

# FTSE Russell ESG Data Model Methodology



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## Section 1

# FTSE Russell ESG Data Model

### 1.1 Overview

The FTSE Russell ESG Data Model aims to assess corporate 'ESG exposure and performance', both in terms of measuring the impact of the scored entity on the external environment (e.g. through theme and pillar Exposures) and measuring the scored entity's risk exposure or resilience to ESG-related risks (e.g. through pillar and theme Scores).

FTSE Russell's ESG Scores and data model allows investors to understand a company's exposure to, and management of, ESG issues in multiple dimensions. The ESG Scores are comprised of an overall Score that breaks down into underlying Pillar and Theme Exposures and Scores. The Pillars and Themes are built on over 300 individual indicator assessments that are applied to each company's unique circumstances.

### 1.2 Key features

**Materiality: Exposure relative scoring at Theme level:** It is important that companies that are more exposed to particular Themes such as Climate Change, Corporate Governance, and Labor Standards are doing more to address them. Therefore, higher exposure companies are assessed using higher thresholds than lower exposure companies.

**Materiality: Exposure relative scoring at Pillar and Overall level:** The Pillar Score is calculated as a weighted average of the Theme Scores. Each Theme Score is weighted by its Exposure Level; Low Exposure has a weight of 1, Medium Exposure a weight of 2, and High Exposure a weight of 3. This principle is also applied to calculate the overall FTSE ESG Score where the weight for each Pillar is based on the average Exposure Level of the Themes within it.

**Industry Relative ESG Scores:** In addition to the "absolute" Scores described above, peer relative Scores and ESG Scores are also provided. These are calculated by comparing a company's ESG Score to others within the same FTSE Industry Classification Benchmark (ICB) Supersector<sup>1</sup>. The overall FTSE ESG Score is represented as a percentile where a "1" indicates that a company is in the bottom 1% and "100" indicates a company is in the top 1%.

#### Methodology review

FTSE Russell data model methodologies are subject to regular review to ensure that they continue to meet the current and future requirements of investors and other index users.

Changes to a methodology may originate as a result of recommendations from internal governance bodies, feedback from external advisory committees and clients, or in response to changes in user expectations or relevant legislation.

Methodology changes are subject to the [FTSE Russell Policy for Benchmark Methodology Changes: Ground Rules \(lseg.com\)](https://www.lseg.com/en/ftse-russell/industry-classification-benchmark-icb).

<sup>1</sup> The ICB classification system is published on the LSEG website (<https://www.lseg.com/en/ftse-russell/industry-classification-benchmark-icb>), and the codes used in the FTSE ESG data model are mapped to this.

### Assessment process and timing

Data used to calculate FTSE Russell ESG scores is gathered from publicly available sources at the entity level, including corporate reports, websites, and press releases. Such data sources are generally backward-looking, focused on the most recent financial year for the company, but can include forward-looking elements including climate transition plans and targets for the management of ESG issues.

Companies are assessed once a year within each research cycle, which runs from June to the following March.

FTSE ESG scores are based on the Annual Report and Corporate Sustainability Report (CSR), or Integrated report, published by the last business day of March (for the June review) and September (for the December Review). All reports need to be published with the same fiscal year to feed into ESG data ahead of an index review. If a company reports to CDP, this report also needs to be available for FTSE Russell to access by the last business day of March or September.

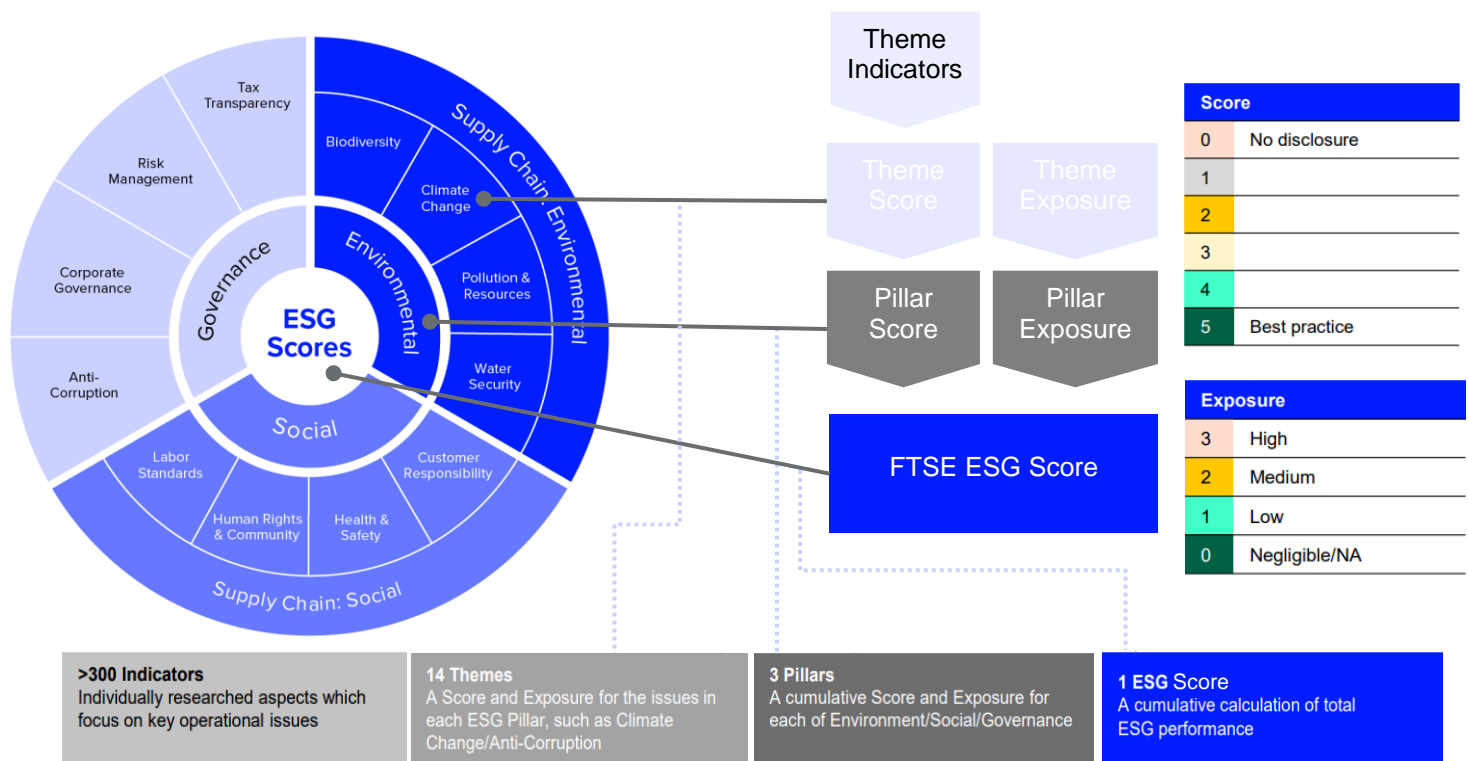
Queries on FTSE ESG Scores can be sent to [info@ftserussell.com](mailto:info@ftserussell.com).

