

MSCI ACWI IMI SDG Social Fairness Select Index Methodology

August 2023

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1 MSCI ACWI IMI SDG Social Fairness Select Index

The MSCI ACWI IMI SDG Social Fairness Select Index (the 'Index¹') aims to represent the performance of a set of companies from MSCI ACWI IMI that are associated with positive contribution to SDGs 1, 2, 4, 5, 8, and 10² through their products or services, as defined using the following measures:

- Nutrition
- Sustainable Agriculture
- Major Disease Treatment
- Sanitation
- Contraceptives
- Affordable Real Estate
- Education
- SME Finance
- Connectivity

The Index supplements these measures by selecting companies that help promote growth, development, and safeguards of key stakeholders, which are measured by the following key issues:

- Labor Management
- Human Capital Development
- Supply Chain Labor Standards
- Health & Safety
- Community Relations
- Controversial Sourcing

¹ The Index is governed by a set of methodology and policy documents ("Methodology Set"), including the present index methodology document. The Methodology Set for the Index can be accessed from MSCI's webpage <https://www.msci.com/index-methodology> in the section 'Search Methodology by Index Name or Index Code'.

The Methodology Set includes a document 'ESG Factors in Methodology' that contains the list of environmental, social, and governance factors considered, and how they are applied in the methodology (e.g., selection, weighting or exclusion).

² SDGs 1, 2, 4, 5, 8, and 10 refer to six of the 17 United Nations Sustainable Development Goals, as part of the 2030 Agenda for Sustainable Development. SDG 1 aims to end poverty in all its forms everywhere (<https://sdgs.un.org/goals/goal1>); SDG 2 aims to end hunger, achieve food security and improved nutrition, and promote sustainable agriculture (<https://sdgs.un.org/goals/goal2>); SDG 4 aims to ensure inclusive and equitable quality education, and promote lifelong learning opportunities for all (<https://sdgs.un.org/goals/goal4>); SDG 5 aims to achieve gender equality and empower all women and girls (<https://sdgs.un.org/goals/goal5>); SDG 8 aims to promote sustained, inclusive, and sustainable economic growth; full and productive employment; and decent work for all (<https://sdgs.un.org/goals/goal8>); and SDG 10 aims to reduce inequality within and among countries (<https://sdgs.un.org/goals/goal10>)



- Access to Finance
- Opportunities in Nutrition & Health
- Workforce Diversity Oversight & Programs

The Index also applies a set of exclusions criteria to filter companies based on certain business activities, involvement in controversies, ESG rating, or misalignment with any of the 17 SDGs. Additionally, the Index utilizes a combination of weighting strategies at both security and component levels, as well as applies a minimum weight filter, sector capping, and issuer capping.

2 Constructing the MSCI ACWI IMI SDG Social Fairness Select Index

2.1 Selection Universe

The underlying universe for the Index is defined by the constituents of the MSCI ACWI Investable Market Index (the 'Parent Index'), from which three separate universes of stocks are constructed (as described in sections 2.2 to 2.4).³

2.2 Filtered Universe

2.2.1 ESG Filter

The Index uses MSCI ESG Ratings, MSCI ESG Controversies, MSCI ESG Business Involvement Screening Research, MSCI Climate Change Metrics, and MSCI Impact Solutions' SDG Alignment to determine eligibility. The exclusions filters are as follows:

Business Involvement-based Criteria

- Controversial Weapons
- Nuclear Weapons
- Conventional Weapons
- Civilian Firearms
- Tobacco
- Adult Entertainment
- Alcohol
- Gambling
- Genetically Modified Organisms (GMO)
- Nuclear Power
- Fossil Fuel Reserves Ownership
- Fossil Fuel Extraction
- Oil Sands Extraction
- Thermal Coal-based Power Generation

Other ESG/SDG Criteria

- UN Global Compact Violations
- ESG Controversies Score

³ See Section 4 for further information regarding the ESG and climate data used in the Index that MSCI Limited sources from MSCI ESG Research LLC, a separate subsidiary of MSCI Inc. MSCI ESG Research is solely responsible for the creation, determination and management of such data. MSCI Limited is the benchmark administrator for the MSCI indexes.

