

MSCI KLD 400 SOCIAL INDEX METHODOLOGY

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1 INTRODUCTION

The MSCI KLD 400 Social Index is a free float-adjusted market capitalization index designed to provide exposure to U.S. companies that have positive Environmental, Social and Governance (ESG) characteristics. The MSCI KLD 400 Social Index consists of 400 companies selected from the MSCI USA IMI Index.

2 ESG RESEARCH FRAMEWORK

The MSCI KLD 400 Social Index uses company ratings and research provided by MSCI ESG Research. In particular, this index uses the following three MSCI ESG Research products: MSCI ESG Intangible Value Assessment, MSCI ESG Impact Monitor, and MSCI ESG Business Involvement Screening Research.

For details on MSCI ESG Research’s full suite of ESG products, please refer to: http://www.msci.com/products/esg/about_msci_esg_research.html

2.1 MSCI ESG INTANGIBLE VALUE ASSESSMENT

MSCI ESG Intangible Value Assessment (IVA) company reports provide research, analysis and ratings of how well companies manage their most material environmental, social and governance risks and opportunities.

MSCI ESG IVA provides an overall company ESG rating a seven point scale from ‘AAA’ to ‘CCC’. In addition, the product provides scores and percentiles indicating how well a company manages each key issue relative to industry peers.

For more details on MSCI ESG IVA, please refer to http://www.msci.com/resources/factsheets/MSCI_ESG_IVA.pdf

2.2 MSCI ESG IMPACT MONITOR

MSCI ESG Impact Monitor company reports include assessments of controversies concerning the negative environmental, social, and/or governance impact of company operations, products and services. The evaluation framework used in MSCI ESG Impact Monitor 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.

For more details on MSCI ESG Impact Monitor, please refer to http://www.msci.com/resources/factsheets/MSCI_ESG_Impact_Monitor.pdf

2.3 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. Investors can access the BISR data via data feeds or MSCI ESG Manager to help satisfy client investment guidelines, implement client mandates, and manage potential ESG portfolio risks.

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

3 CONSTRUCTING THE MSCI KLD 400 SOCIAL INDEX

3.1 SELECTION UNIVERSE

The selection universe for the MSCI KLD 400 Social Index is the MSCI USA IMI Index.

3.2 ELIGIBILITY CRITERIA

The MSCI KLD 400 Social Index uses company ratings and research provided by MSCI ESG Research to determine eligibility.

3.2.1 VALUES-BASED EXCLUSIONS

The MSCI KLD 400 Social Index uses MSCI ESG Business Involvement Screening Research to identify companies that are involved in the following business activities. Companies that meet the business involvement criteria are excluded from the MSCI Global Socially Responsible Indexes. Please refer to Appendix 1 for details on these criteria.

- Alcohol
- Gambling
- Tobacco
- Military Weapons
- Civilian Firearms
- Nuclear Power
- Adult Entertainment
- Genetically Modified Organisms

3.2.2 ESG RATINGS ELIGIBILITY

The MSCI KLD 400 Social Index uses MSCI ESG Intangible Value Assessment research to identify companies that demonstrated an ability to manage their ESG risks and opportunities. Existing constituents of the MSCI KLD 400 Social Index are required to have an IVA rating above B to remain in the index, while companies that are currently not constituents of the MSCI KLD 400 Social Index are required to have an IVA rating above BB to be considered eligible for addition.

3.2.3 ESG CONTROVERSY SCORE ELIGIBILITY

The MSCI KLD 400 Social Index uses MSCI ESG Impact Monitor research to identify those companies that are involved in very serious controversies involving the environmental, social, or governance impact of their operations and/or products and services. Impact Monitor overall company scores fall on a 0-10 scale, with “0” being the most severe controversy. Existing constituents of the MSCI KLD 400 Social Index are required to have an Impact Monitor score above 1 to remain in the index, while companies that are currently not constituents of the MSCI KLD 400 Social Index are required to have an Impact Monitor score above 2 to be considered eligible for addition.