More information can be found in the FAQ on the FTSE ESG score communication process:

[https://www.lseg.com/content/dam/ftse-russell/en\\_us/documents/policy-documents/ftse-faq-document-ftse-russell-esg-scores-and-indices.pdf](https://www.lseg.com/content/dam/ftse-russell/en_us/documents/policy-documents/ftse-faq-document-ftse-russell-esg-scores-and-indices.pdf).

### 1.3 FTSE ESG Scores Model

The FTSE ESG Scores use a company’s Theme Exposure and Theme Score assessment to calculate a range of assessments that allow investors to understand a company’s ESG practices in multiple dimensions.



## 1.4 Data structure

The model consists of data at four hierarchical levels for each company in the research universe.



Hierarchy	Description	Methodology	Output
<b>ESG Score (1)</b>	Measure of the overall quality of a company's management of ESG issues	Calculated as the Pillar Exposure-weighted average of all three Pillar Scores	0-5 to 1 decimal point (where 5 is highest Score)  ICB Supersector relative Score: 1-100 percentile (where 100 is highest percentile)
<b>Pillars (3)</b> Environmental Social Governance	<b>Scores.</b> Measure of the quality of a company's respective management of ESG issues	Calculated as the Theme Exposure-weighted average of all applicable Theme Scores	0-5 to 1 decimal point (where 5 is highest Score)  ICB Supersector relative score: 1-10 decile (where 10 is highest decile)
	<b>Exposure.</b> Measure of the relevance for a company of respective ESG issues	Calculated by averaging the Exposure for all applicable Themes within that Pillar	1-3 to 1 decimal point (where 3 is highest Exposure, i.e. relevance)
<b>Themes (14)</b> 5 Environmental 5 Social 4 Governance	<b>Scores.</b> Measure of the quality of a company's management of the issues related to each Theme	Calculated based on the percentage of total available Indicator Points that a company has "met" in each Theme, except for the Climate Change Theme which uses TPI MQ Score (see Section 5).	0-5 as an integer (where 5 is highest Score)
	<b>Exposure.</b> Measure of the relevance for a company of each Theme	Determined largely on industrial activity and operational presence	0-3 as an integer (where 3 is highest Exposure, i.e. relevance, and 0 indicates that the Theme is not relevant)
<b>Indicators (+300)</b>	Over 300 Indicators in the model with each Theme containing 10 to 35. An average of 125 Indicators are applied per company	<ul style="list-style-type: none"> <li>(i) qualitative Indicators assessing quality of management and approach;</li> <li>(ii) quantitative Indicators measuring corporate data disclosure;</li> <li>(iii) sector specific Indicators tailored for different industrial sectors;</li> <li>(iv) geography specific Indicators tailored for different countries;</li> <li>(v) performance Indicators that use the quantitative data to make performance judgements</li> </ul>	Points are assigned and are generally 0, 1, or 2 per Indicator. However, for highly significant Indicators, the scoring can be greater

For further details on the calculation approach and a case study, see Section 2.

## 1.5 FTSE ESG Scores Quality Control

To construct the FTSE ESG Dataset, FTSE Russell analysts collect publicly available data from sources including corporate reports, websites, and press releases.

Throughout the data collection and calculation process FTSE Russell applies several layers of quality control to ensure data accuracy. These checks are applied at the company level and at the overall dataset level.

## 1.6 Quality Measures

### Quality measures occur in four stages

- A. Stage 1 Analyst Level quality controls – Preliminary data analysis for logics such as document check and targeted indicator check is run for analysts to address errors.
- B. Stage 2 Advanced quality controls - This is conducted after an assessment is complete. More experienced quality control analyst conducts further review which includes checking for accuracy of data assessed, guidance interpretation and year-on-year inconsistency.
- C. Stage 3 Company Review of research - FTSE contacts every company and allows them to review the data and respond within a four-week timeframe. All companies are given the opportunity to comment on the accuracy and completeness of the company's data within the review period. Companies are asked to share any pertinent, publicly-disclosed information (i.e., information relevant to specific indicator) which was not included in the assessment. After the review period ends, the analyst reviews each company comment and incorporates the relevant changes to the assessment if it meets the guidance criteria. Feedback incorporation on the database is also reviewed and verified by quality control analyst.
- D. Stage 4 Data Analysis is conducted exclusively at the end of each research cycle, i.e., October-November for December review companies and April-May for June Review companies. FTSE Russell quality team conducts quality monitoring checks on qualitative and quantitative data, as well as overall score change exercise to identify big gaps in score.
- E. All data checked, defended, or remedied before being delivered for scoring at the end of the review period.

## 1.7 Delivery

For new entrants to underlying universes used in FTSE ESG indices, these entities will be assessed for an ESG score within one year.

## Section 2

# FTSE ESG scores calculation and data sources

### 2.1 FTSE ESG score calculation steps

#### Calculation Step 1: Determining Theme Exposures

For each Theme a company's Exposure is identified as High, Medium, Low, or Negligible/Not Applicable (N/A).

The Exposure identification is carried out for each company in each applicable Theme applying a rules-based methodology that uses certain aspects tailored to that Theme.<sup>2</sup> These aspects include:

- *Subsector*: The FTSE Industry Classification Benchmark (ICB) Subsector definitions are used to identify the relevance of a Theme for a company. Note that a company will be identified for multiple Subsectors if it has significant operations in more than one; hence there is “one to many” Subsector mapping. Subsectors are categorised as Primary, Secondary, or Tertiary Impact according to the relevance of the Theme to companies in the Subsector. For companies involved in multiple Subsectors, the Subsector with the highest relevance (e.g. Primary Impact Subsector) will be used for Theme Exposure assessments;
- *Primary, Secondary, or Tertiary Impact Subsectors*: Subsectors are categorised as Primary, Second, or Tertiary Impact according to the relevance of the Theme to the Subsector;
- *Geography*: This assesses whether the company has operations in countries that are defined as being most relevant to the Theme and hence where the associated impacts are considered greatest<sup>3</sup>;
- *Primary Impact Countries*: those countries where associated impacts are greatest, according to a rules-based methodology which uses publicly available data;
- *Multinational*: This assesses whether a company has over 30% of its revenues derived from outside their domestic region<sup>4</sup>;
- *Other Theme Exposures*: For the Risk Management Theme consideration is given to the company's cumulative Exposures in the other 13 Themes.