- Environmental Controversy Score
- ESG Ratings
- SDG Net Alignment

Please refer to Appendix 1 for details on these criteria.

2.2.2 Country filter

Securities listed on local exchanges in any of the below select countries⁴ are excluded from the final index:

- India
- Saudi Arabia
- Kuwait
- Pakistan
- Egypt

2.3 SDG Impact Universe

The Index uses MSCI Impact Solutions’ Sustainable Impact Metrics to identify companies that have exposure to products and services that aim to contribute to the UN Sustainable Development Goals 1, 2, 4, 5, 8, and 10. Companies in the Filtered Universe that have an aggregated revenue percentage of 50% or more (“SDG Revenue”) from the following categories are included in the SDG Impact Universe:

- Nutrition
- Sustainable Agriculture
- Major Disease Treatment
- Sanitation
- Contraceptives
- Affordable Real Estate
- Education
- SME Finance
- Connectivity

2.4 SDG Thematic Universe

The SDG Thematic Universe is constructed by selecting companies in the Filtered Universe (Section 2.2) that are not part of the SDG Impact Universe (Section 2.3) and are assessed as helping promote growth, development, and safeguards for employees and communities (Section 2.4.1).

⁴ If securities listed in Kazakhstan, Kenya, Ukraine, Russia, or Vietnam were to be added to MSCI ACWI IMI, they will be excluded from the Index

2.4.1 “SDG Management” Universe

The SDG Management Universe uses MSCI ESG Ratings’ key issue management scores to identify companies that have better management strategies geared towards promoting growth, development, and safeguards of key stakeholders relative to their sector peers. It is constructed by selecting stocks in the top 10% of MSCI ACWI IMI based on their Sector-Relative Management Score (SRMS), which is computed using the following key issue management scores and/or indicators:

- Labor Management
- Human Capital Development
- Supply Chain Labor Standards
- Health & Safety
- Community Relations
- Controversial Sourcing
- Access to Finance
- Opportunities in Nutrition & Health
- Workforce Diversity Oversight & Programs⁵

Please refer to Appendix 2 detailing the computation steps.

2.4.2 Thematic selection criteria

The following additional screens are applied to the SDG Management Universe, as outlined in Section 2.4.1:

- **SDG Revenue**
 Companies that do not have any revenue from products, services, and projects that contribute to the identified SDGs, as defined in Section 2.3, are excluded from the SDG Management Universe.
- **Key Issue Management Score**
 Companies belonging to the bottom 50% on any of the eight key issue management scores and indicators⁶ are excluded from the SDG Management Universe.

2.5 Weighting Scheme

The Index constituents that are determined to be part of the SDG Impact and SDG Thematic universes are weighted as follows:

⁵ This refers to two indicators instead of a key issue – Workforce diversity oversight by management and Programs to increase workforce diversity. They are converted and combined into a score (0-10). For more details, refer to Appendix 3.

⁶ The exclusion is applied on each key issue, excluding the bottom 50% score for key issue 1, bottom 50% score for key issue 2, and so forth. The bottom 50% per key issue management score is calculated from companies in MSCI ACWI IMI with more than 5% weight assigned to the respective key issue, except for Workforce Diversity Oversight & Programs that does not have a weight component and takes all available scores.

2.5.1 Security Weighting

- SDG Impact Universe

Securities that meet the selection criteria outlined in Section 2.3 are weighted by the product of the aggregated SDG Revenue⁷ and their free float-adjusted market capitalization. The weights are then normalized to sum to 100%.

- SDG Thematic Universe

Securities that meet the selection criteria outlined in Section 2.4 are weighted in proportion of their free float-adjusted market capitalization. The weights are then normalized to sum to 100%.