3.3 SECTOR REPRESENTATION

The MSCI KLD 400 Social Index is designed to maintain approximately similar sector weights as the MSCI USA Index, by targeting relative sector weights of +/- 25% with respect to the MSCI USA Index.

Relative weight of a sector is computed as

$$\frac{\text{weight of the sector in MSCI KLD 400 Social Index} - \text{weight of sector in MSCI USA Index}}{\text{weight of sector in MSCI USA Index}}$$

Sectors having relative sector weight greater than upper threshold (+25%) with respect to the MSCI USA Index are considered to be overweight and sectors having relative sector weight less than lower threshold (-25%) with respect to the MSCI USA Index are considered to be underweight.

3.4 SIZE-SEGMENT REPRESENTATION

The MSCI KLD 400 Social Index targets a minimum count of 200 standard size-segment (Large Cap and Mid Cap) companies.

4 MAINTAINING THE MSCI KLD 400 SOCIAL INDEX

4.1 QUARTERLY INDEX REVIEWS

The composition of the MSCI KLD 400 Social Index is reviewed on a quarterly basis to coincide with the regular Index Reviews (Semi-Annual Index Reviews in May and November and Quarterly Index Reviews in February and August) of the MSCI Global Investable Market Indexes. The changes are implemented at the end of February, May, August and November. The pro forma indexes are in general announced nine business days before the effective date.

At every Quarterly Index Review, the deletions and additions are made to the MSCI KLD 400 Social Index as per below.

4.1.1 DELETION CRITERIA

At Quarterly Index Reviews, companies are deleted from the MSCI KLD 400 Social Index for one or more of the following reasons:

- If a company is deleted from the MSCI USA IMI Index as a result of the Index Review, it is simultaneously removed from the MSCI KLD 400 Social Index
- Any company that fails the eligibility criteria outlined in Section 3 is deleted from the Index

4.2 ELIGIBILITY FOR ADDITION

At every Quarterly Index Review, after reflecting all the deletions, additions are made to the MSCI KLD 400 Social Index in order to restore the number of index constituents to 400 companies. All eligible securities of each issuer are included in the index, so the index may have more than 400 securities.

All companies of the pro forma Parent Index that pass the eligibility criteria outlined in Section 3 are eligible for inclusion in the index.

4.2.1 INDEX ADDITIONS

Additions are made to the MSCI KLD 400 Social Index from the list of eligible additions based on considerations of ESG performance, sector alignment and size representation. Additions will be made to the standard size segment as per below until the number of companies in MSCI KLD 400 Social Index is restored to 400. If the count of 400 cannot be reached, additions will be made from the small cap segment.

Standard segment:

- All companies having an ESG rating of AAA are added
- Companies are added (in order of their ESG scores) to sectors where the relative sector weights are below the lower threshold (-25%)
- Once the relative weights of all sectors are above the lower threshold or no further companies are available for addition in these sectors, companies are added sequentially based on their ESG scores
- Companies are not added to sectors where the relative sector weight reaches the upper threshold of +25%
- A minimum of 200 standard segment companies are maintained to ensure appropriate size representation
- While adding companies to the same sector, preference is given to companies having higher ESG score. In case there are multiple companies with the same ESG score, the one with the highest free float-adjusted market capitalization will be added first

Small Cap segment:

- Companies are added purely based on their ESG scores. In case of a tie, companies are added to the most underweight sector

4.3 ONGOING EVENT-RELATED MAINTENANCE

The MSCI Corporate Events Methodology is applied for the maintenance of the MSCI KLD 400 Social Index between Index Reviews. New additions to the MSCI USA IMI Index due to corporate events will not be added simultaneously to the MSCI KLD 400 Social Index, but will be considered for inclusion at the following Index Review. However, companies deleted from the MSCI USA IMI Index between Index Reviews are deleted at the same time from the MSCI KLD 400 Social Index.

If the number of companies in the MSCI KLD 400 Social Index falls below 400 due to corporate events, no additions will be made to restore the number of companies to 400 until the next Quarterly Index Review.

