

ESG Research

2023 CSA Methodology Updates

Agenda

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Simplifying

- Deleting and consolidating questions into other criteria
- Restructuring Operational Eco-Efficiency topics
- Dividing the Real Estate industry into two new industries.

2

Aligning and Updating

- Aligning with current standards and frameworks
- Including forward-looking sustainability topics

Agenda

1

Simplifying

- Deleting and consolidating questions into other criteria
- Restructuring Operational Eco-Efficiency topics
- Dividing the Real Estate industry into two new industries.

The main objective of the annual CSA Methodology Update process is to ensure that the CSA continues to capture and deliver high-quality material sustainability data while increasing efficiency and simplicity.

- Streamlining data requirements and reducing the length of the questionnaire.
- Integrating existing data from other S&P methodologies into the CSA.
- Ensuring alignment with the most significant topics while eliminating non-material or immature topics.
- Adjusting the questionnaire structure to promote transparency and reduce the burden on companies when completing the CSA.



Simplifying the CSA 2023

Deleted questions (1/2)

For the 2023 CSA cycle **37 questions have been deleted** due to a very low level of response or lack of materiality.

Criterion	Question	Industries
Corporate Governance	Dual Class Shares	61
Business Ethics	Codes of Conduct: Coverage	61
Labor Practice Indicators	Workforce Breakdown: Other Minorities	61
Anti-Crime Policy & Measures	Crime Prevention: Provision of Training	3
Efficiency & Reliability	Delays Exceeding 15 minutes	1
	Load Factor	1
Market Opportunities	Water Tariffs	1
Network Reliability	Network Interruption Frequency & Duration	1
	Disclosure of Network Interruption	1
Strategy for Emerging Markets	Emerging Market Exposure & Strategy	9
	Emerging Markets - R&D	4
	Product Adaptation for Emerging Markets (B2B)	4
	Emerging Markets - Manufacturing	4
	Product Adaptation for Emerging Markets (B2C)	5
Electricity Generation	Nuclear Power Plant Performance Indicators	2
Genetically Modified Organisms	GMO Exposure	4
	GMO Statement	4
	GMO Revenue	4



Simplifying the CSA 2023

Deleted questions (2/2)

For the 2023 CSA cycle **37 questions have been deleted** due to a very low level of response or lack of materiality.

Criterion	Question	Industries
Recycling Strategy	Raw Material Substitution	1
	Encouraging Sustainable Building	1
Water Operations	Age of Pipes	1
Water Related Risks	Water-Related Stakeholder Conflicts	14
Living Wage	Living Wage Employees	9
	Living Wage Contractors	5
	Living Wage Suppliers	7
	Living Wage Franchisees	3
Occupational Health & Safety	OHS Governance Oversight	15
Health & Nutrition	Private Label Penetration	1
	Private Label Product Development	1
Local Impact of Business Operations	Local Suppliers	1
Talent Attraction & Retention	People Analytics	61
	Strategic Workforce Planning	61
	Corporate Citizenship Strategy	61
Corporate Citizenship & Philanthropy	Type of Philanthropic Activities	61
	Philanthropic Contributions	61
Climate Strategy	Climate Strategy Impacts	40
Fuel Efficiency	Fuel Costs	1



Simplifying the CSA 2023

Consolidated questions

With the aim of decreasing the effort for companies, a significant effort has been made in consolidating several questions in new or updated questions.

<p>Questions asking for number of breaches (Corruption, discrimination, privacy policy ...)</p>	<p>Consolidated in a new question named “Reporting on breaches” included in Business Ethics criterion</p>			<p>Business Ethics <i>More information on slide 10</i></p>
<p>Questions asking environmental and social reporting + Questions included in the Future Section about reporting according to sustainability taxonomies</p>	<p>Consolidated in a new criterion named “Transparency and Reporting”</p>			<p>New Transparency and Reporting <i>More information on slide 14</i></p>
<p>Questions included in the Future Section about Impact Valuation</p>	<p>Consolidated in a new questions within the criterion “Materiality”</p>			<p>Materiality <i>More information on slide 11</i></p>
<p>Other topics with questions consolidation</p>	<p>New Fleet Decarbonization <i>More information on slide 17</i></p>	<p>Sustainable Finance <i>More information on slide 12</i></p>	<p>Financial inclusion <i>More information on slide 20</i></p>	
	<p>Climate Strategy <i>More information on slide 16</i></p>	<p>Supply Chain <i>More information on slide 13</i></p>	<p>Risk and Crisis Management <i>More information on slide 11</i></p>	



Simplifying the CSA 2023

Changing the structure of the Operational Eco-Efficiency topics

BEFORE

- **1 criterion (Operational Eco-Efficiency)** integrated most of the environmental KPIs measuring a company's performance in Energy and Water Consumption, and Emissions and Waste Generation.
- **Several other criteria (Water-related risks, Mineral Waste Management...)** asked separately about policies, programs, and KPIs related to environmental performance.

2023

4 Criteria to assess different aspects of environmental performance

- **Emissions.** 14 questions on greenhouse gas and air pollutant emissions, including Scope 1 emissions and NOx emissions.
- **Resource Efficiency & Circularity.** 30 questions, including KPIs from the previous OEE criterion, such as Energy Consumption and other circular economy-related topics.
- **Waste.** 11 questions, including previous OEE questions, such as Waste Disposal and Food Loss and Waste Commitment.
- **Water.** 12 questions, including previous OEE questions, such as Water Consumption, and policy and program-related topics, such as Exposure to Water Stressed Areas.