2.5.2 Component Weighting

Each component is scaled down to the following proportion:

Component	Component Weight
SDG Impact	50%
SDG Thematic	50%

2.5.3 Minimum Weight Filter

The Index applies a filter whereby each newly added constituent’s weight is held at a minimum threshold of 2 basis points, whereas an existing constituent can be retained in the Index at a minimum threshold of 1 basis point. Securities that do not meet the threshold specified are deleted from the final Index. The weights are then normalized to sum to 100%.

2.5.4 Sector and Issuer Capping

The maximum weight of any sector in the Index is capped at 20%, while the maximum weight of any issuer is capped at 4.5%. The capping is applied simultaneously for each sector and issuer, with priority on sector capping to identify the excess weights that each remaining sector can receive, as a function of the number of issuers within a sector, their initial weights, and the issuer capping threshold. Excess weights are distributed among remaining sectors in proportion of their existing sector weights in the Index. Within sectors that are allocated excess weights, the weights are distributed among constituents within the sector in proportion of their existing issuer weights in the index while meeting the issuer capping requirements. Capping may also result in a drift in the component weights, as well as in a potential breach of the minimum weight filter described in Section 2.5.3.

⁷ The SDG Revenue is capped at 100% to address double counting arising from the different categories.

3 Maintaining the MSCI ACWI IMI SDG Social Fairness Select Index

3.1 Semi-Annual Index Review

The Index is reviewed on a semi-annual basis, as of the close of the last business day of May and November, coinciding with the May and November Index Reviews of the Parent Index. The pro forma Index is generally announced nine business days before the effective date.

As a rule, MSCI uses MSCI ESG Research data (including MSCI Impact Solutions, MSCI ESG Ratings, MSCI ESG Controversies, MSCI Business Involvement Screening Research, and MSCI Climate Change Metrics) as of the end of the month preceding the Index Reviews for the rebalancing of the Index. For some securities, such data may not be published by MSCI ESG Research by the end of the month preceding the Index Review. For such securities, MSCI will use ESG data published after the end of month, when available, for the rebalancing of the Index.

At each Semi-Annual Index Review, the Filtered, SDG Impact, and SDG Thematic universes are updated based on the criteria outlined in sections 2.2 to 2.4.

3.2 Quarterly Index Reviews

The Index is also reviewed on a quarterly basis to coincide with the regular Index Reviews of the Parent Indexes. The changes are implemented at the end of February and August. The pro forma Indexes are generally announced nine business days before the effective date.

At the Quarterly Index Reviews, the Index is not reconstructed. However, the issuer capping rule described in Section 2.5.4 is applied.

3.3 Ongoing Event-Related Maintenance

The general treatment of corporate events in the Index aims to minimize turnover outside of Index Reviews. The methodology aims to appropriately represent an investor’s participation in an event based on relevant deal terms and pre-event weighting of the index constituents that are involved. Further, changes in index market capitalization that occur as a result of corporate event implementation will be offset by a corresponding change in the Variable Weighting Factor (VWF) of the constituent.

The following section briefly describes the treatment of common corporate events within the Index.

No new securities will be added (except where noted below) to the Index between Index Reviews. Parent Index deletions will be reflected simultaneously.

There are no deletions from the Index between Index Reviews on account of a security becoming ineligible because of reduced SDG revenue falling below the threshold, decrease in MSCI ESG Controversies Score, change in SDG Alignment assessment, and/or change in business involvement.

EVENT TYPE

EVENT DETAILS

New additions to the Parent Index

A new security added to the Parent Index (such as IPO and other early inclusions) will not be added to the index.

Spin-Offs

All securities created as a result of the spin-off of an existing Index constituent will be added to the Index at the time of event implementation if the spin-off security is also added to the Parent Index. Reevaluation for continued inclusion in the Index will occur at the subsequent Index Review.

Merger/Acquisition

For Mergers and Acquisitions, the acquirer’s post event weight will account for the proportionate amount of shares involved in deal consideration, while cash proceeds will be invested across the Index.

