	Majority Yes	25	41.4	Majority No	
Indigenous Rights Policy         Pairy         74.4         Majority Vise         26         77.5         Majority No           Human Rights Policy         Pairy         100.0         Majority Vise         25.5         Majority No           Community Spending         Vise Majority Vise         23.0         Majority Vise         23.0         40.0         90.0         47.0         15.5         60.9         8.57.4           Community Spending         Vise Main Net Color         33.7         4.67         0.90%         47.0         0.80.0         6.7         12.4         5.0         9.0         5.0         9.0	Indigenous Rights Policy         Park         Processor	munity Rights	s & Relations		58.8		23	25.4		
Human Bights Policy         Pairy         No.00         Majority Yes         25         55.4         Majority Yes           Community Engagement Policy         Pairy         82.0         Majority Yes         25         33.3         Majority No           Community Engagement Policy         Pairy         82.0         83.7         46.7         039.8         3         0.5         82.7%           Non Technical Delays         Burner Ander         33.2         0.8         9         81         0.5           Critical Materials Policy         Pairy         48.6         Majority No         25         9.9         Majority No           Critical Materials Policy         Pairy         100.0         Majority No         25         66.3         Majority No           Community Engagement Vegeons         Nh         100.0         Majority No         25         66.3         Majority No           Extractive Industries Tansparency Initiative (Eff)         Samethy	Human Bights Policy         Pairy         100.0         Majority Yes         20         55.4         Majority Yes           Community Engagement Policy         Pairy         B2.0         Majority Yes         20         33.3         Majority Yes         20         66.7         T12.4           Critical Materials Policy         Policy         Policy         40.6         Majority Yes         25         59.9         Majority Yes         26         50.9	Commu	nity & Human Rights							
Community Relations         Provide State Stat	Community Relations         Number of the second secon		Indigenous Rights Policy	Policy	74.4	Majority Yes		27.6	Majority No	
Community Engagement Policy         Nor         820         Majority Ves         25         333         Majority No           Community Engagement Policy         Water (CO)         337         467         0.90%         47         155         60.9         8.57%           Non Technical Delays         Amount         332         0.8         0         6         6.7         12.4           Critical Materials Policy         Relay         48.6         Majority No         25         52.5         Majority No           cs & Compliance         60.8         18         29.3         Majority No         25         59.9         Majority No           cs & Compliance         60.8         100.0         Majority Yes         26         63.3         Majority No           M14         Exposure to Controversial Weapons         YA         100.0         Majority No         26         66.3         Majority No           Competitive Behavior         115         Majority No         26         63.3         Majority No         26         15.3         Majority No           Competitive Behavior         124         100.0         Majority No         26         15.3         Majority No           Competition         Amount         20.0	Community Engagement Policy         Policy         820         Majority Ves         251         333         Majority No           Community Engagement Policy         USD Millor K 6470         337         467         0.50%         477         155         60.9         8571           Non Technical Delays         Dometern Days         277         28.8         6         6.7         12.4           Critical Materials Policy         Policy         446         Majority No         25         52.5         9.9         Majority No           cs Compliance         60.8         18         23.3         46.0         10.0			Policy	100.0	Majority Yes	25	55.4	Majority Yes	
Community Spanding         WD Manu/ M at CPO         387         467         0.00%         677         115.5         60.3         8.57%           Non Technical Delays         Ammunity         322         0.8         9         8.1         0.5           Non Technical Delays         Durition Drys         277         28.81         8         6.7         D2.4           Critical Materials Policy         Poiry         49.6         Majority No         25         24.5         Majority No           cs 4 Compliance         60.8         18         23         23         23         24.5         Majority No           act Schedulance Made Schlos         100.0         Majority No         25         65.3         Majority No         25         65.3         Majority No         24.5         15.0         Majority No           Extractive Biduatories Transparency Initiative (EITI)         Susporte         52.4         Majority No         24.5         15.3         Majority No           Competition Behavior         100.0         Majority No         26         15.3         Majority No         26         15.3         Majority No           Competition Behavior         100.0         Majority No         25         15.4         10.0         0.0	Community Spending         UK Mamerik of CO         387         467         090%         477         155         60.9         8.57           Non Technical Delays         Amount         332         0.8         9         8.1         0.5           Non Technical Delays         Durkten in Days         27.7         28.81         8         6.7         12.4           Critical Materials Policy         Policy         4.86         Majority No         25         2.4.5         Majority No           cs & Compliance         60.8         18         23.3         Business Ethics         7         8         7         7         7         7         7         7	Commu								
Non Technical Delays         Amount         332         0.8         9         8.1         0.5           Non Technical Delays         Duration Days         2277         28.81         8         67         12.4           Critical Materials Policy         Policy         Ad.6         Majority No         25         24.5         Majority No           cs & Compliance         60.8         18         29.3         Majority No         25         59.9         Majority No           M14         Exposure to Controversial Weapons         VN         100.0         Majority Ves         26         63.3         Majority No           Extractive Industries Transparency Initiative [CTI]         Sequent         55.4         Majority Ves         26         15.0         Majority No           Competitive Behavior         12.8         Majority Ves         26         15.0         Majority No           Competitive Grant I Competition         Amount         32.0         -         8         9.2         38.08           Fines for Anti Competition         USD Million / 4 ef CPO         21.4         108         11%         6         4.8         36         5.0%           Logal Settlement         USD Million / 4 ef CPO         21.4         108         11%	Non Technical Delays         Amount         332         0.8         9         8.1         0.5           Non Technical Delays         Duration Dage         277         28.81         8         6.7         12.4           Critical Materials Policy         Policy         436         Majority No         25         24.5         Majority No           cs & Compliance         60.8         18         29.3         Majority Ves         5         59.9         Majority Ves           M14         Exposure to Controversial Weapons         VN         100.0         Majority Ves         25         59.9         Majority No           Extractive Industries Transparency Initiative [CIII]         Sequence         56.4         Majority Ves         24         15.3         Majority No           International Council Metals & Mining Membership         Manout         32.0         -         8         9.2         38.08           Fines for Anti Competition         Amount         32.0         -         0.0%         9.3         0.00         0.01           Legals attlement         UBMiner, N or CFO         32.0         -         89.3         25         9.3         Majority No           VIAC         Majority Management         UBO Miner, N or CFO         32.									
Non Technical Delays         Durition Page         27.7         28.81         8         6.7         12.4           Critical Materials Policy         Pairy         43.6         Majority No         22         24.5         Majority No           cs & Compliance         60.8         19         23.1         24.5         Majority No           Sc S & Compliance         60.8         19         23.1         24.5         Majority No           Anti-Bribery Ethics Policy         Peloy         100.0         Majority Ves         25         59.9         Majority Ves           MA         Exposure to Controversial Weapons         VM         100.0         Majority Ves         24         15.0         Majority No           Extractive Industries Transparency Initiative (ETI)         Sessorere         55.4         Majority No         24         15.3         Majority No           Competitive Behavior         International Council Metals & Mining Membership         Membership         52.2         -         0.06         8         9.2         38.0.0         0.0%           Competitive Behavior         USD Millow / 4 CPO         22.0         -         0.06         8         9.3         0.00         0.0%           Legal & Regulatory Management         USD Millow / 4 C	Non Technical Delays         Dustrom Pays         277         28.81         8         6.7         1.4           Critical Materials Policy         Peloy         496         Majority No         25         24.5         Majority No           cs & Compliance         60.8         18         29.3         20.0         20.3         20.0         20.3         20.0         20.0         20.4         20.3         20.0									8.57%
Critical Materials Policy         Parky         49.6         Majority No         24.5         Majority No           cs & Compliance         60.8         10         29.3           29.3           Business Ethics	Critical Materials Policy         Pairy         49.6         Majority No         25         24.5         Majority No           cs & Compliance         60.8         18         29.3           Business Ethics									