<sup>2</sup> The methodology for the Exposure classification methodology was developed in consultation with external experts and the relevant FTSE Russell Advisory Committee.

<sup>3</sup> A wide range of publicly available databases, statistics, indices, listings, and scores are used depending on the issue.

<sup>4</sup> This draws from the [FTSE Multinationals Index Series](#) definition. Multinationals are defined as companies that derive 30% or more of their revenue from outside of the domestic region in which they are incorporated.

**Tailored for each company in each Theme:** Exposure Classification is applied in a unique manner for each company in each Theme as summarised below:

Theme	Legend	Exposure measures*	Subsector	Geography	Other
Biodiversity	EBD	H/M	✓	✓	Subsector filter
Climate Change	ECC	H/M/L	✓		
Pollution & Resources	EPR	H/M	✓		
Supply Chain: Environmental	ESC	H	✓		Subsector filter
Water Security	EWT	H/M	✓	✓	Subsector filter
Customer Responsibility	SCR	H	✓		Subsector filter
Health & Safety	SHS	H/M	✓	✓	
Human Rights & Community	SHR	H/M/L	✓	✓	
Labor Standards	SLS	H/M/L	✓	✓	
Supply Chain: Social	SSC	H	✓		Subsector filter
Anti-corruption	GAC	H/M	✓	✓	Multinational
Corporate Governance	GCG	M	All		
Risk Management	GRM	H	✓		Other Theme Exposures
Tax Transparency	GTX	M		✓	Multinational

\*High (H), Medium (M), Low (L)



### Case Study Example Company A

In each step, to demonstrate the methodology, we build on a case study example.

Company A is an automobile company that designs, builds, and sells cars, trucks, and automobile parts globally. In addition to the products it sells to its dealers for consumer retail sales, it also sells cars and trucks to fleet customers, including daily rental car companies, commercial fleet customers, leasing companies and governments. Based in the US, it has operations in more than 40 Primary Impact countries. It is categorised in ICB Subsector 3353 Automobiles and is mapped to ICB Subsector 3355 Auto Parts.

Theme	Legend	Theme exposure (H/M/L)	Rationale
Biodiversity	EBD	N/A	The company does not operate in any Subsector that is applicable to this Theme.
Climate Change	ECC	Medium	ICB 3353 Automobiles is categorised as Secondary Impact for this Theme, and some sector specific indicators apply.
Pollution & Resources	EPR	High	ICB 3353 Automobiles is categorised as Primary Impact for this Theme.
Supply Chain: Environmental	ESC	High	ICB 3353 Automobiles is categorised as Primary Impact for this Theme, and the subsector filter confirms it sources physical inputs from third parties that form part of a final product.
Water Security	EWT	Medium	ICB 3353 Automobiles is categorised as Secondary Impact for this Theme, the subsector filter confirms that the company uses water in its industrial processes, and it operates in Primary Impact countries such as India.
Customer Responsibility	SCR	N/A	The company does not operate in any Subsector that is applicable to this Theme.
Health & Safety	SHS	Medium	ICB 3353 Automobiles is categorised as Secondary Impact for this Theme.
Human rights & Community	SHR	Medium	ICB 3353 Automobiles is categorised as Secondary Impact for this Theme, and the company operates in Primary Impact Countries such as China.
Labor Standards	SLS	High	ICB 3353 Automobiles is categorised as Primary Impact for this Theme, and the company operates in Primary Impact Countries e.g. Brazil, China, Colombia, Mexico.
Supply Chain: Social	SSC	High	ICB 3353 Automobiles is categorised as Primary Impact for this Theme, and the subsector filter confirms it sources physical inputs from third parties that form part of a final product
Anti-corruption	GAC	High	ICB 3353 Automobiles is categorised as Primary Impact for this Theme, and the company operates in Primary Impact Countries such as China, Haiti, and Egypt, and is classified as a Multinational.
Corporate Governance	GCG	Medium	ICB 3353 Automobiles is categorised as Secondary Impact for this Theme.
Risk Management	GRM	High	ICB 3353 Automobiles is categorised as Primary Impact for this Theme.
Tax Transparency	GTX	Medium	The company is operating in Primary Impact Countries such as the Cayman Islands and Switzerland, and is classified as a Multinational.

### Calculation Step 2: Indicator Assessment & Scoring

Once the Exposure has been set for each Theme the Theme Indicators are assessed and scored. Companies with higher Exposure are assessed using higher standards than those with lower Exposure, for example by being assessed against more Indicators as part of the Theme scoring.

Here is a summary of the way Indicators are assessed and scored.

**Indicator Points:** Points are awarded for each Indicator met in a particular Theme.

**Indicator Weights:** In addition to the Points awarded for each Indicator, each Indicator has a weight. Some Indicators, such as sector-specific and performance Indicators, are given additional weight.

**Percentage of Total Indicator Points:** The total number of Points awarded is divided by the maximum number of Points possible to give a percentage. This is done for all Themes.

**Case Study Example Company A**

Theme	Legend	Theme exposure (H/M/L)	% indicator points scored
Biodiversity	EBD	N/A	N/A
Climate Change	ECC	Medium	NAP <sup>5</sup>
Pollution & Resources	EPR	High	37%
Supply Chain: Environmental	ESC	High	28%
Water Security	EWT	Medium	56%
Customer Responsibility	SCR	N/A	N/A
Health & Safety	SHS	Medium	7%
Human Rights & Community	SHR	Medium	23%
Labor Standards	SLS	High	10%
Supply Chain: Social	SSC	High	33%
Anti-corruption	GAC	High	13%
Corporate Governance	GCG	Medium	89%
Risk Management	GRM	High	30%
Tax Transparency	GTX	Medium	7%

**Calculation Step 3: Calculating Theme Scores**

To determine a company’s Score in any Theme:

The Exposure and the percentage of Indicator Points scored in that Theme is required to determine a Theme score.

For each Theme the number of Indicator “Points” a company meets is calculated as a percentage of total applicable Points and a Theme Score is given based on threshold bands. The threshold bands are higher for companies with a High Exposure than the bands for a company with Low Exposure.

The percentage of Points awarded is applied to the framework below to assign a Theme Score from 0-5, with 5 being the highest. This is repeated for all applicable Themes.

		Theme exposure		
		Low	Medium	High
Theme score	0	N/A	0%	0%
	1	0–5%	1–5%	1–10%
	2	6–10%	6–20%	11–30%
	3	11–30%	21–40%	31–50%
	4	31–50%	41–60%	51–70%
	5	51–100%	61–100%	71–100%

} Percentage of Indicator Points scored

<sup>5</sup> The Climate Change Theme Score is derived from a combination of the TPI Management Quality Score and carbon emissions relative to peers. See the [Guide to FTSE and Third Party Sustainable Investment Data used in FTSE Indices \(Iseq.com\)](#) for details on the TPI MQ Score.