If an existing Index constituent is acquired by a non-Index constituent, the existing constituent will be deleted from the Index and the acquiring non-constituent will not be added to the Index.

Changes in Security Characteristics

A security will continue to be an Index constituent if there are changes in characteristics (country, sector, size segment, etc.). Reevaluation for continued inclusion in the Index will occur at the subsequent Index Review.

Further detail and illustration regarding specific treatment of corporate events relevant to this Index can be found in the MSCI Corporate Events Methodology.

The MSCI Corporate Events methodology book is available at:
<https://www.msci.com/index-methodology>.

4 MSCI ESG Research

The Index is a product of MSCI Inc. that utilizes information such as company ratings and research produced and provided by MSCI ESG Research LLC (MSCI ESG Research), a subsidiary of MSCI Inc. In particular, the Index uses the following MSCI ESG Research products: MSCI Impact Solutions, MSCI ESG Ratings, MSCI ESG Controversies, MSCI ESG Business Involvement Screening Research, and MSCI Climate Change Metrics.

4.1 MSCI Impact Solutions: Sustainable Impact Metrics

MSCI Impact Solutions’ Sustainable Impact Metrics is designed to identify companies that derive revenue from products or services with positive impact on society and the environment. The Sustainable Impact Metrics are comprised of six Environmental Impact categories and seven Social Impact categories arranged by theme.

MSCI Sustainable Impact Taxonomy

Pillar	Themes	Categories
Environmental Impact	Climate Change	1. Alternative energy 2. Energy efficiency 3. Green building
	Natural capital	4. Sustainable water 5. Pollution prevention 6. Sustainable agriculture
Social Impact	Basic needs	7. Nutrition 8. Major Disease Treatment 9. Sanitation 10. Affordable Real Estate
	Empowerment	11. SME Finance 12. Education 13. Connectivity – Digital divide

Under each of the actionable environmental and social impact themes, MSCI ESG Research has identified specific categories of products and services that it has determined companies can offer as potential solutions to environmental and social challenges.

More detailed taxonomy for each category can be found in Section 4.4 of the MSCI ACWI Sustainable Impact Index Methodology available at <https://www.msci.com/index-methodology>.

4.2 MSCI Impact Solutions: SDG Alignment

MSCI Impact Solutions’ SDG Alignment is designed to provide a holistic view of companies’ net contribution – both positive and negative – towards addressing each of the 17 UN Sustainable Development Goals (SDGs). SDG Alignment assessments and scores include analysis of companies’ operations, products and services, policies, and practices and their net contribution – positive and adverse – to addressing key global challenges.

The MSCI SDG Alignment framework provides 17 SDG Net Alignment scores and 17 SDG Net Alignment assessments (including Strongly Aligned, Aligned, Neutral, Misaligned and Strongly Misaligned) for each of the 17 global goals. In addition, the model offers assessments and scores

for two dimensions, product alignment and operation alignment, for each company and for each of the 17 goals.

For more details on MSCI Impact Solutions including MSCI SDG Alignment, please refer to <https://www.msci.com/our-solutions/esg-investing/impact-solutions>.

4.3 MSCI ESG Ratings

MSCI ESG Ratings aim to measure entities' management of environmental, social and governance risks and opportunities. MSCI ESG Ratings use a weighted average key issue calculation that is normalized by industry to arrive at an industry-adjusted ESG score (0-10), which is then translated to a seven-point scale from 'AAA' to 'CCC', indicating how an entity manages relevant key issues relative to industry peers.

The MSCI ESG Ratings methodology can be found at: <https://www.msci.com/esg-and-climate-methodologies>

4.4 MSCI ESG Controversies

MSCI ESG Controversies provide assessments of controversies concerning the potential negative environmental, social, and/or governance impact of company operations, products and services. The evaluation framework used in MSCI ESG Controversies is designed to be consistent with international norms represented by the UN Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Global Compact. MSCI ESG Controversies Score falls on a 0-10 scale, with "0" being the most severe controversy.