66 Compliance       60.8       18       29.3         Business Ethics       Anti-Bribery Ethics Policy       Pericy       100.0       Majority Ves       25       55.9       Majority No         M14       Exposure to Controversial Weapons       VN       100.0       Majority Ves       26       53.9       Majority No         Extractive Industries Transparency Initiative (ETI)       Support       55.4       Majority No       25       66.3       Majority No         Extractive Industries Transparency Initiative (ETI)       Support       55.4       Majority No       26       15.0       Majority No         Competitive Behavior       52.0       0.0%       8       9.3       0.00       0.0%         Eggl Regulatory Management       USC       32.0       -       0.0%       8       3.6       5.0%         UNCC       M10       UNCC Violations (Latest)       Pericy       67.6       Majority No       25       55.3       Majority Ves         M11       UNCC Violations (Latest)       Pericy       67.6       Majority Ves       25       55.3       Majority Ves         M11       UNCC Violations (Latest)       Pericy       67.6       Majority Ves       25       53.3       Majority Ves	Generalization         Gold         18         29.3           Business Ethics         Anti-Bridery Ethics Policy         Pericy         100.0         Majority Ves         25         59.9         Majority Ves           M4         Exposure to Controversial Weapons         VN         100.0         Majority Ves         25         66.3         Majority No           Extractive Industries Transparency Initiative (EIII)         Supporter         56.4         Majority Ves         24         15.0         Majority No           Competitive Behavior         52.8         Majority No         24         15.3         Majority No           Fines for Anti Competition         Anount         32.0         -         0.06         8         9.2         38.08           Egal Regulatory Management         USD Millow/ 4 of CP         32.0         -         0.076         8         35.3         0.00         0.00           Legal Regulatory Management         Belicy         Pelicy         35.2         Majority No         25         55.3         Majority No           MO         UNCC         B9.3         25         55.3         Majority No         25         55.3         Majority No           MI         UNCC         B9.3         25         55.3 </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>									
Business Ethics         Anti-Bribery Ethics Policy       Policy       100.0       Majority Yes       25       59.9       Majority Yes         MA       Exposure to Controversial Weapons       VN       100.0       Majority Yes       24       15.0       Majority No         Extractive Industries Transparency Initiative (EITI)       Supporter       55.4       Majority Yes       24       15.0       Majority No         Competitive Behavior       52.8       Majority No       26       15.3       Majority No         Enes for Anti Competition       Monort       32.0       -       8       9.2       38.08         Elagal Stregulatory Management       USO Millow / sor CPO       21.4       108       11%       6       4.8       36       5.0%         VINCC       Bala Stregulatory Management       000       Majority No       25       48.7       104         MIO       UNGC Violations (Latest)       Policy       80.3       25       53.3       Majority No         MIO       UNGC Complance Score       90.0       90.0       9.5       45.8       69.9         MIO       UNGC Complance Score       90.0       90.0       25       53.3       Majority No         MII       Princ	Business Ethics         Anti-Bribery Ethics Policy       Policy       100.0       Majority Ves       25       59.9       Majority Ves         M4       Exposure to Controversial Weapons       VN       100.0       Majority Ves       24       15.0       Majority No         Extractive Industries Transparency Initiative (EITI)       Supporter       56.4       Majority Ves       24       15.0       Majority No         Competitive Behavior       52.8       Majority No       26       15.3       Majority No         Fines for Arti Competition       Amount       32.0       -       8       9.2       38.08         Fines for Arti Competition       USD Million/ % of CPO       32.0       -       0.66       8       36       500         Legal & Regulatory Management       USD Million/ % of CPO       32.2       -       0.06       8       46.7         UNGC       NIO       UNGC Violations (Latest)       Policy       85.2       Majority Ves       25       53.3       Majority No         M10       UNGC Compliance Score       Score       90.0       90.0       25       53.3       Majority No         M11       Principle 1: Support and Respect Human Rights       Palicy       85.6       Majority Ves		entical materials Folicy	1 oncy	45.0	indjointy No	23	24.5	Majority No	
Anti-Bribery Ethics Policy         Pelicy         100.0         Majority Ves         25         59.9         Majority Ves           M14         Exposure to Controversial Weapons         V/h         100.0         Majority No         25         66.3         Majority No           Extractive Industries Transparency Initiative (Eff)         Support         55.4         Majority No         26         15.5         Majority No           Competitive Behavior         52.8         Majority No         26         15.3         Majority No           Competitive Behavior         52.8         Majority No         26         15.3         Majority No           Competitive Behavior         20         -         0.0%         8         9.2         38.08           Fines for Anti Competition         Amount         32.0         -         0.0%         8         9.3         0.00         0.0%           Legal Settlement         USD Millions / for GFO         32.0         -         0.0%         8         9.3         0.00         0.0%           IUNCC         Exposure of the set	Anti-Bribery Ethics Policy         Paloy         100.0         Majority Yes         25         59.9         Majority Yes           M14         Exposure to Controversial Weapons         VN         100.0         Majority No         25         66.3         Majority No           Extractive Industries Transparency Initiative [ETII])         Supporter         55.4         Majority No         24         15.0         Majority No           Competitive Behavior         52.8         Majority No         24         15.3         Majority No           Competitive Behavior         66.3         Majority Vo         24         15.3         Majority No           Competitive Behavior         100.0         Amount         32.0         -         8         9.2         38.08           Fines for Anti Competition         Amount         32.0         -         0.0%         8         9.3         0.00         0.09           Legal Settlement         USD Millions //s of CPO         32.0         -         0.0%         8         9.3         0.00         0.09           Legal Settlement         USD Millions //s of CPO         32.0         10.0         Majority No         25         19.4         Majority No           Conconconconconconconconconconconconconco				60.8		18	29.3		
M14         Exposure to Controversial Weapons         YM         100.0         Majority No         25         66.3         Majority No           Extractive Industries Transparency Initiative (EITI)         Supporter         56.4         Majority Yes         24         15.0         Majority No           International Council Metals & Mining Membership         Membership         Supporter         56.4         Majority No         24         15.3         Majority No           Competitive Behavior         Fines for Anti Competition         Amount         52.0         -         8         9.2         38.0         0.00         0.0%           Legal Settlement         USD Millione/ % of CPO         32.0         -         0.0%         8         9.3         0.00         0.0%           Legal Regulatory Management         USD Millione/ % of CPO         35.2         Majority No         25         19.4         Majority No           VINCC         89.3         25         46.7         VINCC         100         UNGC Compliance Score         90.0         90.0         25         55.3         Majority No           MI1         UNCC Compliance Score         Score         90.0         90.0         25         55.3         Majority No           MI1         Principl	M14         Exposure to Controversial Weapons         VA         100.0         Majority No         25         66.3         Majority No           Extractive industries Transparency initiative (EITI)         Supporter         56.4         Majority Ves         24         15.0         Majority No           International Council Metals & Mining Membership         52.8         Majority No         24         15.3         Majority No           Competitive Behavior         -         8         9.2         38.08         -           Fines for Anti Competition         Amount         32.0         -         0.0%         8         9.3         0.00         0.01           Legal Stepulatory Management         -         89.3         25         19.4         Majority No           VINCC         -         89.3         25         53.3         Majority No           VINCC         -         89.3         25         53.3         69.9           M10         UNCC Compliance Score         90.0         90.0         25         59.3         Majority No           M10         Principle 1: Support and Respect Human Rights         Pelicy         85.6         Majority No         25         59.3         Majority No         55.3         Majority No	Business								