### Case Study Example Company A

The table below builds on the previous example by converting the percentage of Indicator Points Scores to the Theme Score.

Theme	Legend	Theme exposure (H/M/L)	% theme indicator points scored	Theme score (0 to 5)
Biodiversity	EBD	N/A	N/A	N/A
Climate Change	ECC	Medium	NAP <sup>6</sup>	4
Pollution & Resources	EPR	High	37%	3
Supply Chain: Environmental	ESC	High	28%	2
Water Security	EWT	Medium	56%	4
Customer Responsibility	SCR	N/A	N/A	N/A
Health & Safety	SHS	Medium	7%	2
Human Rights & Community	SHR	Medium	23%	3
Labor Standards	SLS	High	10%	1
Supply Chain: Social	SSC	High	33%	3
Anti-corruption	GAC	High	13%	2
Corporate Governance	GCG	Medium	89%	5
Risk Management	GRM	High	30%	2
Tax Transparency	GTX	Medium	5%	1

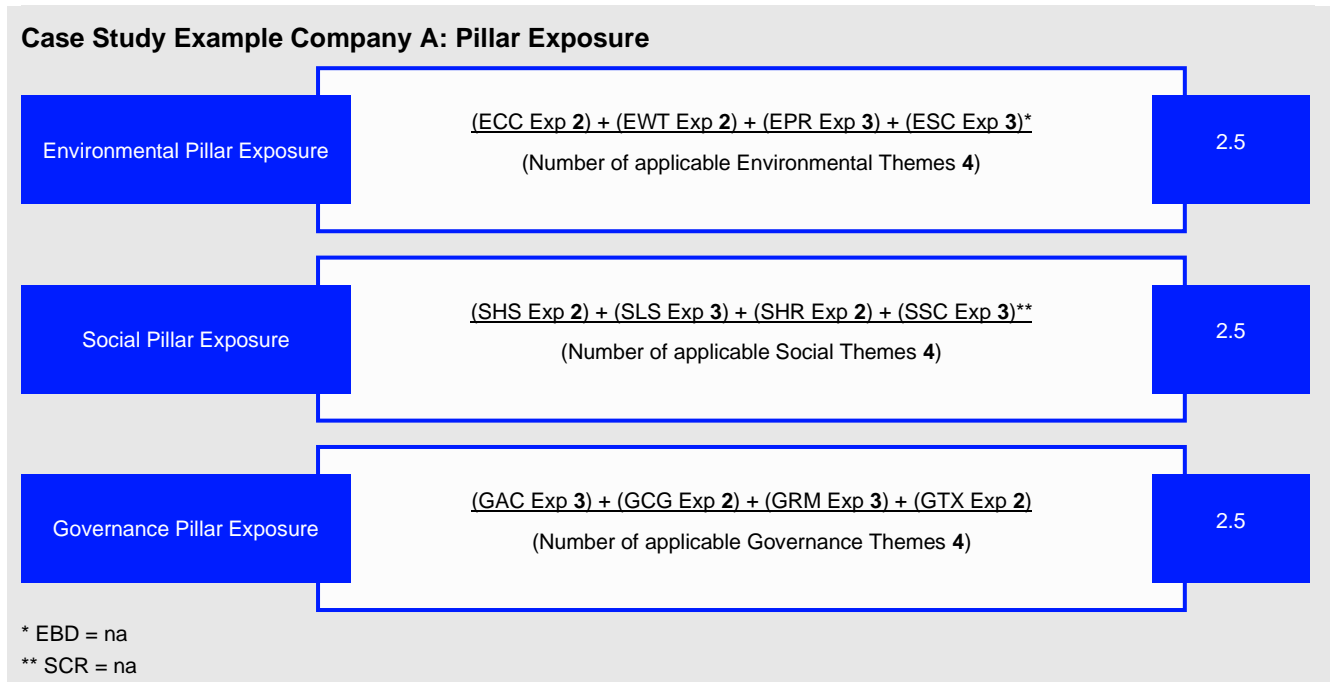
### Calculation Step 4: Calculating Pillar Exposures and Pillar Scores

Once the Theme Exposures and Theme Scores are calculated it is possible to calculate the Pillar Exposures and Pillar Scores.

#### Pillar Exposure

Pillar Exposure is calculated as a weighted average of the applicable Theme Exposures; Themes that are “High Exposure” have a weight of 3, “Medium Exposure” have a weight of 2, and “Low Exposure” have a weight of 1.

<sup>6</sup> The Climate Change Theme Score is derived from a combination of the TPI Management Quality Score and carbon emissions relative to peers. See the [Guide to FTSE and Third Party Sustainable Investment Data used in FTSE Indices \(lseq.com\)](#) for details on the TPI MQ Score.



NB: For Company A the Pillar Exposures happen to be equal as a result of the calculation.

**Pillar Scores**

Pillar Scores are calculated as Exposure weighted averages of the Theme Scores such that the higher Exposure Themes for a particular company have a greater weight. This results in Pillar Scores of 0-5 to one decimal place.

**Pillar Supersector Relative Scores**

The Pillar Supersector Relative Score is then calculated in deciles (1-10) where 1 equates to the bottom decile of the ESG Scores within the Supersector, and 10 equates to the top decile.

### Case Study Example Company A: Pillar Score

Environmental Pillar Score	$\frac{(ECC \text{ Score } 4)(ECC \text{ Exp } 2) + (EWT \text{ Score } 4)(EWT \text{ Exp } 2) + (EPR \text{ Score } 3)(EPR \text{ Exp } 3) + (ESC \text{ Score } 2)(ESC \text{ Exp } 3)}{(ECC \text{ Exp } 2) + (EWT \text{ Exp } 2) + (EPR \text{ Exp } 3) + (ESC \text{ Exp } 3)}$	3.1
Social Pillar Score	$\frac{(SHS \text{ Score } 2)(SHS \text{ Exp } 2) + (SLS \text{ Score } 1)(SLS \text{ Exp } 3) + (SHR \text{ Score } 2)(SHR \text{ Exp } 2) + (SCR \text{ Score } 0)(SCR \text{ Exp } 0) + (SSC \text{ Score } 3)(SSC \text{ Exp } 3)}{(SHS \text{ Exp } 2) + (SLS \text{ Exp } 3) + (SHR \text{ Exp } 2) + (SSC \text{ Exp } 3)}$	2.5
Governance Pillar Score	$\frac{(GAC \text{ Score } 2)(GAC \text{ Exp } 3) + (GCG \text{ Score } 5)(GCG \text{ Exp } 2) + (GRM \text{ Score } 2)(GRM \text{ Exp } 3) + (GTX \text{ Score } 1)(GTX \text{ Exp } 2)}{(GAC \text{ Exp } 3) + (GCG \text{ Exp } 2) + (GRM \text{ Exp } 3) + (GTX \text{ Exp } 2)}$	2.4

\* EBD = na  
\*\* SCR = na

### Calculation Step 5: Calculating the Overall Score

**ESG Scores:** The overall ESG Score is calculated as an Exposure-weighted average of the Pillar Scores. These are calculated to one decimal place.