The MSCI ESG Controversies methodology can be found at: <https://www.msci.com/esg-and-climate-methodologies>

4.5 MSCI ESG Business Involvement Screening Research

MSCI ESG Business Involvement Screening Research (BISR) aims to enable institutional investors to manage environmental, social and governance (ESG) standards and restrictions reliably and efficiently.

For more details on MSCI ESG Business Involvement Screening Research, please refer to http://www.msci.com/resources/factsheets/MSCI_ESG_BISR.pdf.

4.6 MSCI Climate Change Metrics

MSCI Climate Change Metrics provide climate data & tools to support institutional investors seeking to integrate climate risk & opportunities into their investment strategy and processes. This includes investors seeking to achieve a range of objectives, including measuring and reporting on climate risk exposure, implementing low carbon and fossil fuel-free strategies, alignment with temperature pathways and factoring climate change research into their risk management processes, in particular through climate scenario analysis for both transition and physical risks.

The dataset spans across the four dimensions of a climate strategy: transition risks, green opportunities, physical risks and 1.5° alignment.

For more details on MSCI Climate Change Metrics, please refer to <https://www.msci.com/climate-solutions>.

Appendix 1: ESG Exclusions Criteria

Companies are excluded based on the following MSCI Business Involvement Screening Research, MSCI Climate Change Metrics, MSCI ESG Controversies, MSCI ESG Ratings and MSCI SDG Alignment filters:

BUSINESS INVOLVEMENT-BASED CRITERIA

- **Controversial Weapons**
 - All companies with any tie to Controversial Weapons (cluster munitions, landmines, depleted uranium weapons, biological/chemical weapons, blinding lasers, non-detectable fragments and incendiary weapons), as defined by the methodology of the MSCI Global Ex-Controversial Weapons Indexes available at <https://www.msci.com/index-methodology>
- **Nuclear Weapons**
 - All companies that manufacture nuclear warheads and/or whole nuclear missiles
 - All companies that manufacture components that were developed or are significantly modified for exclusive use in nuclear weapons (warheads and missiles)
 - All companies that manufacture or assemble delivery platforms that were developed or significantly modified for the exclusive delivery of nuclear weapons
 - All companies that provide auxiliary services related to nuclear weapons
 - All companies that manufacture components that were not developed or not significantly modified for exclusive use in nuclear weapons (warheads and missiles) but can be used in nuclear weapons
 - All companies that manufacture or assemble delivery platforms that were not developed or not significantly modified for the exclusive delivery of nuclear weapons but have the capability to deliver nuclear weapons
 - All companies that manufacture components for nuclear-exclusive delivery platforms
- **Conventional Weapons**
 - All companies deriving 5% or more revenue from the production of conventional weapons
 - All companies deriving 5% or more aggregate revenue from weapons systems, components, and support systems and services

- **Civilian Firearms**
 - All companies classified as “Producer” of firearms and small arms ammunitions for civilian markets. It does not include companies that cater to the military, government, and law enforcement markets
 - All companies deriving 5% or more aggregate revenue from the production and distribution (wholesale or retail) of firearms or small arms ammunition intended for civilian use
- **Tobacco**
 - All companies that manufacture tobacco products, such as cigars, blunts, cigarettes, e-cigarettes, inhalers, beedis, kreteks, smokeless tobacco, snuff, snus, dissolvable and chewing tobacco. This category also covers companies that grow or process raw tobacco leaves
 - All companies deriving 5% or more aggregate revenue from the production, distribution, retail, supply, and licensing of tobacco-related products
- **Adult Entertainment**
 - All companies deriving 5% or more revenue from the production of adult entertainment materials
 - All companies deriving 15% or more aggregate revenue from the production, distribution and retail of adult entertainment materials
- **Alcohol**
 - All companies deriving 5% or more revenue from the production of alcohol-related products
 - All companies deriving 15% or more aggregate revenue from the production, distribution, retail and supply of alcohol-related products
- **Gambling**
 - All companies deriving 5% or more revenue from ownership of operation of gambling-related business activities
 - All companies deriving 15% or more aggregate revenue from gambling-related business activities
- **Genetically Modified Organisms (GMO)**
 - All companies deriving 5% or more revenue from activities like genetically modifying plants, such as seeds and crops, and other organisms intended for agricultural use or human consumption