Extractive Industries Transparency Initiative (EITI)         Supporter         56.4         Majority Ves         24         15.0         Majority No           International Council Metals & Mining Membership         Membership         52.8         Majority Ves         24         15.0         Majority No           Competitive Behavior         Fines for Anti Competition         Amount         32.0         -         8         9.2         38.08           Fines for Anti Competition         USD Millione/ Vie CFO         21.4         108         11%         6         4.8         36         50%           Legal Settlement         USD Millione/ Vie CFO         21.4         108         11%         6         4.8         36         50%           Issign of Anti Competition         Majority No         25         Majority No         25         19.4         Majority No           Legal Settlement         USO         89.3         25         48.7         25         36.0%           UNCC         Involvement Policy         Policy         67.6         Majority No         25         59.3         Majority No           MI0         UNCC Compliance Score         90.0         90.0         25         59.3         Majority No         5           MI1 <td>Extractive Industries Transparency Initiative (EITI)         Supporter         56.4         Majority Yes         24         15.0         Majority No           International Council Metals &amp; Mining Membership         Membership         S2.8         Majority No         24         15.0         Majority No           Competitive Behavior         Fines for Anti Competition         Amount         32.0         -         .8         9.2         38.08           Fines for Anti Competition         USD Millione / % of CPO         21.4         108         11.1%         6         4.8         36         50.0           Legal Stelement         USD Millione / % of CPO         21.4         108         11.1%         6         4.8         36         50.0           Legal Stelement         USD Millione / % of CPO         21.4         108         11.1%         6         4.8         36         50.0           Legal Stelement         UNCC         Policy         Østor CPO         25         Majority No         25         19.4         Majority No           Competition         Sec         89.3         25         Majority No         25         55.3         Majority No           MI0         UNCC Violations (Latest)         Policy         67.6         Majority No</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	Extractive Industries Transparency Initiative (EITI)         Supporter         56.4         Majority Yes         24         15.0         Majority No           International Council Metals & Mining Membership         Membership         S2.8         Majority No         24         15.0         Majority No           Competitive Behavior         Fines for Anti Competition         Amount         32.0         -         .8         9.2         38.08           Fines for Anti Competition         USD Millione / % of CPO         21.4         108         11.1%         6         4.8         36         50.0           Legal Stelement         USD Millione / % of CPO         21.4         108         11.1%         6         4.8         36         50.0           Legal Stelement         USD Millione / % of CPO         21.4         108         11.1%         6         4.8         36         50.0           Legal Stelement         UNCC         Policy         Østor CPO         25         Majority No         25         19.4         Majority No           Competition         Sec         89.3         25         Majority No         25         55.3         Majority No           MI0         UNCC Violations (Latest)         Policy         67.6         Majority No									
International Council Metals & Mining Membership         Membership         52.8         Majority No         24         15.3         Majority No           Competitive Behavior         Fines for Anti Competition         Ansunt         32.0         -         8         9.2         38.08           Fines for Anti Competition         USD Millow / Vor CPO         32.0         -         0.06         8         9.3         0.00         0.0%           Legal Steament         USD Millow / Vor CPO         21.4         108         11%         6         4.8         36         5.0%           Legal & Regulatory Management         Vor Competition         Vor CPO         35.2         Majority No         25         48.7           VINCC         89.3         .25         48.7	International Council Metals & Mining Membership         Membership         52.8         Majority No         24         15.3         Majority No           Competitive Behavior         -         6         9.2         38.08         -           Fines for Anti Competition         USD Millore/% of CFO         32.0         -         0.0%         8         9.3         0.00         0.01           Legal Settlement         USD Millore/% of CFO         32.0         -         0.0%         8         9.3         0.00         0.01           Legal Settlement         USD Millore/% of CFO         32.0         -         0.0%         8         9.3         0.00         0.01           Legal & Regulatory Management         -         -         88.3         25         48.7         -         -         Majority No         25         19.4         Majority No           VINGC         -         89.3         25         48.7         -	M14								
Competitive Behavior       Amount       32.0       8       9.2       38.08         Fines for Anti Competition       USD Millions/% of CFO       32.0       0.0%       8       9.3       0.00       0.0%         Legal Settlement       USD Millions/% of CFO       21.4       108       1.1%       6       4.8       36       5.0%         Legal & Regulatory Management       Policial Involvement Policy       Policy       35.2       Majority No       25       19.4       Majority No         C       89.3       25       48.7         UNGC         MIO       UNCC Compliance Score       Score       90.0       90.0       25       59.3       Majority No         MII       Principle 1: Support and Respect Human Rights       Policy       85.6       Majority Yes       25       55.3       Majority Ves         MII       Principle 2: Not Complicit in Human Rights Abuses       Policy       64.6       Majority Yes       25       51.5       Majority Unknown         MIII       Principle 3: Right to Collective Bargaining       Palicy       64.6       Majority Yes       25       51.2       Majority No         MIII       Principle 4: Elimination of Discrimination in Employ       Pali	Competitive Behavior       Amount       32,0       -       8       9,2       38,08         Fines for Anti Competition       USD Millows /K of CFO       32,0       -       0,06       8       9,3       0,00       0,00         Legal & Regulatory Management       USD Millows /K of CFO       21,4       108       1,1%       6       4.8       36       5,09         Political Involvement Policy       Pelicy       35,2       Majority No       25       19,4       Majority No         C       89,3       25       48,7         UNGC       INGC Compliance Score       90,0       25       59,3       Majority No         MID       UNGC Compliance Score       90,0       25       55,3       Majority Ves         MII       Principle 1: Support and Respect Human Rights       Pelicy       85,6       Majority Yes       25       29,8       Majority Ves         MII       Principle 2: Net Complicit in Human Rights Abuses       Pelicy       84,8       Majority Yes       25       29,8       Majority No         MII       Principle 3: Right to Collective Bargaining       Pelicy       84,8       Majority Yes       25       21,5       Majority No         MII       Principle 4: Elimination of Forced Labor </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>									
Fines for Anti Competition         Amount         32.0         8         9.2         38.08           Fines for Anti Competition         USD Millions /k of CPO         32.0         -         0.0%         8         9.3         0.00         0.0%           Legal & Regulatory Management         USD Millions /k of CPO         21.4         108         11%         6         4.8         36         5.0%           Delitical Involvement Policy         Policy         35.2         Majority No         25         19.4         Majority No           Involvement Policy         Policy         35.2         Majority No         25         59.3         Majority No           Involvement Policy         Policy         67.6         Majority No         25         59.3         Majority No           UNGC           UNGC Compliance Score         50.0         90.0         90.0         25         55.3         Majority No         5           M10         UNCC Compliance Score         50.0         90.0         90.0         25         55.3         Majority No         5         53.3         Majority No         5         53.3         Majority No         5         53.3         Majority No         5	Fines for Anti Competition         Amount         32.0         B         9.2         38.08           Fines for Anti Competition         USD Millions /K of CFO         32.0         -         0.0%         8         9.3         0.00         0.00           Legal & Regulatory Management         USD Millions /K of CFO         21.4         108         1.1%         6         4.8         36         5.09           Political Involvement Policy         Policy         35.2         Majority No         25         19.4         Majority No           Involvement Policy         Policy         35.2         Majority No         25         59.3         Majority No           Involvement Policy         Policy         67.6         Majority No         25         59.3         Majority No           INGC           INGC Compliance Score         90.0         90.0         25         55.3         Majority Ves           M11         Principle 3: Suptor and Respect Human Rights         Policy         83.6         Majority Ves         25         29.8         Majority No           M11         Principle 4: Elimination of Forced Labor         Policy         84.8         Majority Ves         25         21.5         Majority No <td>Compot</td> <td></td> <td>Membership</td> <td>52.8</td> <td>Majority No</td> <td>24</td> <td>15.3</td> <td>Majority No</td> <td></td>	Compot		Membership	52.8	Majority No	24	15.3	Majority No	
Fines for Anti Competition         USD Millions /% of CFO         32.0         0.0%         8         9.3         0.00         0.0%           Legal Settlement         USD Millions /% of CFO         21.4         108         1.1%         6         4.8         36         5.0%           Legal & Regulatory Management         no         108         1.1%         6         4.8         36         5.0%           C         99.3         25         48.7	Fines for Anti Competition         USD Millions/N of CFO         32.0         -         0.0%         8         9.3         0.00         0.09           Legal Settlement         USD Millions/N of CFO         21.4         108         11%         6         4.8         36         5.09           Legal & Regulatory Management         Political Involvement Policy         Policy         35.2         Majority No         25         19.4         Majority No           C         89.3         25         48.7           UNGC         M10         UNGC Compliance Score         5.00         90.0         90.0         25         59.3         Majority No           M11         Drinciple 1: Support and Respect Human Rights         Policy         85.6         Majority Yes         25         55.3         Majority No           M11         Principle 2: Not Complicit in Human Rights         Policy         85.6         Majority Yes         25         55.3         Majority No           M11         Principle 3: Right to Collective Bargaining         Policy         85.6         Majority Yes         25         51.3         Majority No           M11         Principle 3: Right to Collective Bargaining         Policy         64.0         Majority Yes         25         51.2	compet		Amount	32.0	-	8	9.2	38.08	