**ESG Score Supersector Relative Score:** The ESG Score Supersector Relative Score is then identified as a percentile, where “1” indicates that a company is in the bottom 1% and “100” indicates a company is in the top 1%.

### Case Study Example Company A

$\frac{(Env \text{ Exp } 2.5)(Env \text{ Score } 3.1) + (Soc \text{ Exp } 2.5)(Soc \text{ Score } 2.5) + (Gov \text{ Exp } 2.5)(Gov \text{ Score } 2.4)}{(Env \text{ Exp } 2.5) + (Soc \text{ Exp } 2.5) + (Gov \text{ Exp } 2.5)}$	=	2.7
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# Appendix A

## Indicator references

This Appendix contains an alphabetical list of all references used to develop this ESG Methodology. For Theme abbreviations see the tables in Section 2.

References may be used for several Themes, and many Indicators. However, the main Pillar or Theme has been identified where possible.

Source (abbreviation)	Source Organisation	Source Report/Article Name	URL	Main Pillar / Theme
Action Aid	Action Aid	Tax Responsibility and Investor Guide	<a href="http://www.actionaid.org.uk/sites/default/files/publications/tax_guide_for_investors_final.pdf">http://www.actionaid.org.uk/sites/default/files/publications/tax_guide_for_investors_final.pdf</a>	<b>GTX</b>
ATMI	ATMI	Access to Medicine Index	<a href="https://www.accesstomedicineindex.org/access-to-medicine-index">https://www.accesstomedicineindex.org/access-to-medicine-index</a>	<b>SCR</b>
ATNI	ATNI	Access To Nutrition Index	<a href="https://accesstonutrition.org/methodology/">https://accesstonutrition.org/methodology/</a>	<b>SCR</b>
B-BBEE	South African Government	Broad-Based Black Economic Empowerment	<a href="http://www.thedtic.gov.za/financial-and-non-financial-support/b-bbee/b-bbee-codes-b-bbee-acts-strategies-policies/">http://www.thedtic.gov.za/financial-and-non-financial-support/b-bbee/b-bbee-codes-b-bbee-acts-strategies-policies/</a>	<b>SLS</b>
BBEnv	Bloomberg	Environmental data fields	<a href="https://www.bloomberg.com/europe">https://www.bloomberg.com/europe</a>	<b>EPR</b>
BBRC	Business & Biodiversity Resource Centre	Business & Biodiversity Resource Centre Supporting External Initiatives	<a href="http://www.businessandbiodiversity.org/action_support.html">http://www.businessandbiodiversity.org/action_support.html</a>	<b>EBD</b>
BITC	Business In The Community	Five Key Principles of Community Investment	<a href="https://www.bitc.org.uk/services/community-investment/business-case">https://www.bitc.org.uk/services/community-investment/business-case</a>	<b>SHR</b>
BITC Mkt Resp	Business In The Community	Marketplace Responsibility Principles	<a href="http://www.bitc.org.uk/our-resources/report/marketplace-responsibility-principles">http://www.bitc.org.uk/our-resources/report/marketplace-responsibility-principles</a>	<b>SCR</b>
BREEAM	Buildings Research Establishment	BREEAM International New Construction Manual	<a href="http://www.breeam.com/BREEAMInt2016SchemeDocument/">http://www.breeam.com/BREEAMInt2016SchemeDocument/</a>	<b>ECC</b>
CBD	Convention on Biological Diversity	[International] Convention on Biological Diversity	<a href="https://www.cbd.int/nbsap">https://www.cbd.int/nbsap</a>	<b>EBD</b>
CDP	Carbon Disclosure Project	CDP Information Request Reporting Guidance	<a href="https://www.cdp.net/en/guidance/guidance-for-companies">https://www.cdp.net/en/guidance/guidance-for-companies</a>	<b>ECC</b>
CDPWater	CDP Research	CDP Global Water Report 2018	<a href="https://www.cdp.net/en/research/global-reports/global-water-report-2018">https://www.cdp.net/en/research/global-reports/global-water-report-2018</a>	<b>EWT</b>

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Source (abbreviation)	Source Organisation	Source Report/Article Name	URL	Main Pillar / Theme
CERESWater	CERES	Murky Waters? Corporate Reporting on Water Risk	<a href="http://ccsl.iccip.net/ceres_murky-waters.pdf">http://ccsl.iccip.net/ceres_murky-waters.pdf</a>	EWT
Children's Rights BP	Unicef, Global Compact, Save the Children	Children's Rights and Business Principles	<a href="http://www.unglobalcompact.org/docs/issues_doc/human_rights/CRBP/Childrens_Rights_and_Business_Principles.pdf">http://www.unglobalcompact.org/docs/issues_doc/human_rights/CRBP/Childrens_Rights_and_Business_Principles.pdf</a>	SHR
CHRB	Corporate Human Rights Benchmark	2019 Methodology for the Agricultural Products, Apparel and Extractive industries	<a href="https://www.worldbenchmarkingalliance.org/corporate-human-rights-benchmark/">https://www.worldbenchmarkingalliance.org/corporate-human-rights-benchmark/</a>	SHR
Christian Aid	Christian Aid	Tax and Sustainability: A framework for businesses and socially responsible investors	<a href="https://www.christianaid.org.uk/sites/default/files/2017-08/accounting-for-change-tax-sustainability-october-2011.pdf">https://www.christianaid.org.uk/sites/default/files/2017-08/accounting-for-change-tax-sustainability-october-2011.pdf</a>	GTX
Cranfield	Cranfield University	Collaboration in the Supply Chain	<a href="http://www.som.cranfield.ac.uk/som/p2860/Programmes-and-Executive-Development/Doctorates/The-PhD-Programme/How-to-apply/Structure/The-Cranfield-PhD-Collaboration-in-the-Supply-Chain">http://www.som.cranfield.ac.uk/som/p2860/Programmes-and-Executive-Development/Doctorates/The-PhD-Programme/How-to-apply/Structure/The-Cranfield-PhD-Collaboration-in-the-Supply-Chain</a>	SSC
DB Beyond Numbers	Deutsche Bank	Beyond the Numbers - Corporate Governance: Implication for Investors	<a href="http://www.unepfi.org/fileadmin/documents/materiality1/cg_deutsche_bank_2004.pdf">http://www.unepfi.org/fileadmin/documents/materiality1/cg_deutsche_bank_2004.pdf</a>	GCG
DEFRA Green Claims	Dept of Environment, Food and Rural Affairs	Green Claims Guidance	<a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/69301/pb13453-green-claims-guidance.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/69301/pb13453-green-claims-guidance.pdf</a>	SCR
EC-HR-Article 10	European Convention	European Convention on Human Rights - Article 10	<a href="http://www.echr.coe.int/Documents/Convention_ENG.pdf">http://www.echr.coe.int/Documents/Convention_ENG.pdf</a>	SHR
Equator Principles	Equator Principles Financial Institutions	The Equator Principles III June 2013	<a href="http://www.equator-principles.com/resources/equator_principles_III.pdf">http://www.equator-principles.com/resources/equator_principles_III.pdf</a>	SSC, SCR
ETI	Ethical Trading Initiative	ETI Base Code	<a href="https://www.ethicaltrade.org/sites/default/files/shared_resources/ETI%20Base%20Code%20%28English%29.pdf">https://www.ethicaltrade.org/sites/default/files/shared_resources/ETI%20Base%20Code%20%28English%29.pdf</a>	SSC, ESC
EU	European Union	Emissions Standards	<a href="http://www.dieselnet.com/standards/eu/ghg.php">http://www.dieselnet.com/standards/eu/ghg.php</a>	ECC
FRC CG	Financial Reporting Council	The UK Corporate Governance Code	<a href="https://www.frc.org.uk/">https://www.frc.org.uk/</a>	GCG
GRI	Global Reporting Initiative	G4 Sustainability Reporting Guidelines	<a href="https://www.globalreporting.org/">https://www.globalreporting.org/</a>	E/S/G
GRI FS	Global Reporting Initiative	G4 Sector Disclosures : Financial Services	<a href="https://www.globalreporting.org/">https://www.globalreporting.org/</a>	E/S/G