- **Nuclear Power**
 - All companies generating 5% or more of their total electricity from nuclear power in a given year
 - All companies that have 5% or more of installed capacity attributed to nuclear sources in a given fiscal year
 - All companies deriving 15% or more aggregate revenue from nuclear power activities
- **Fossil Fuel Reserves Ownership**
 - All companies with evidence of owning proven & probable coal reserves and/or proven oil and natural gas reserves used for energy purposes, as defined by the methodology of the MSCI Global Ex Fossil Fuels Indexes available at <https://www.msci.com/index-methodology>
- **Fossil Fuel Extraction**
 - All companies deriving any revenue (either reported or estimated) from thermal coal mining or unconventional oil and gas extraction.
 - *Thermal Coal Mining:* Revenue from the mining of thermal coal (including lignite, bituminous, anthracite and steam coal) and its sale to external parties. It does not cover revenue from metallurgical coal; coal mined for internal power generation (e.g., in the case of vertically integrated power producers); intra-company sales of mined thermal coal; and revenue from coal trading
 - *Unconventional Oil & Gas Extraction:* Revenue from oil sands, oil shale (kerogen-rich deposits), shale gas, shale oil, coal seam gas, and coal bed methane. It does not cover all types of conventional oil and gas production including Arctic onshore/offshore, deep water, shallow water and other onshore/offshore.
- **Oil Sands Extraction**
 - All companies deriving 5% or more revenue (either reported or estimated) from oil sands extraction for a set of companies that own oil sands reserves and disclose evidence of deriving revenue from oil sands extraction. It does not cover revenue from non-extraction activities (e.g. exploration, surveying, processing, refining); ownership of oil sands reserves with no associated extraction revenues; revenue from intra-company sales
- **Thermal Coal-based Power Generation**
 - All companies deriving 5% or more revenue (either reported or estimated) from the thermal coal-based power generation

OTHER ESG/SDG CRITERIA

- **United Nations Global Compact Compliance**
 - All companies that fail to comply with the United Nations Global Compact principles
- **ESG Controversies Score**
 - All companies assessed as having involvement in ESG controversies that are classified as Red Flags (MSCI ESG Controversy Score of 0). A Red Flag indicates an ongoing, Very Severe ESG controversy implicating a company directly through its actions, products, or operations.
- **Environmental Controversy Score**
 - All companies assessed as having involvement in environmental controversies that are classified as Red (MSCI Environmental Controversy Score of 0) or Orange Flags (score of 1).
 - A Red Flag indicates an ongoing, Very Severe environmental controversy implicating a company directly through its actions, products, or operations.
 - An Orange Flag indicates an ongoing Severe environmental controversy implicating a company directly, or a Very Severe environmental controversy that is either partially resolved or indirectly attributed to the company's actions, products, or operations.
- **ESG Ratings**
 - All companies assessed as having an MSCI ESG Rating of 'B' and 'CCC'
- **SDG Net Alignment**
 - All companies that are assessed as Strongly Misaligned and Misaligned on their Net Alignment to any of the 17 SDGs

Note on Unrated Securities or Securities with Missing Coverage:

Companies that are not assessed on MSCI ESG Research's ESG Controversies, ESG Ratings, and SDG Alignment are excluded from the Filtered Universe.