Legal Settlement         USD Millione / % of CFO         21.4         108         1.1%         6         4.8         36         5.0%           Legal & Regulatory Management         Political Involvement Policy         Policy         35.2         Majority No         25         19.4         Majority No           INC           INC         INC           INC           INC           MI0         UNGC Violations (Latest)         Policy         67.6         Majority No         25         59.3         Majority No           MI0         UNGC Compliance Score         Score         90.0         90.0         25         55.3         Majority No           MI1         Principle 1: Support and Respect Human Rights Abuses         Policy         85.6         Majority Yes         25         29.8         Majority No           MI1         Principle 3: Right to Collective Bargaining         Policy         86.6         Majority Yes         25         29.8         Majority No           MI1         Principle 4: Elimination of Forced Labor         Policy         86.4         Majority Yes         25         51.5         Majority No           MI1         Principle 4: Elimination of Discrimination in Employ         <	Legal Settlement         USD Millions / % of CFO         21.4         108         11%         6         4.8         36         5.09           Legal & Regulatory Management         Political Involvement Policy         Policy         Policy         35.2         Majority No         25         19.4         Majority No           Control of the cont					-				0.0%
Political Involvement Policy       Policy       35.2       Majority No       25       19.4       Majority No         IC       89.3       25       48.7         UNCC       Mill       UNCC Violations (Latest)       Pelicy       67.6       Majority No       25       59.3       Majority No         MIO       UNCC Compliance Score       90.0       90.0       25       59.3       Majority No         MII       UNCC Compliance Score       90.0       90.0       25       55.3       Majority Ves         MII       Principle 1: Support and Respect Human Rights       Pelicy       100.0       Majority Ves       25       55.3       Majority Ves         MII       Principle 3: Right to Collective Bargaining       Pelicy       86.6       Majority Ves       23       39.0       Majority No         MII       Principle 3: Right to Collective Bargaining       Pelicy       86.6       Majority Ves       23       39.0       Majority No         MII       Principle 4: Elimination of Forced Labor       Pelicy       86.6       Majority Ves       25       51.2       Majority No         MII       Principle 6: Elimination of Discrimination in Employ       Pelicy       96.4       Majority Yes       25       57.8       Major	Political Involvement Policy       Policy       35.2       Majority No       25       19.4       Majority No         INC       89.3       25       48.7         UNGC       M10       UNGC Violations (Latest)       Policy       67.6       Majority No       25       59.3       Majority No         M10       UNGC Compliance Score       Score       90.0       90.0       25       45.8       69.9         M11       Principle 1: Support and Respect Human Rights       Policy       85.6       Majority Yes       25       29.8       Majority No         M11       Principle 3: Right to Collective Bargaining       Policy       85.6       Majority Yes       23       39.0       Majority No         M11       Principle 3: Right to Collective Bargaining       Policy       84.8       Majority Yes       23       39.0       Majority No         M11       Principle 4: Elimination of Forced Labor       Policy       64.0       Majority Yes       25       51.2       Majority No         M11       Principle 5: Abolition of Child Labor Policy       Policy       96.4       Majority Yes       25       51.2       Majority Yes         M11       Principle 7: Recautionary Approach to Environment       Policy       100.0       Majority			USD Millions / % of CFO		108				
Best     25     48.7       UNCC     MIO     UNCC Violations (Latest)     Policy     67.6     Majority No     25     59.3     Majority No       MII     UNCC Compliance Score     Score     90.0     90.0     25     45.8     69.9       MII     Principle 1: Support and Respect Human Rights     Policy     100.0     Majority Yes     25     55.3     Majority Yes       MII     Principle 2: Not Complicit in Human Rights Abuses     Policy     85.6     Majority Yes     25     29.8     Majority No       MII     Principle 3: Right to Collective Bargaining     Policy     84.8     Majority Yes     25     21.5     Majority No       MII     Principle 4: Elimination of Forced Labor     Policy     64.0     Majority Yes     25     21.5     Majority No       MII     Principle 5: Abolition of Child Labor Policy     Policy     90.4     Majority Yes     25     51.2     Majority No       MII     Principle 6: Elimination of Discrimination in Employ     Policy     100.0     Majority Yes     25     51.2     Majority Yes       MII     Principle 8: Environmental Responsibility     Policy     100.0     Majority Yes     25     57.8     Majority Yes       MII     Principle 9: Environmental Responsibility     Pol	Box Control     B9.3     25     48.7       UNCC     MIO     UNGC Violations (Latest)     Policy     67.6     Majority No     25     59.3     Majority No       MII     UNGC Compliance Score     Score     90.0     90.0     25     45.8     69.9       MII     Principle 1: Support and Respect Human Rights     Policy     100.0     Majority Ves     25     25.3     Majority Ves       MII     Principle 2: Not Complicit in Human Rights Abuses     Policy     85.6     Majority Ves     25     29.8     Majority No       MII     Principle 3: Right to Collective Bargaining     Policy     84.8     Majority Yes     23     39.0     Majority No       MII     Principle 4: Elimination of Forced Labor     Policy     64.0     Majority Yes     25     21.5     Majority No       MII     Principle 5: Abolition of Child Labor Policy     Policy     96.4     Majority Yes     25     51.2     Majority No       MII     Principle 6: Elimination of Discrimination in Employ     Policy     100.0     Majority Yes     25     57.8     Majority Yes       MII     Principle 8: Promote Environment     Policy     100.0     Majority Yes     25     57.8     Majority Yes       MII     Principle 9: Environmental Responsibility<	Legal & F	Regulatory Management							
UNGCM10UNGC Violations (Latest)Policy67.6Majority No2559.3Majority NoM11UNGC Compliance ScoreScore90.090.02545.869.9M11Principle 1: Support and Respect Human RightsPolicy100.0Majority Yes2525.3Majority YesM11Principle 2: Not Complicit in Human Rights AbusesPolicy85.6Majority Yes2529.8Majority NoM11Principle 3: Right to Collective BargainingPolicy84.8Majority Yes2521.5Majority UnknownM11Principle 3: Abolition of Forced LaborPolicy64.0Majority Yes2551.2Majority NoM11Principle 4: Elimination of Forced LaborPolicy96.4Majority Yes2551.2Majority NoM11Principle 5: Abolition of Child Labor PolicyPolicy96.4Majority Yes2562.7Majority YesM11Principle 6: Elimination of Discrimination in EmployPolicy100.0Majority Yes2557.8Majority YesM11Principle 7: Recautionary Approach to EnvironmentPolicy100.0Majority Yes2553.8Majority YesM11Principle 8: Environmental ResponsibilityPolicy100.0Majority Yes2553.6Majority YesM11Principle 9: Environmental ResponsibilityPolicy100.0Majority Yes2551.6Majority YesM11Principle 9: Environmental Respons	UNGCM10UNGC Violations (Latest)Policy67.6Majority No2559.3Majority NoM11UNGC Compliance Scorescore90.090.02545.869.9M11Principle 1: Support and Respect Human RightsPolicy100.0Majority Yes2525.3Majority YesM11Principle 2: Not Complicit in Human Rights AbusesPolicy85.6Majority Yes2529.8Majority NoM11Principle 3: Right to Collective BargainingPolicy86.6Majority Yes2339.0Majority UnknownM11Principle 3: Right to Collective BargainingPolicy64.0Majority Yes2521.5Majority UnknownM11Principle 3: Abolition of Forced LaborPolicy06.0Majority Yes2551.2Majority NoM11Principle 5: Abolition of Child Labor PolicyPolicy96.4Majority Yes2562.7Majority NoM11Principle 5: Recationary Approach to EnvironmentPolicy100.0Majority Yes2557.8Majority YesM11Principle 7: Recationary Approach to Environmental ResponsibilityPolicy100.0Majority Yes2551.6Majority YesM11Principle 9: Environmental ResponsibilityPolicy100.0Majority Yes2551.6Majority YesM11Principle 9: Environmentally Friendly TechnologyPolicy100.0Majority Yes2551.6Majority YesM11Principl		Political Involvement Policy	Policy	35.2	Majority No	25	19.4	Majority No	
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MIIPrinciple 1: Support and Respect Human RightsPolicy100.0Majority Yes2555.3Majority YesMIIPrinciple 2: Not Complicit in Human Rights AbusesPolicy85.6Majority Yes2529.8Majority VesMIIPrinciple 3: Right to Collective BargainingPolicy84.8Majority Yes2521.5Majority UnknownMIIPrinciple 4: Elimination of Forced LaborPolicy64.0Majority Yes2551.2Majority NoMIIPrinciple 5: Abolition of Child Labor PolicyPolicy96.4Majority Yes2551.2Majority NoMIIPrinciple 6: Elimination of Discrimination in EmployPolicy96.4Majority Yes2562.7Majority YesMIIPrinciple 7: Recautionary Approach to EnvironmentPolicy100.0Majority Yes2563.8Majority YesMIIPrinciple 8: Promote Environmental ResponsibilityPolicy100.0Majority Yes2563.8Majority YesMIIPrinciple 9: Environmentally Friendly TechnologyPolicy100.0Majority Yes2551.6Majority YesMIIPrinciple 10: Anti-CorruptionPolicy100.0Majority Yes2551.1Majority YesMIIPrinciple 9: Environmentally Friendly TechnologyPolicy100.0Majority Yes2551.6Majority NoMIIPrinciple 10: Anti-CorruptionPolicy100.0Majority Yes2556.1Majority YesMII<	M11Principle 1: Support and Respect Human RightsPolicy100.0Majority Yes2555.3Majority YesM11Principle 2: Not Complicit in Human Rights AbusesPolicy85.6Majority Yes2529.8Majority NoM11Principle 3: Right to Collective BargainingPolicy84.8Majority Yes2339.0Majority UnknownM11Principle 4: Elimination of Forced LaborPolicy66.0Majority Yes2521.5Majority NoM11Principle 5: Abolition of Child Labor PolicyPolicy96.4Majority Yes2551.2Majority NoM11Principle 5: Elimination of Discrimination in EmployPolicy96.4Majority Yes2562.7Majority YesM11Principle 6: Elimination of Discrimination in EmployPolicy100.0Majority Yes2567.8Majority YesM11Principle 8: Recautionary Approach to EnvironmentPolicy100.0Majority Yes2563.8Majority YesM11Principle 8: Environmentall ResponsibilityPolicy100.0Majority Yes2551.6Majority YesM11Principle 9: Environmentally Friendly TechnologyPolicy100.0Majority Yes2551.6Majority NoM11Principle 10: Anti-CorruptionPolicy100.0Majority Yes2551.6Majority NoM11Principle 10: Anti-CorruptionPolicy100.0Majority Yes2556.1Majority NoM11Pri									