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Source (abbreviation)	Source Organisation	Source Report/Article Name	URL	Main Pillar / Theme
GRI	Global Reporting Initiative	G4 Sustainability Reporting Guidelines	<a href="https://www.globalreporting.org/">https://www.globalreporting.org/</a>	SHR
HM 42	HM Revenue & Customs	ERSM 140070 Reporting Requirements Form 42	<a href="http://www.hmrc.gov.uk/manuals/ersmmanual/ersm140070.htm">http://www.hmrc.gov.uk/manuals/ersmmanual/ersm140070.htm</a>	GCG
HSE - risks	Health & Safety Executive	Health & Safety Made Simple: Risk assessment (web-site)	<a href="https://www.hse.gov.uk/simple-health-safety/risk/index.htm">https://www.hse.gov.uk/simple-health-safety/risk/index.htm</a>	SHS
HSE benchmarking tool	Health & Safety Executive	Health & Safety Benchmarking - Improving Together	<a href="http://www.mtpinnacle.com/pdfs/benchmarking.pdf">http://www.mtpinnacle.com/pdfs/benchmarking.pdf</a>	SHS
HSE polity template	Health & Safety Executive	HSE Prepare a health and safety policy	<a href="https://www.hse.gov.uk/simple-health-safety/policy/index.htm">https://www.hse.gov.uk/simple-health-safety/policy/index.htm</a>	SHS
IAEA	International Atomic and Energy Agency	Environmental impact assessment for uranium mine, mill, and in-situ leach projects	<a href="http://www-pub.iaea.org/MTCD/publications/PDF/te_979_pn.pdf">http://www-pub.iaea.org/MTCD/publications/PDF/te_979_pn.pdf</a>	SHS
IBE	Institute of Business Ethics	Communicating Ethical Standards	<a href="http://www.ibe.org.uk/communicating-ethical-values/104/52">http://www.ibe.org.uk/communicating-ethical-values/104/52</a>	SLS
ICGN	International Corporate Governance Network	ICGN Global Stewardship Principles	<a href="https://www.icgn.org/sites/default/files/ICGNGlobalStewardshipPrinciples.pdf">https://www.icgn.org/sites/default/files/ICGNGlobalStewardshipPrinciples.pdf</a>	GCG
ICMM	International Council on Mining and Metals	ICMM Sustainable Development Framework 10 Principles	<a href="https://www.icmm.com/en-gb/our-principles">https://www.icmm.com/en-gb/our-principles</a>	EBD
IFC	International Finance Corporation	The Risk Management Balancing Act	<a href="https://www.ifc.org/">https://www.ifc.org/</a>	GCG
IIA	The Institute of Internal Auditors	The Three Lines of Defense in Effective Risk Management and Control	<a href="http://www.pwc.com/gx/en/insurance/pdf/three_lines_of_defence.pdf">http://www.pwc.com/gx/en/insurance/pdf/three_lines_of_defence.pdf</a>	GRM
ILO C100	International Labor Organisational Minimum Age Convention	ILO Equal Remuneration Convention	<a href="http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_decl_fs_84_en.pdf">http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_decl_fs_84_en.pdf</a>	SLS
ILO C105	International Labor Organisational Minimum Age Convention	ILO Abolition of Forced Labor Convention	<a href="https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C105">https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C105</a>	SLS
ILO C107	International Labor Organisational Minimum Age Convention	ILO Indigenous and Tribal Populations Convention 1957	<a href="http://www.oas.org/dil/1957_Convention_concerning_Indigenous_and_Tribal_Peoples_ILO_Convention_No_107).pdf">http://www.oas.org/dil/1957_Convention_concerning_Indigenous_and_Tribal_Peoples_ILO_Convention_No_107).pdf</a>	SHR