The technical details relating to the handling of specific corporate event types can be found in the MSCI Corporate Events Methodology book available on MSCI's web site at:

<http://www.msci.com/products/indexes/size/standard/methodology.html>

APPENDIX 1: VALUES BASED EXCLUSION CRITERIA

The MSCI KLD 400 Social Index excludes companies that meet the following values based criteria:

- **Alcohol**
 - All companies classified as a “Producer” that earn either 5% or more revenue or more than \$500 million in revenue from alcohol-related products.
- **Gambling**
 - All companies classified as involved in “Operations” and “Support” that earn 5% or more in revenue, or more than \$500 million in revenue, from gambling-related products
- **Tobacco**
 - All companies classified as “Producer”
 - All companies classified as “Distributor”, “Retailer”, and “Supplier” that earn 15% or more in revenue from tobacco-related products
- **Military Weapons**
 - All companies classified as involved in manufacturing of “Nuclear Weapons”, or “Nuclear Weapons Components”
 - All companies classified as involved in manufacturing of “Chemical and Biological Weapons” or “Chemical and Biological Weapons Components
 - All companies classified as a “Cluster Bomb Manufacturer”
 - All companies classified as a “Landmine Manufacturer”
 - All companies classified as a “Manufacturer of Depleted Uranium Weapons”
 - All companies that earn 5% or more revenues or more than \$500 million in revenue from manufacturing of Conventional Weapons and Conventional Weapons Components, and Weapons Support Systems and Services
- **Civilian Firearms**
 - All companies classified as “Producer”
 - All companies classified as a “Retailer” that earn 5% or more in revenue, or more than \$20 million in revenue, from civilian firearms-related products

- **Nuclear Power**
 - All companies classified as a nuclear “Utility”
 - All companies involved in Uranium Mining
 - All companies involved in designing nuclear reactors
 - All companies involved in enrichment of fuel for nuclear reactors
 - All companies classified as a “Supplier” to the nuclear power industry that earn 15% or more in revenue from nuclear-power related products.
- **Adult Entertainment**
 - All companies classified as a “Producer” that earn more than 5% in revenue, or more than \$500 million in revenue, from this adult entertainment materials
- **Genetically Modified Organisms (GMO)**
 - All companies that derive any revenue from activities like genetically modifying plants, such as seeds and crops, and other organisms intended for agricultural use or human consumption
 - Companies that are only involved in GMO Research & Development activities are not excluded

The following sections have been modified since May 2012:

2 ESG Research Framework

- Updated

3.1 Selection Universe

- Updated the selection universe

3.2 Eligibility Criteria

- Replaced old section 3.2 titled 'Values Based Exclusion Criteria'

4.1 Quarterly Index Reviews

- Updated sub-sections titled 'Index Additions' and 'Deletion Criteria'

Appendix 1 Value Based Exclusion Criteria

- Updated values based exclusion criteria for 'Military Weapons' and 'Civilian Firearms' categories

Appendix 2 Transition to the enhanced MSCI KLD 400 Social Index Methodology

- Section Deleted

The following sections have been modified since November 2014:

1. Introduction

- Updated

CONTACT US

clientservice@msci.com

AMERICAS

Americas	1 888 588 4567 *
Atlanta	+ 1 404 551 3212
Boston	+ 1 617 532 0920
Chicago	+ 1 312 675 0545
Monterrey	+ 52 81 1253 4020
New York	+ 1 212 804 3901
San Francisco	+ 1 415 836 8800
Sao Paulo	+ 55 11 3706 1360
Toronto	+ 1 416 628 1007

EUROPE, MIDDLE EAST & AFRICA

Cape Town	+ 27 21 673 0100
Frankfurt	+ 49 69 133 859 00
Geneva	+ 41 22 817 9777
London	+ 44 20 7618 2222
Milan	+ 39 02 5849 0415
Paris	0800 91 59 17 *

ASIA PACIFIC

China North	10800 852 1032 *
China South	10800 152 1032 *
Hong Kong	+ 852 2844 9333
Mumbai	+ 91 22 6784 9160
Seoul	00798 8521 3392 *
Singapore	800 852 3749 *
Sydney	+ 61 2 9033 9333
Taipei	008 0112 7513 *
Tokyo	+ 81 3 5290 1555

* = toll free

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