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M11       Principle 3: Right to Collective Bargaining       Pelley       84.8 Majority Yes       23       39.0 Majority Unknown         M11       Principle 4: Elimination of Forced Labor       Pelley       64.0 Majority Yes       25       21.5 Majority No         M11       Principle 5: Abolition of Child Labor Policy       Pelley       96.4 Majority Yes       25       51.2 Majority No         M11       Principle 5: Environ of Discrimination in Employ       Pelley       100.0 Majority Yes       25       62.7 Majority Yes         M11       Principle 7: Recautionary Approach to Environment       Pelley       100.0 Majority Yes       25       57.8 Majority Yes         M11       Principle 8: Promote Environmental Responsibility       Pelley       100.0 Majority Yes       25       63.8 Majority Yes         M11       Principle 9: Environmental Responsibility       Pelley       100.0 Majority Yes       25       51.6 Majority No         M11       Principle 9: Environmentally Friendly Technology       Pelley       100.0 Majority Yes       25       51.6 Majority No         M11       Principle 10: Anti-Corruption       Pelley       100.0 Majority Yes       25       56.1 Majority No         M11       Principle 10: Anti-Corruption       Pelley       100.0 Majority Yes       25       56.1 Majority No	M11     Principle 3: Right to Collective Bargaining     Pelicy     84.8 Majority Yes     23     39.0     Majority Unknown       M11     Principle 4: Elimination of Forced Labor     Pelicy     64.0     Majority Yes     25     21.5     Majority No       M11     Principle 5: Abolition of Child Labor Policy     Pelicy     96.4     Majority Yes     25     51.2     Majority No       M11     Principle 5: Abolition of Child Labor Policy     Pelicy     96.4     Majority Yes     25     51.2     Majority No       M11     Principle 7: Recautionary Approach to Environment     Pelicy     100.0     Majority Yes     25     57.8     Majority Yes       M11     Principle 8: Promote Environmental Responsibility     Pelicy     100.0     Majority Yes     25     53.8     Majority Yes       M11     Principle 9: Environmental Responsibility     Pelicy     100.0     Majority Yes     25     53.8     Majority Yes       M11     Principle 9: Environmental Priendly Technology     Pelicy     100.0     Majority Yes     25     56.8     Majority Yes       M11     Principle 10: Anti-Corruption     Pelicy     100.0     Majority Yes     25     56.8     Majority Yes       M11     Principle 10: Anti-Corruption     Pelicy     100.0     Majority Yes	M11	Principle 2: Not Complicit in Human Rights Abuses	Policy	85.6	Majority Yes	25	29.8		
M11     Principle 4: Elimination of Forced Labor     Pelley     64.0     Majority Yes     25     21.5     Majority No       M11     Principle 5: Abolition of Child Labor Policy     Pelley     96.4     Majority Yes     25     51.2     Majority No       M11     Principle 6: Elimination of Discrimination in Employ     Pelley     100.0     Majority Yes     25     62.7     Majority Yes       M11     Principle 6: Elemination of Discrimination in Employ     Pelley     100.0     Majority Yes     25     57.8     Majority Yes       M11     Principle 8: Promote Environmental Responsibility     Pelley     100.0     Majority Yes     25     63.8     Majority Yes       M11     Principle 9: Environmental Responsibility     Pelley     100.0     Majority Yes     25     51.6     Majority Yes       M11     Principle 9: Environmentally Friendly Technology     Pelley     100.0     Majority Yes     25     51.6     Majority No       M11     Principle 10: Anti-Corruption     Pelley     100.0     Majority Yes     25     51.1     Majority Yes	M11     Principle 4: Elimination of Forced Labor     Pelicy     64.0     Majority Yes     25     21.5     Majority No       M11     Principle 5: Abolition of Child Labor Policy     Pelicy     96.4     Majority Yes     25     51.2     Majority No       M11     Principle 5: Abolition of Child Labor Policy     Pelicy     96.4     Majority Yes     25     51.2     Majority Yes       M11     Principle 6: Elimination of Discrimination in Employ     Pelicy     100.0     Majority Yes     25     57.8     Majority Yes       M11     Principle 8: Recautionary Approach to Environment     Pelicy     100.0     Majority Yes     25     63.8     Majority Yes       M11     Principle 9: Environmental Responsibility     Pelicy     100.0     Majority Yes     25     51.6     Majority No       M11     Principle 9: Environmental Priendly Technology     Pelicy     100.0     Majority Yes     25     51.6     Majority No       M11     Principle 10: Anti-Corruption     Pelicy     100.0     Majority Yes     25     56.1     Majority Yes	M11	Principle 3: Right to Collective Bargaining	Policy	84.8		23	39.0		
M11       Principle 6: Elimination of Discrimination in Employ       Policy       100.0       Majority Yes       25       62.7       Majority Yes         M11       Principle 7: Recautionary Approach to Environment       Policy       100.0       Majority Yes       25       57.8       Majority Yes         M11       Principle 8: Promote Environmental Responsibility       Policy       100.0       Majority Yes       25       63.8       Majority Yes         M11       Principle 9: Environmentally Friendly Technology       Policy       100.0       Majority Yes       25       51.6       Majority No         M11       Principle 10: Anti-Corruption       Policy       100.0       Majority Yes       25       56.1       Majority Yes         M11       Principle 10: Anti-Corruption       Policy       100.0       Majority Yes       25       56.1       Majority Yes         al Rating - Bloomberg       The higher, the better       54.7       25       24.1	M11       Principle 6: Elimination of Discrimination in Employ       Policy       100.0       Majority Yes       25       62.7       Majority Yes         M11       Principle 7: Recautionary Approach to Environment       Policy       100.0       Majority Yes       25       57.8       Majority Yes         M11       Principle 8: Promote Environmental Responsibility       Policy       100.0       Majority Yes       25       63.8       Majority Yes         M11       Principle 9: Environmentally Friendly Technology       Policy       100.0       Majority Yes       25       51.6       Majority No         M11       Principle 10: Anti-Corruption       Policy       100.0       Majority Yes       25       56.1       Majority Yes         M11       Principle 10: Anti-Corruption       Policy       100.0       Majority Yes       25       56.1       Majority Yes         al Rating - Bloomberg       The higher, the better <b>54.7</b> 25 <b>24.1</b>	M11	Principle 4: Elimination of Forced Labor	Policy			25	21.5	Majority No	
Mill       Principle 7: Recautionary Approach to Environment       Policy       100.0       Majority Yes       25       57.8       Majority Yes         M11       Principle 8: Promote Environmental Responsibility       Policy       100.0       Majority Yes       25       63.8       Majority Yes         M11       Principle 9: Environmental Responsibility       Policy       100.0       Majority Yes       25       63.8       Majority Yes         M11       Principle 9: Environmentally Friendly Technology       Policy       100.0       Majority Yes       25       51.6       Majority Yes         M11       Principle 10: Anti-Corruption       Policy       100.0       Majority Yes       25       56.1       Majority Yes         al Rating - Bloomberg       The higher, the better       54.7       25       24.1	M11     Principle 7: Recautionary Approach to Environment     Policy     100.0     Majority Yes     25     57.8     Majority Yes       M11     Principle 8: Promote Environmental Responsibility     Policy     100.0     Majority Yes     25     63.8     Majority Yes       M11     Principle 9: Environmentally Friendly Technology     Policy     100.0     Majority Yes     25     51.6     Majority No       M11     Principle 10: Anti-Corruption     Policy     100.0     Majority Yes     25     56.1     Majority Yes       al Rating - Bloomberg     The higher, the better     54.7     25     24.1	M11	Principle 5: Abolition of Child Labor Policy	Policy	96.4	Majority Yes		51.2	Majority No	
M11       Principle 8: Promote Environmental Responsibility       Pelicy       100.0       Majority Yes       25       63.8       Majority Yes         M11       Principle 9: Environmentally Friendly Technology       Policy       100.0       Majority Yes       25       51.6       Majority No         M11       Principle 10: Anti-Corruption       Policy       100.0       Majority Yes       25       56.1       Majority Yes         al Rating - Bloomberg       The higher, the better       54.7       25       24.1	M11     Principle 8: Promote Environmental Responsibility     Policy     100.0     Majority Yes     25     63.8     Majority Yes       M11     Principle 9: Environmentally Friendly Technology     Policy     100.0     Majority Yes     25     51.6     Majority No       M11     Principle 10: Anti-Corruption     Policy     100.0     Majority Yes     25     56.1     Majority Yes       al Rating - Bloomberg     The higher, the better     54.7     25     24.1	MII	Principle 6: Elimination of Discrimination in Employ	Policy	100.0	Majority Yes	25	62.7	Majority Yes	
M11     Principle 9: Environmentally Friendly Technology     Policy     100.0     Majority Yes     25     51.6     Majority No       M11     Principle 10: Anti-Corruption     Policy     100.0     Majority Yes     25     56.1     Majority Yes       al Rating - Bloomberg     The higher, the better     54.7     25     26.1     24.1	M11     Principle 9: Environmentally Friendly Technology     Policy     100.0     Majority Yes     25     51.6     Majority No       M11     Principle 10: Anti-Corruption     Policy     100.0     Majority Yes     25     56.1     Majority Yes       al Rating - Bloomberg     The higher, the better     54.7     25     24.1	M11	Principle 7: Recautionary Approach to Environment	Policy	100.0	Majority Yes	25	57.8	Majority Yes	
M11     Principle 10: Anti-Corruption     Policy     100.0     Majority Yes     25     56.1     Majority Yes       ial Rating - Bloomberg     The higher, the better     54.7     25     24.1	M11         Principle 10: Anti-Corruption         Policy         100.0         Majority Yes         25         56.1         Majority Yes           ial Rating - Bloomberg         The higher, the better         54.7         25         24.1	M11			100.0	Majority Yes	25	63.8	Majority Yes	
al Rating - Bloomberg The higher, the better 54.7 25 24.1	al Rating - Bloomberg The higher, the better 54.7 25 24.1									