Source (abbreviation)	Source Organisation	Source Report/Article Name	URL	Main Pillar / Theme
ILO C111	International Labor Organisational Minimum Age Convention	ILO Convention concerning Discrimination in Respect of Employment and Occupation	<a href="http://www.ilo.org/wcmsp5/groups/public/@dgreports/@gender/documents/genericdocument/wcms_114189.pdf">http://www.ilo.org/wcmsp5/groups/public/@dgreports/@gender/documents/genericdocument/wcms_114189.pdf</a>	SLS
ILO C131	International Labor Organisational Minimum Age Convention	ILO Minimum Wage Convention	<a href="http://www.ilo.org/dyn/normlex/en/f?p=1000:51:0:::51:P51_CONTENT_REPOSITORY_ID:3073389">http://www.ilo.org/dyn/normlex/en/f?p=1000:51:0:::51:P51_CONTENT_REPOSITORY_ID:3073389</a>	SLS
ILO C138	International Labor Organisational Minimum Age Convention	ILO Minimum Age Convention	<a href="https://normlex.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C138">https://normlex.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C138</a>	SLS
ILO C169	International Labor Organisational Minimum Age Convention	ILO Indigenous and Tribal Populations Convention 1991	<a href="http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_100897.pdf">http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_100897.pdf</a>	SHR
ILO C173	International Labor Organisational Minimum Age Convention	ILO Protection of Worker's Claims (Employer's Insolvency) Convention	<a href="http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C173">http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C173</a>	SLS
ILO C182	International Labor Organisational Minimum Age Convention	Worst Forms of Child Labor	<a href="https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_decl_fs_46_en.pdf">https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_decl_fs_46_en.pdf</a>	SLS
ILO C29	International Labor Organisational Minimum Age Convention	ILO Forced Labor Convention	<a href="https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029">https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029</a>	SLS
ILO C30	International Labor Organisational Minimum Age Convention	ILO Hours of Work Convention	<a href="http://www.ilo.org/public/english/standards/relm/ilc/ilc93/pdf/rep-iii-1b.pdf">http://www.ilo.org/public/english/standards/relm/ilc/ilc93/pdf/rep-iii-1b.pdf</a>	SLS
ILO C87	International Labor Organisational Minimum Age Convention	ILO Freedom of Association and Protection of the Right to Organise Convention	<a href="https://normlex.ilo.org/dyn/normlex/en/f?p=normlexpub:12100:0::no::p12100_instrument_id:312232">https://normlex.ilo.org/dyn/normlex/en/f?p=normlexpub:12100:0::no::p12100_instrument_id:312232</a>	SLS
ILO C94	International Labor Organisational Minimum Age Convention	ILO Labor Clauses (Public Contracts) Convention	<a href="http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@normes/documents/publication/wcms_099699.pdf">http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@normes/documents/publication/wcms_099699.pdf</a>	SLS
ILO C95	International Labor Organisational Minimum Age Convention	ILO Protection of Wages Convention	<a href="http://www.ilo.org/public/english/standards/relm/ilc/ilc91/pdf/rep-iii-1b.pdf">http://www.ilo.org/public/english/standards/relm/ilc/ilc91/pdf/rep-iii-1b.pdf</a>	SLS

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Source (abbreviation)	Source Organisation	Source Report/Article Name	URL	Main Pillar / Theme
ILO C98	International Labor Organisational Minimum Age Convention	ILO Right to Organise and Collective Bargaining Convention	<a href="https://normlex.ilo.org/dyn/normlex/en/f?p=1000:12100:0::no:P12100_Ilo_Code:C098">https://normlex.ilo.org/dyn/normlex/en/f?p=1000:12100:0::no:P12100_Ilo_Code:C098</a>	<b>SLS</b>
ILO-OSH 2001	International Labor Organisation	ILO-OSH 2001 Guidelines on Occupational Safety and Health Management Systems	<a href="http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/normativeinstrument/wcms_107727.pdf">http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/normativeinstrument/wcms_107727.pdf</a>	<b>SHS</b>
IoD and HSE	Institute of Directors and the Health and Safety Executive	IoD and HSE Leading Health and Safety at Work	<a href="http://www.hse.gov.uk/pubns/indg417.pdf">http://www.hse.gov.uk/pubns/indg417.pdf</a>	<b>SHS</b>
IOSCO	International Organization of Securities Regulators ("IOSCO")	IOSCO Principles for Auditor Oversight	<a href="http://www.iosco.org/library/pubdocs/pdf/IOSCOPD134.pdf">http://www.iosco.org/library/pubdocs/pdf/IOSCOPD134.pdf</a>	<b>GCG</b>
IPIECA KPIs	IPIECA the global oil and gas industry association for environmental and social issues	Section 5. Health & Safety Indicators	<a href="https://www.ipieca.org/resources/sustainability-reporting-guidance">https://www.ipieca.org/resources/sustainability-reporting-guidance</a>	<b>SHS</b>
IRM	Institute of Risk Management	Risk Management Standard	<a href="https://www.theirm.org/what-we-do/what-is-enterprise-risk-management/irms-risk-management-standard/">https://www.theirm.org/what-we-do/what-is-enterprise-risk-management/irms-risk-management-standard/</a>	<b>GRM</b>
ISO 14001	International Standards Organisation	Environmental Management Systems	<a href="https://www.iso.org/obp/ui/#iso:std:iso:14001:ed-2:v1:en">https://www.iso.org/obp/ui/#iso:std:iso:14001:ed-2:v1:en</a>	<b>EPR</b>
ISO 26000	International Organisation for Standardisation	International Standard: Guidance on Social Responsibility	<a href="https://www.iso.org/iso-26000-social-responsibility.html">https://www.iso.org/iso-26000-social-responsibility.html</a>	<b>E/S/G</b>
LBG Making a Difference	London Benchmarking Group	Making a Difference: Corporate Community Investment: a whole programme approach to measuring results	<a href="https://corporate-citizenship.com/wp-content/uploads/Making-a-difference.pdf">https://corporate-citizenship.com/wp-content/uploads/Making-a-difference.pdf</a>	<b>SHR</b>
Nat Step	Natural Step Canada	Towards a Gold-Standard Benchmark for a Sustainable Business	<a href="http://www.naturalstep.ca/sites/default/files/gold-standard-benchmark-for-sustainable-business.pdf">http://www.naturalstep.ca/sites/default/files/gold-standard-benchmark-for-sustainable-business.pdf</a>	<b>EPR</b>
Natural Value	Natural Value Initiative	NVI Toolkit - Ecosystem Services Benchmark VI (excel)	<a href="https://www.unepfi.org/publications/the-natural-value-initiative-the-ecosystem-services-benchmark/">https://www.unepfi.org/publications/the-natural-value-initiative-the-ecosystem-services-benchmark/</a>	<b>EBD</b>
OECD CG	OECD	OECD Principles of Corporate Governance	<a href="http://www.oecd.org/daf/ca/corporategovernanceprinciples/31557724.pdf">http://www.oecd.org/daf/ca/corporategovernanceprinciples/31557724.pdf</a>	<b>GCG</b>