Appendix 2: Sector-Relative Management Score (SRMS) Calculation

Companies are selected based on their SRMS. The calculation steps are as follows:

1. An average management score (AMS) is calculated for companies in MSCI ACWI IMI using management scores based on the identified key issues and/or indicators, granted that they meet the following conditions:
 - Companies are assessed on any of the identified key issues listed in Section 2.4.1.
 - Companies have corresponding key issue weights greater than 5%⁸.

The calculation of AMS will consider the applicable number of key issues, meaning a company with two relevant scores are divided by two, for example.

2. The SRMS is calculated for companies that are identified in Step 1 by dividing the AMS by the corresponding highest (maximum) AMS based on their GICS⁹ Sector.

Exception clause: A GICS Sector with a maximum AMS below 5 is excluded from scope, which in turn, results in the exclusion of all companies belonging to the excluded sector, from the calculation of SRMS.

⁸ Except for Workforce Diversity Oversight & Programs that does not have a weight component and takes all available scores

⁹ GICS, the Global Industry Classification Standard, jointly developed by MSCI Inc. and S&P Global.

Appendix 3: Workforce Diversity Oversight & Programs

The practices (or lack of) under the Workforce Diversity Oversight & Programs indicators are converted into scores, which are then combined and averaged to arrive at the Workforce Diversity Oversight & Programs score that is used in the SRMS calculation outlined in Appendix 2.

Workforce diversity oversight by management:

The successful adoption of any equal opportunity / diversity / anti-discrimination policy requires reinforcement through managerial leadership and employee training. The presence of senior management oversight is an indication of the level of commitment to the promotion and effective execution of policy objectives through accountability and structured monitoring. The best practice receives a score of 10 while absence of evidence receives a score of 0.

Workforce Diversity Oversight Management	Score
Employee training on diversity policy, supported by senior executive or higher level of oversight on diversity performance	10
Senior executive or higher level of oversight on diversity performance	7
Employee training on diversity policy	5
General statements on diversity and equal opportunity	3
No evidence	0

Programs to increase workforce diversity

The successful adoption of any equal opportunity / diversity / anti-discrimination policy requires reinforcement through managerial leadership and employee training. The best practice receives a score of 10 while absence of evidence receives a score of 0.

MSCI ESG Research focuses on two key types: quantitative diversity targets and material benefits that make it easier for women to work.

Targets: Explicit quantitative recruitment targets indicate a company’s intent to ensure that female employees are increasingly represented in the workforce and facilitate the tracking of progress.

Employee benefits: Examples of the most common benefits that companies offer include flexible working hours for women, paid maternity leave above statutory minimums, paid parental leaves, and childcare services, subsidies, or rebates.

The best practice receives a score of 10 while absence of evidence receives a score of 0.

Programs to increase workforce diversity	Score
Provides material benefits to facilitate diversity and inclusion, and sets quantitative diversity targets in recruitment process	10

Programs to increase workforce diversity	Score
Provides material benefits to facilitate diversity and inclusion	7
Quantitative diversity targets in recruitment process	5
General statements on plans to improve diversity in workforce	3
No evidence	0



Changes to this Document

The following sections have been modified as of August 2023:

Section 2.2.1 and Appendix 1

- Updated to reflect the lower threshold for the Conventional Weapons and Thermal Coal Mining criteria
- Updated to reflect the addition of the Environmental Controversy Score, Adult Entertainment, Alcohol, Gambling, Genetically Modified Organisms, Nuclear Power, Fossil Fuel Reserves Ownership, and Unconventional Oil & Gas Extraction criteria
- The MSCI ESG Controversies-related language was updated to reflect MSCI ESG Research's enhancement to the underlying MSCI ESG Controversies framework

Section 3.1

- The Methodology book was updated to reflect the transition of the MSCI Global Investable Market Indexes (GIMI) to Quarterly Comprehensive Index Reviews.
- All references to "Semi-Annual Index Reviews" and "Quarterly Index Reviews" of the MSCI GIMI were replaced with "Index Reviews".

Section 4

- ESG Research Section moved to the end (changed from Section 2 to Section 4)

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