		M11	Principle 10: Anti-Corruption	Policy	100.0	Majority Yes	25	56.1	Majority Yes	
al Dation - Definitivy The higher the better 7C 7 7C 7 7C 1	lal Rating - Refinitiv The higher, the better 76.7 24 36.1	al Rating - Blo	omberg	The higher, the better	54.7		25	24.1		
	at Reduing - Reminute of the Processing and the Pro	al Datir - P (	inisi.	The bishes the form				763		

GOVERNANCE	the higher, the better (0 to 100)	59.3			39.0			
Board Composition		67.1		24	42.9			150
Director Roles								
Non-Exec Directors on 3+ Boards	%	86.5	13.5	25	60.1	9.3		157
Executive Directors on 2+ Boards	%	69.7	12.9	20	50.0	11.0		131
Highest Number of BOD any Director Serves Ex-CE	Amount	71.6	2.8	25	49.8	2.5		157
Public Company BOD serve as BOD ex-CEO	Average Number	89.2	1.1	25	60.4	0.9		157
Number of Board Positions CEO holds	Amount	92.0	0.4	24	61.5	0.4		151
Number of Chair Positions Chairman holds	Average Number	95.6	0.4	25	63.6	0.4		157
Diversity								
Board age	Avg Age / Bloomberg Score	50.2	60.5	6.0 18	32.2	60.7	5.9	110
M13 Board Members that are Women	%	58.0	29.0	25	29.5	22.7		155
Female Chairperson	Y/N	20.8	Majority No	25	9.7	Majority No		155
Independence								
Independent Directors	%	70.5	70.5	25	51.0	51.0		153
Non-Executive Directors on Board	%	86.4	86.4	25	51.2	78.6		154
Leadership Independence	Bloomberg Score	72.8	7.3	25	38.5	6.0		151
CEO Duality	Y/N	89.2	Majority No	25	51.5	Majority Yes		154
Refreshment								

Sources: Company Data, Independent Capital Group AG, Bloomberg, Refinitiv, Sustainalytics, MSCI



## ESG Quarterly - 2023 - 4Q



Industrial Metals Champions Fund (incl. Base Metals, Bulk Materials excl. Coal, Steel, Alu) Industrial Metals Universe (incl. Base Metals, Bulk Materials excl. Coal, Steel, Alu)

yy ion Committee Compensation Comm n Committee Chairpe o Guidelines otes sutives nked to ESG nked to Climate Goal d to ESG es Ratio es Ratio	Policy Policy VN % Policy Amount V/N USD Millions /% of CFO Policy	ICG Score 59.7 73.7 67.7 57.8 66.4 87.1 92.0 4.0 53.2 78.7 88.0 44.0 53.2 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 556.6 82.0 64.0 10.0 556.6 78.7 88.0 44.0 10.0 556.6 78.7 88.0 44.0 10.0 556.6 82.0 64.0 10.0 10.0 10.0 10.0 10.0 10.0 10.0 1	Ø Value or Quan (Arithmetic Avera 6.3 7.4 6.8 1.5 3.4 94.6 Majority Ves Majority Ves Majority Vos 1.0 Majority No 13.9 Majority No 13.9 Majority Yes Majority Yes Majority Yes Majority No 13.9 Cost Majority No 13.9 Majority No 13.9 Majority No 13.9 Majority No 13.9 Majority No 13.9 Majority No 0.43	0.96%	Sec           25         42           25         42           25         42           25         42           25         44           23         42           23         45           23         45           23         45           23         45           24         42           25         24           22         424           25         25           25         25           25         25           25         25           25         16           19         10           25         25           25         16           19         10           25         25	32         5.9           33         6.9           4.3         6.9           1.6         1.6           30         83.2           25         Majority No           5.6         Majority Unknown           4.3         Majority No           20         94.4           4.2         Majority No           29         8.4           7.8         Majority No           2.9         8.4           7.8         Majority No           5.3         Majority No           5.4         0.75		12 13 14 15 15 15 13 15 15 13 15 15 13 15 15 13 15 15 15 15 15 15 15 15 15 15
ion Committee Compensation Comm n Committee Chairpe o Guidelines otes cutives nked to ESG nked to Climate Goal d to ESG es Ratio	Bloomberg Score Bloomberg Score Vears Vears Amount Amount N Br56 VIN Br56 VIN Br56 VIN Br56 VIN Br56 Policy Policy Amount VIN USD Millions /% of CPO Policy Policy St. Dev. Capex Guidance to Capex St. Dev. Capex Guidance to Capex St. Dev. Capex Guidance to Capex Bloomberg Score VIN St. Difference Bloomberg Score	73.7 67.7 57.8 66.4 87.1 92.0 4.0 53.2 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8	7.4 6.8 1.5 3.4 94.6 Majority Ves Majority Unknown Majority No 93.7 Majority No 13.9 Majority No 13.9 Majority Yes Majority Yes Majority No 0.43 23.3 21.4 1.2 29.0 5.0 Majority No	0.96%	25     43       25     44       25     44       25     44       25     44       25     44       23     55       1     7       25     24       22     19       24     100       25     26       26     27       25     25       25     25       78     21       19     10       19     12       25     25	5.9         6.9           4.3         6.9           1.6         1.6           1.2         1.6           1.4         3.5           1.0         85.2           2.5         Majority No           2.6         Majority Unknown           4.3         Majority No           2.9         9.4.4           4.2         Majority No           2.9         8.4           7.8         Majority No           3.8         Majority No           3.4         0.75           3.5         0.075           3.6         1.3		12:11 15:12 13:12 14:12 15:12 14:12 15:15 15:12
ion Committee Compensation Comm n Committee Chairpe o Guidelines otes cutives nked to ESG nked to Climate Goal d to ESG es Ratio	Bloomberg Score Bloomberg Score Vears Vears Amount Amount N Br56 VIN Br56 VIN Br56 VIN Br56 VIN Br56 Policy Policy Amount VIN USD Millions /% of CPO Policy Policy St. Dev. Capex Guidance to Capex St. Dev. Capex Guidance to Capex St. Dev. Capex Guidance to Capex Bloomberg Score VIN St. Difference Bloomberg Score	73.7 67.7 57.8 66.4 87.1 92.0 4.0 53.2 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8	7.4 6.8 1.5 3.4 94.6 Majority Ves Majority Unknown Majority No 93.7 Majority No 13.9 Majority No 13.9 Majority Yes Majority Yes Majority No 0.43 23.3 21.4 1.2 29.0 5.0 Majority No	0.96%	25     43       25     44       25     44       25     44       25     44       25     44       23     55       1     7       25     24       22     19       24     100       25     26       26     27       25     25       25     25       78     21       19     10       19     12       25     25	5.9         6.9           4.3         6.9           1.6         1.6           1.2         1.6           1.4         3.5           1.0         85.2           2.5         Majority No           2.6         Majority Unknown           4.3         Majority No           2.9         9.4.4           4.2         Majority No           2.9         8.4           7.8         Majority No           3.8         Majority No           3.4         0.75           3.5         0.075           3.6         1.3		12:11 15:12 13:12 14:12 15:12 14:12 15:15 15:12
ion Committee Compensation Comm n Committee Chairpe o Guidelines otes cutives nked to ESG nked to Climate Goal d to ESG es Ratio	Bloomberg Score Vears Vears Amount nitto % Proficy Policy Policy Amount V/N USD Millions /% of CFO Policy St. Dev. Capex Guidance to Capex St. Dev. Gapex Guidance	67.7 57.8 666.4 87.1 92.0 4.0 53.2 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 44.0 55.6 49.0 49.5 46.7 32.5 44.1 58.0 49.5 46.0 18 49.5 46.0 18 49.5 46.0 18 49.5 46.0 18 49.5 46.0 18 40 40 40 40 40 40 40 40 40 40	6.8 1.5 3.4 94.6 Majority Ves Majority No 93.7 Majority No 1.0 Majority No 13.9 Majority Yes Majority Yes Majority Yes Majority Yes Majority No 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	25 44 25 22 28 23 45 23 55 23 55 24 23 25 24 22 44 22 19 22 44 22 19 22 44 22 19 22 44 22 19 23 52 25 22 25 22 26 22 25 22	4.3         6.9           1.6           1.0           1.0           1.0           1.0           1.0           1.0           1.0           1.0           1.0           1.0           1.0           1.0           1.0           1.0           1.0           1.1           1.1	6.2%	1551 1551 1551 1551 1551 1551 1551 155
ion Committee Compensation Comm n Committee Chairpe o Guidelines otes cutives nked to ESG nked to Climate Goal d to ESG es Ratio	Amount hittu % Policy Policy VN Policy Policy Amount VN USD Millions /% of CFO Policy Policy Policy St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Ca	66.4 87.1 92.0 4.0 53.2 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 188.0 49.5 46.0 18.1	3.4 94.6 Majority Ves Majority Unknown Majority No 93.7 Majority No 1.0 Majority No 13.9 Majority No 0.43 0.43 23.3 21.4 1.2 29.0 5.0 Majority No	0.96%	22         28           25         444           23         52           24         52           25         24           22         44           22         44           22         44           22         44           22         44           22         44           22         44           25         25           25         25           25         25           25         25           25         25           25         25           25         25           25         25           25         25           25         16           19         10           19         12           25         22           25         22           25         22           25         22           25         22           25         22           25         22           25         22           25         22           25         22           25	.2           .4         3.5           .0         83.2           .5         Majority No           .6         Majority No           .7.6         Majority No           .6         94.4           .6         1.0           .7.8         Majority No           .7.8         Majority No           .7.8         Majority No           .8         Majority No           .3.9         Majority No           .3.9         Majority No           .3.4         0.75           .3.5         .3.5           .3.6         13.2           .3.6         13.2           .3.6         13.2           .3.6         13.2	62%	13           15           13           13           13           13           14           15           16           17           18           19           10           11           11           11           12           12           15           15           15           15           15           15           15           15           15           15           15           15           15           15           15           15           15