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Source (abbreviation)	Source Organisation	Source Report/Article Name	URL	Main Pillar / Theme
OSHAS 18001	British Standards Institute	Occupational health and safety management systems. Requirements	<a href="https://www.bsigroup.com/en-GB/capabilities/health-and-safety/iso-45001-occupational-health-and-safety/">https://www.bsigroup.com/en-GB/capabilities/health-and-safety/iso-45001-occupational-health-and-safety/</a>	SHS
PRI	UNEP FI (United Nations Environment Program for Financial Institutions)	Principles for Responsible Investment: The Six Principle's	<a href="https://www.unpri.org/about-us/what-are-the-principles-for-responsible-investment?">https://www.unpri.org/about-us/what-are-the-principles-for-responsible-investment?</a>	SSC
PRI-Integ-Analysis	Principles for Responsible Investment	Integrated Analysis: How Investors are Addressing Environmental, Social and Governance Factors in Fundamental Equity Valuation	<a href="https://www.unpri.org/listed-equity/integrated-analysis-how-investors-are-addressing-esg-factors-in-fundamental-equity-valuation/153.article">https://www.unpri.org/listed-equity/integrated-analysis-how-investors-are-addressing-esg-factors-in-fundamental-equity-valuation/153.article</a>	SSC
PRI	Principles for Responsible Investment	Engagement Guidance on Corporate Tax Responsibility	<a href="https://www.rafp.fr/en/engagement-guidance-corporate-tax-responsibility">https://www.rafp.fr/en/engagement-guidance-corporate-tax-responsibility</a>	GTX
PSI	UNEP FI (United Nations Environment Program for Financial Institutions)	Principles for Sustainable Insurance	<a href="http://www.unepfi.org/fileadmin/documents/PSI_document-en.pdf">http://www.unepfi.org/fileadmin/documents/PSI_document-en.pdf</a>	SSC
Salz	Salz Review	Salz Review: An Independent Review of Barclays Business Practices	<a href="https://www.euromoney.com/">https://www.euromoney.com/</a>	GCG
SASB	Sustainability Accounting Standards Board	SASB Standards	<a href="https://sasb.ifrs.org/standards/">https://sasb.ifrs.org/standards/</a>	SHR
SEC	Securities Exchange Commission	SEC Rules for Reserves Reporting	<a href="https://www.sec.gov/files/rules/final/2008/33-8995.pdf">https://www.sec.gov/files/rules/final/2008/33-8995.pdf</a>	ECG
SEDEX	SEDEX	SEDEX Supplier Workbook	<a href="https://www.sedex.com/">https://www.sedex.com/</a>	SSC
SSEI	UN Sustainable Stock Exchange Initiative	2016 SSE Report on Progress Overview	<a href="https://unctad.org/system/files/official-document/unctad_sse_2016d1.pdf/">https://unctad.org/system/files/official-document/unctad_sse_2016d1.pdf/</a>	SSC
Stoxx/Dr Axel Hesse	Dr. Axel Hesse for German Federal Env Ministry	SD-KPI Standard 2010 – 2014	<a href="https://www.sd-m.de/images/files/SD-KPIndex_How_to_integrate_material_ESG_2014.pdf">https://www.sd-m.de/images/files/SD-KPIndex_How_to_integrate_material_ESG_2014.pdf</a>	E/S/G
TEEB	TEEB The Economics of Ecosystems & Biodiversity	Mainstreaming the Economics of Nature	<a href="http://www.teebweb.org/wp-content/uploads/Study%20and%20Reports/Reports/Synthesis%20report/TEEB%20Synthesis%20Report%202010.pdf">http://www.teebweb.org/wp-content/uploads/Study%20and%20Reports/Reports/Synthesis%20report/TEEB%20Synthesis%20Report%202010.pdf</a>	EBD
TI	Transparency International	Business Principles for Countering Bribery	<a href="http://www.transparency.org/whatwedo/pub/business_principles_for_countering_bribery">http://www.transparency.org/whatwedo/pub/business_principles_for_countering_bribery</a>	GAC

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Source (abbreviation)	Source Organisation	Source Report/Article Name	URL	Main Pillar / Theme
TPI	Transition Pathway Initiative	Transition Pathway Initiative Management Quality (MQ) Score	<a href="https://www.transitionpathwayinitiative.org/methodology">https://www.transitionpathwayinitiative.org/methodology</a>	ECC
UN Code Enforcement	United Nations	UN Code of Conduct for Law Enforcement Officials	<a href="https://www.ohchr.org/Documents/ProfessionalInterest/codeofconduct.pdf">https://www.ohchr.org/Documents/ProfessionalInterest/codeofconduct.pdf</a>	SHR
UN Force & Firearms	United Nations	UN Basic Principles on the Use of Force and Firearms	<a href="https://www.ohchr.org/sites/default/files/Documents/ProfessionalInterest/firearms.pdf">https://www.ohchr.org/sites/default/files/Documents/ProfessionalInterest/firearms.pdf</a>	SHR
UN OHCHR GP	United Nations High Commission for Human Rights	United Nations High Commission for Human Rights Guiding Principles	<a href="http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf">http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf</a>	SHR
UNDR Indigenous	United Nations	United Nations Declaration of the Rights of Indigenous Peoples	<a href="http://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf">http://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf</a>	SHR
UNEP FI HR Toolkit	UNEP FI (United Nations Environment Program for Financial Institutions)	Human Rights Guidance Tool for the Financial Sector	<a href="http://www.unepfi.org/humanrightstoolkit/fundamentals.php">http://www.unepfi.org/humanrightstoolkit/fundamentals.php</a>	SHR
UNEP-Translating	UNEP FI (United Nations Environment Program for Financial Institutions)	Translating ESG into Sustainable Business Value UNEP FI and WBCSD	<a href="http://www.unepfi.org/fileadmin/documents/translatingESG.pdf">http://www.unepfi.org/fileadmin/documents/translatingESG.pdf</a>	EBD
UNGC	UN Global Compact	UN Global Compact Principle 10	<a href="https://www.unglobalcompact.org/what-is-gc/mission/principles/principle-10">https://www.unglobalcompact.org/what-is-gc/mission/principles/principle-10</a>	GAC
UNGP	UN Guiding Principles	UN Guiding Principles Reporting Framework	<a href="https://www.ungpreporting.org/wp-content/uploads/UNGPRreportingFramework_withguidance2017.pdf">https://www.ungpreporting.org/wp-content/uploads/UNGPRreportingFramework_withguidance2017.pdf</a>	SHR
World Bank	World Bank	Towards Sustainable Decommissioning and Closure of Oil Fields and Mines: A Toolkit to Assist Government Agencies	<a href="https://documents.worldbank.org/en/publication/documents-reports/documentdetail/417371468149083097/towards-sustainable-decommissioning-and-closure-of-oil-fields-and-mines-a-toolkit-to-assist-government-agencies">https://documents.worldbank.org/en/publication/documents-reports/documentdetail/417371468149083097/towards-sustainable-decommissioning-and-closure-of-oil-fields-and-mines-a-toolkit-to-assist-government-agencies</a>	SHR

## Appendix B

# Further information

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A glossary of terms used in FTSE Russell's Ground Rule documents can be found using the following links:

[Glossary.pdf](#)

[Glossary - ESG](#)

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