Compensation Comm n Committee Chairpe o Guidelines otes sutives nked to ESG nked to Climate Goal d to ESG es Ratio es Ratio	hitti % Policy Policy Y/N % Policy Y/N % Policy Policy Amount V/N USD Millions /% of CFO Policy Policy IS Policy Policy St. Dev. Capex Guidance to Capex % % Bloomberg Score V/N % Difference % Difference Bloomberg Score Bloomberg Score	66.4 87.1 92.0 4.0 53.2 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 188.0 49.5 46.0 18.1	94.6 Majority Yes Majority Unknown Majority No 93.7 Majority No 1.0 Majority No 13.9 Majority Yes Majority Yes Majority Yes 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	25         44           23         45           23         55           24         57           22         42           22         12           42         42           22         12           42         12           42         12           22         15           23         25           24         10           25         16           25         25           25         25           25         16           19         10           25         25           25         16           19         10           25         25	.4         3.5           0.0         83.2           2.5         Majority No           7.6         Majority Unknown           4.3         Majority No           2.2         94.4           4.2         Majority No           2.2         94.4           4.2         Majority No           2.9         8.4           2.9         8.4           2.8         Majority No           2.9         8.4           3.8         Majority No           3.8         Majority No           3.4         0.75           3.5         3.6           3.6         13.2           3.6         20.4           3.9         1.1	6.2%	1551 1211 1311 1555 1557 1557 1557 1557 1557 15
Compensation Comm n Committee Chairpe o Guidelines otes sutives nked to ESG nked to Climate Goal d to ESG es Ratio es Ratio	hitti % Policy Policy Y/N % Policy Y/N % Policy Policy Amount V/N USD Millions /% of CFO Policy Policy IS Policy Policy St. Dev. Capex Guidance to Capex % % Bloomberg Score V/N % Difference % Difference Bloomberg Score Bloomberg Score	87.1 92.0 4.0 55.2 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	94.6 Majority Yes Majority Unknown Majority No 93.7 Majority No 1.0 Majority No 13.9 Majority Yes Majority Yes Majority Yes 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	23         45           23         55           1         77           25         22           21         40           22         44           22         16           24         102           25         27           25         25           25         25           25         25           18         21           25         16           19         10           25         22           25         22           25         16           19         10           25         22           25         25           25         16           19         10           25         22           25         22           25         22           25         22           25         22           25         22           25         22           25         22           25         22           25         22	20.         83.2           25.         Majority No           7.6         Majority Unknown           3.5         Majority No           20.2         94.4           4.2         Majority No           20.6         1.0           20.9         8.4           20.9         8.4           21.8         Majority No           22.9         8.4           23.8         Majority No           3.9         Majority No           3.4         0.75           3.4         0.75           3.8         13.2           3.6         20.4           3.9         1.1	6.2%	13 13 15 5 5 10 8 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7
Compensation Comm n Committee Chairpe o Guidelines otes sutives nked to ESG nked to Climate Goal d to ESG es Ratio es Ratio	hitti % Policy Policy Y/N % Policy Y/N % Policy Policy Amount V/N USD Millions /% of CFO Policy Policy IS Policy Policy St. Dev. Capex Guidance to Capex % % Bloomberg Score V/N % Difference % Difference Bloomberg Score Bloomberg Score	87.1 92.0 4.0 55.2 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	94.6 Majority Yes Majority Unknown Majority No 93.7 Majority No 1.0 Majority No 13.9 Majority Yes Majority Yes Majority Yes 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	23         45           23         55           1         77           25         22           21         40           22         44           22         16           24         102           25         27           25         25           25         25           25         25           18         21           25         16           19         10           25         22           25         22           25         16           19         10           25         22           25         25           25         16           19         10           25         22           25         22           25         22           25         22           25         22           25         22           25         22           25         22           25         22           25         22	20.         83.2           25.         Majority No           7.6         Majority Unknown           3.5         Majority No           20.2         94.4           4.2         Majority No           20.6         1.0           20.9         8.4           20.9         8.4           21.8         Majority No           22.9         8.4           23.8         Majority No           3.9         Majority No           3.4         0.75           3.4         0.75           3.8         13.2           3.6         20.4           3.9         1.1	6.2%	13 13 15 5 5 10 8 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7
n Committee Chairpe o Guidelines otes cutives nked to ESG nked to Climate Coal d to ESG es Ratio y y	Prisk V/N Policy V/N Policy Policy Amount V/N USD Millions / % of CFO Policy Is Policy Policy St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Capex Bloomberg Score V/N % Difference % Difference % Difference	92.0 4.0 53.2 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.8	Majority Yes Majority Unknown Majority No 93.7 Majority Yes 1.0 Majority Yes Majority Yes Majority Yes Majority Yes 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	23         52           1         7           25         24           22         44           22         44           22         44           22         15           24         10           25         25           25         25           25         25           25         25           25         16           19         10           19         12           25         25	2.5 Majority No Majority Unknown Adjority Unknown Adjority No 2.2 94.4 2.4 Majority No 2.6 1.0 3.6 1.0 3.7 Najority No 2.9 8.4 4.8 Majority No 3.8 Majority No 3.8 Majority No 3.4 0.75 3.3 3.5 5.6 13.2 5.6 20.4 5.9 1.1	6.2%	13 15 55 10 8 12 15 15 23 8 8 15
e Guidelines otes cutives nked to ESG nked to Climate Goal d to ESG es Ratio	Policy V/N % Policy Amount V/N USD Millions /% of CFO Policy St. Dev. Capex Guidance to Capex St. D	4.0 532 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	Majority Unknown Majority No 93.7 Majority Yes 1.0 Majority No 13.9 Majority Yes Majority Yes Majority Yes O.43 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	1         7           25         22           21         40           22         42           22         15           24         10           24         25           25         26           25         25           18         21           25         16           19         10           25         25           25         16           19         10           25         25           25         25	Zó         Majority Unknown           4.3         Majority No           0.2         94.4           4.2         Majority No           4.2         Majority No           0.9         Majority No           2.9         8.4           8         Majority No           3.8         Majority No           5.4         0.75           5.4         0.75           5.8         13.2           5.6         20.4           5.9         1.1	6.2%	1 15 5 10 8 12 15 15 15 23 8 8 8 15
es Ratio	% Policy Amount V/N USD Millions / % of CFO Policy Is Policy St. Dev. Capex Guidance to Capex St. D	53.2 78.7 88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.8 49.5 46.0 1.8	Majority No 93.7 Majority Yes 1.0 Majority No 13.9 Majority Yes Majority Yes Majority Yes O.43 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	25         24           21         44           22         44           22         44           22         16           24         10           24         25           25         16           25         25           25         25           25         25           25         16           19         10           25         25           25         25           25         16           19         10           25         25           25         25	4.3         Majority No           1.2         94.4           4.2         Majority No           1.0         1.0           1.0         8.4           1.0         8.4           1.0         8.4           1.0         1.0           1.0         9.3           1.0         9.4           1.0         1.0           1.0         9.4           1.0         1.0           1.0         1.0           1.8         Majority No           1.4         0.75           1.3         1.1	6.2%	99 10 8 11 12 15 15 15 23 23 88 88 15
eutives nked to ESG nked to Climate Goal d to ESG es Ratio es Ratio	Policy Amount V/N USD Millions / % of CPO Policy Is Policy St. Dev. Capex Cuidance to Capex St. Dev	88.0 44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	Majority Yes 1.0 Majority No 13.9 Majority Yes Majority Yes Majority No 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	22 442 22 19 24 10 25 27 25 25 25 25 25 25 25 16 25 25 25 25 18 21 19 10 19 13 25 25 25 25 2	4.2         Majority No           0.6         1.0           0.9         Majority No           0.9         8.4           7.8         Majority No           0.8         Majority No           0.9         6.4           7.8         Majority No           0.5.9         Majority No           5.4         0.75           5.4         0.75           5.4         0.75           5.4         0.75           5.4         0.75           5.4         0.75	6.2%	10 8 1 12 12 15 15 22 8 8 8 15
eutives nked to ESG nked to Climate Goal d to ESG es Ratio es Ratio	Amount VN USD Millions /% of CFO Policy SE Dev. Capex Culdance to Capex SE Dev. Capex Culdance to Capex SE Dev. Capex Culdance to Capex % Ratio % Bioomberg Score V/N % Difference % Difference Bioomberg Score	44.0 13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	1.0 Majority No 13.9 Majority Yes Majority Yes Majority No 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	22 15 24 10 24 26 25 27 25 25 25 25 18 21 25 16 19 10 19 10 25 25 25 25 25 25 25 16 19 10 25 25 25	8.6         1.0           9.9         Majority No           2.9         8.4           8.8         Majority No           8.8         Majority No           5.9         Majority No           5.4         0.75           5.4         0.75           5.5         132           5.6         132           5.6         20.4           5.9         1.1	62%	8 1 1: 1: 1: 1: 2: 2: 8 8 1: 1:
eutives nked to ESG nked to Climate Goal d to ESG es Ratio es Ratio	V/N USD Millios /% of CPO Policy IS Policy St. Dev. Capex Cuidance to Capex St. Dev. Capex Cuidance to Capex Cuidance to Capex St. Dev. Capex Cuidance to Capex Cuidance to Capex St. Dev. Capex Cuidance to Capex Cuidance	13.2 86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	Majority No 13.9 Majority Yes Majority Yes O.43 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	24 10 24 42 25 27 25 16 25 6 25 25 25 25 25 25 25 16 19 10 19 12 25 25 25 25	Majority No           2.9         8.4           2.8         Majority No           2.8         Majority No           5.9         Majority No           5.4         0.75           5.3         5.4           5.4         0.75           5.5         5.6           5.6         13.2           5.6         20.4           5.9         1.1	6.2%	1 1: 1: 1: 2: 2: 8 8
nked to ESG nked to Climate Goal d to ESG es Ratio	USD Millions / % of CFO Policy Policy St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Capex % % Bloomberg Score % Difference % Difference % Difference	86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	13.9 Majority Yes Majority Yes 0.43 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	24         42           25         27           25         18           25         25           18         21           25         16           25         18           25         16           19         10           25         25           25         25           25         22	2.9 8.4 /8 Majority No 8.8 Majority No 5.9 Majority No 5.4 0.75 1.3 5.8 13.2 5.6 20.4 5.9 1.1	6.2%	1: 1 1 2 2 8
nked to ESG nked to Climate Goal d to ESG es Ratio	USD Millions / % of CFO Policy Policy St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Capex % % Bloomberg Score % Difference % Difference % Difference	86.8 82.0 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	13.9 Majority Yes Majority Yes 0.43 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0	0.96%	24         42           25         27           25         18           25         25           18         21           25         16           25         18           25         16           19         10           25         25           25         25           25         22	2.9 8.4 /8 Majority No 8.8 Majority No 5.9 Majority No 5.4 0.75 1.3 5.8 13.2 5.6 20.4 5.9 1.1	6.2%	1: 1: 1: 2: 2: 8
nked to ESG nked to Climate Goal d to ESG es Ratio	Policy Policy St. Dev. Capex Culdance to Capex St. Dev. Capex Culdance to Capex % Bloomberg Score Bloomberg Score Bloomberg Score	820 64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	Majority Yes Majority Yes Majority No 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0		25 27 25 25 25 25 25 25 18 21 25 16 19 10 19 10 25 25 25	<ul> <li>7.8 Majority No</li> <li>8.8 Majority No</li> <li>9.9 Majority No</li> <li>6.4 0.75</li> <li>1.3</li> <li>1.6 20.4</li> <li>5.9 1.1</li> </ul>		1 1 1 2 8
nked to Climate Goal d to ESG es Ratio y	Is Policy Policy St. Dev. Capex Guidance to Capex St. Dev. Capex Guidance to Capex % % Ratio % Bioomberg Score % Difference % Difference % Difference % Difference	64.0 10.0 56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	Majority Yes Majority No 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0		25 18 25 6 25 25 18 21 25 16 19 10 19 10 19 10 25 25 25 25	X8         Majority No           5.9         Majority No           5.4         0.75           1.3         13.2           5.6         20.4           5.9         1.1		1 1 2 8
es Ratio	St. Dev. Capex Guidance to Capex % % % Ratio % Bloomberg Score V/N % Difference % Difference Bloomberg Score	56.6 49.0 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	Majority No 0.43 23.3 21.4 1.2 29.0 5.0 Majority No 10.0		25 25 18 21 25 16 19 10 19 13 25 25 25 23	5.9 Majority No 5.4 0.75 1.3 5.8 13.2 5.6 20.4 5.9 1.1		2: 8 1:
y	% % Ratio % Bloomberg Score V/N % Difference % Difference % Difference	<b>49.0</b> 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	23.3 21.4 1.2 29.0 5.0 Majority No 10.0		18         21           25         16           19         10           19         13           25         25           25         25	1.3 5.8 13.2 5.6 20.4 5.9 1.1		8
y	% % Ratio % Bloomberg Score V/N % Difference % Difference % Difference	<b>49.0</b> 46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	23.3 21.4 1.2 29.0 5.0 Majority No 10.0		18         21           25         16           19         10           19         13           25         25           25         25	1.3 5.8 13.2 5.6 20.4 5.9 1.1		8
y	% Ratio % Bloomberg Score Y/N % Difference % Difference Bloomberg Score	46.7 32.5 44.1 58.0 49.5 46.0 1.8 1.4	21.4 1.2 29.0 5.0 Majority No 10.0		25 16 19 10 19 13 25 29 25 23	5.8 13.2 0.6 20.4 3.9 1.1		1:
y	% Ratio % Bloomberg Score Y/N % Difference % Difference Bloomberg Score	32.5 44.1 58.0 49.5 46.0 1.8 1.4	21.4 1.2 29.0 5.0 Majority No 10.0		19     10       19     13       25     25       25     23	0.6 20.4 3.9 1.1		
y	Ratio % Bioomberg Score V/N % Difference % Difference Bioomberg Score	44.1 58.0 49.5 46.0 1.8 1.4	1.2 29.0 5.0 Majority No 10.0		19         13           25         29           25         23	3.9 1.1		
y	% Bloomberg Score VN % Difference % Difference Bloomberg Score	58.0 49.5 46.0 1.8 1.4	29.0 5.0 Majority No 10.0		25 29 25 23			
ion	Bloomberg Score VN % Difference % Difference Bloomberg Score	49.5 46.0 1.8 1.4	5.0 Majority No 10.0		25 23	1.5 22.7		
ion	YN % Difference % Difference Bloomberg Score	46.0 1.8 1.4	Majority No 10.0			3.3 3.7		1
ion	% Difference % Difference Bloomberg Score	1.8 1.4	10.0			9.1 Majority No		
ion	% Difference	1.4				1.0 -3.9		
ion		31.5				0.7 12.4		
ion					14 <b>22</b>	.8		8
ion	1 = Majority, 2 = Plurality	47.8	7.0		17 31	1.4 6.5		
ion	1 = Majority, 2 = Plurality							
		60.0	1.00		15 39	9.3 1.10	·	
	Y/N		Majority Unknown			3.7 Majority Unknown		
	Y/N		Majority Unknown			5.3 Majority Unknown		(
RIGHTS	Y/N		Majority Unknown			2.9 Majority Unknown		
	Y/N Y/N	96.4 17.2	Majority No Majority No			5.8 Majority No 5.9 Majority No		1:
		73.1			20 <b>43</b>	7		71
		73.1			20 -			,
ice	96	78.6	98.2		20 45	5.3 95.9		1
;	Amount	33.9	6.0			9.6 5.7		1
	Y/N	85.6	Majority Yes			9.2 Majority No		1
ttee Chairperson								1
Audit Committee	-		7.0					1
	Size	53.4	3.6		25 32	2.6 3.3		
		64.0	Majority/Vac		16 76	7 Majarity No		
tlovol	Y/N							
C LEVEI	USD Millions / % of CFO			0.15%			7.62%	1
	Years							
	Bloomberg Score	4.0	10.0		1 9	9.3 10.0	·	
	Bloomberg Score	100.0	10.0		25 64	i.0 9.9		
			14.0					2
	Ň							2
	%	52.9						
	% %	52.9						
		52.9 <b>62.0</b>			24 <b>37</b>	.4		1
Au	ee Chairperson dit Committee .evel	ee Chairperson VN dit Committee % Size VN evel % USD Millions /% of CFO Vears Bloomberg Score Bloomberg Score	VN         96.0           dit Committee         %         94.7           Size         53.4           VN         64.0           vvN         64.0           USD Millions /% of CFO         85.4           Vears         67.2           Bloomberg Score         4.0           Bloomberg Score         4.0           Storberg Score         58.0           %         60.2	V/N         96.0         Majority Yes           dit Committee         %         94.7         98.6           Size         53.4         3.6           V/N         64.0         Majority Yes           v/N         64.0         Majority Yes           Level         %         47.2         98.32           USD Millions /% of CFO         85.4         6.5           Years         67.2         11.6           Bloomberg Score         4.0         10.0           Bloomberg Score         100.0         10.0           S8.0           %         60.2         14.9	VN         96.0         Majority Yes           dit Committee         %         94.7         98.6           Size         53.4         3.6           V/N         64.0         Majority Yes           vvN         64.0         Majority Yes           usb         47.2         98.32           USD Millions /% of CFO         85.4         6.5         0.15%           Years         67.2         11.6         0.0           Bloomberg Score         100.0         10.0         10.0           Bloomberg Score         100.0         10.0         10.0	VN         96.0         Majority Yes         24         52           dit Committee         %         94.7         98.6         24         51           size         53.4         3.6         25         32           v/N         64.0         Majority Yes         16         35           v/N         64.0         Majority Yes         16         35           vevel         %         47.2         98.32         12         31           USD Millions /% of CFO         85.4         6.5         0.15%         25         52           Years         67.2         11.6         19         40           Bloomberg Score         4.0         10.0         1         9           Bloomberg Score         100.0         10.0         25         64           58.0         25         52           %         60.2         14.9         25         52	VN         96.0         Majority Yes         24         52.2         Majority No           dit Committee         %         94.7         98.6         24         51.2         90.4           dit Committee         %         94.7         98.6         24         51.2         90.4           Size         53.4         3.6         25         32.6         33           V/N         64.0         Majority Yes         16         35.7         Majority No           Level         %         47.2         98.32         12         31.4         97.7           USD Millors /% of CFO         85.4         6.5         0.15%         25         52.0         21.7           Years         67.2         11.6         19         40.6         17.5           Bloomberg Score         100.0         10.0         25         64.0         9.9           Store         100.0         10.0         25         64.0         9.9           Store         58.0         25         53.8         52.7         12.8	VN         96.0         Majority Yes         24         52.2         Majority No           dit Committee         %         94.7         98.6         24         51.2         90.4           Size         53.4         3.6         25         32.6         3.3           V/N         64.0         Majority Yes         16         35.7         Majority No           Level         %         47.2         98.32         12         31.4         97.7           USD Millions /% of CFO         85.4         6.5         0.15%         25         52.0         21.7         7.62%           Years         67.2         11.6         19         40.6         17.5           Bloomberg Score         4.0         10.0         1         9.3         10.0           Bloomberg Score         100.0         100         25         64.0         9.9           State           %         60.2         14.9         25         52.7         12.8