Simplifying the CSA 2023

Splitting REA industry into 2 new industries

BEFORE

- **The Real Estate industry questionnaire included several questions relating to development activities that did not apply to many companies.**
This issue was due to the diversity of activities within the Real Estate industry's value chain, which covers acquiring, leasing, managing, and operating properties and developing new buildings and services.
- **S&P DJI and MSCI announced plans in March 2022 to create two new industry groups: Equity Real Estate Investment Trusts (REITs) and Real Estate Management & Development.**
This change will replace the previous industry group Real Estate and offer a more detailed industry and sub-industry categorization. The implementation of these GICS changes is scheduled for March 17, 2023.

2023

- **The 2023 CSA Real Estate questionnaire will be split into two new industries: Equity Real Estate Investment Trusts (REITs) and Real Estate Management & Development.**
To clarify the rules on 'Not applicable' questions, an option in the denominator question has been introduced to reflect the activities of companies ('Management of Standing Investments', 'Development of new construction and major renovations,' and/or 'Services')
- **Two new questions have been added to the Customer Relationship Management Criteria: 'Tenant health & wellbeing program' and 'Tenant health & wellbeing measures.'**
These questions aim to align with international real estate standards and measure how companies manage tenant/occupier health and well-being risks.
- **Tax Strategy criterion** will apply only to the Real Estate Management & Development questionnaire.

Agenda

The CSA methodology evolves annually to ensure alignment with recent updates in recognized standards and frameworks, and to accurately capture corporate efforts in answering upcoming sustainability challenges.

- Aligning with SBTi, CDP, TNFD, TCFD, and other recognized standards and frameworks
- Staying ahead of industry trends
- Providing forward-looking data for investors
- Encouraging companies to make their disclosures publicly available.



2

Aligning and Updating

- Aligning with current standards and frameworks
- Including forward-looking sustainability topics



Aligning and updating the CSA 2023 the CSA 2023

List of relevant updates

Governance & Economic

Business Ethics

Corporate Governance

Materiality

Risk and Crisis Management

Policy Influence

Sustainable Finance

Supply Chain Management

New

Transparency and Reporting

Environmental

Biodiversity

Climate Strategy

New

Fleet Decarbonization

Low Carbon Strategy

Mineral Waste Management

Product Stewardship

Water Related Risks

Social

Asset Closure Management

Financial Inclusion

Occupational Health and Safety

Customer Relationship Management

Talent Attraction and Retention

Responsibility of Content

Social Impact on Communities

2

Aligning and updating the CSA 2023 Governance & Economic relevant updates

Key changes in Business Ethics

Key changes involved integrating several questions that were present within the Business Ethics criterion.

- The question 'Reporting on Breaches' now requires disclosure on breaches in the following key areas: Corruption or Bribery, Discrimination or Harassment, Confidentiality of Information or Privacy Policy, Conflicts of Interest & Money Laundering or Insider Trading.
- As a result of the integration of questions, the following questions will be deleted: 'Corruption & Bribery Cases,' 'Anti-Competitive Practices,' and the sub-question 'Reporting on Discrimination and Harassment cases' in 'Discrimination & Harassment.'

Industries impacted:
All industries

Key changes in Corporate Governance

The criterion has been reviewed as part of our aim to simplify the CSA and enable automation where possible.

- The question 'Board Structure' has been split into two parts and renamed: 'Board Independence' and 'Board Type.' Both questions remain public.
- 'Board Independence' assesses whether companies have explicit definitions and requirements regarding board members' independence. Companies can select the CSA-aligned corporate governance code or stock exchange they are part of or the independence requirements they follow. Companies are still asked if they have a target share of independent directors.
- 'Board Type' assesses the type of Board, its composition, its proportion of independent members, and overall size. The data for this question is auto-populated from Capital IQ.

Industries impacted:
All industries

2

Aligning and updating the CSA 2023 Governance & Economic relevant updates

Key changes in Materiality

- The criterion has now two questions that require publicly available information. 'Material Issues for Enterprise Value Creation' requires disclosures of the company's top 3 material issues along with their business case, impact, and strategy. 'Materiality Metrics for Enterprise Value Creation' requires disclosures on metrics linked to the top three material issues identified. The disclosure includes targets, target year, progress against the target, and link to executive compensation.
- The question 'Materiality Disclosure' is now 'Materiality Analysis,' which requires publicly available information such as the frequency of the materiality analysis process, involvement of external stakeholders, disclosure on prioritization of material issues, integration of materiality assessment in enterprise risk management process, and the use of the principle of 'double materiality.'
- Two new questions related to external material issues have been introduced to capture the double-materiality concept. 'Material issues for external stakeholders' captures information on external material issues, the cause of the impact, and the relevance to external stakeholders. 'Materiality Metrics For External Stakeholders' captures quantitative metrics linked to the external material issues.

Industries impacted:
All industries

Key changes in Risk & Crisis Management

- The question 'Sensitivity Analysis and Stress Testing (including Water and Climate)' has been removed. Aspects related to climate risks are covered in the 'Climate Strategy' and 'Water Related Risks' criteria in the Environmental Dimension of the CSA.
- The question 'Risk Management Processes' has been added and integrates aspects of the question 'Sensitivity Analysis and Stress Testing'. The question expands on risk management practices that support business resilience and aims to align with standards and frameworks (e.g., COSO framework, ISO 31000).

Industries impacted:
All industries

2

Aligning and updating the CSA 2023 Governance & Economic relevant updates

Key changes in Policy Influence

- A new question, "Lobbying and Trade Associations - Climate Alignment," has been added to broaden the focus of the criterion beyond simple disclosures on the amounts companies provide for policy influence. The question now assesses whether companies have management systems to ensure their lobbying activities and trade association memberships align with the Paris Agreement's climate goals.

Industries impacted:
All industries

Key changes in Sustainable Finance

- The question 'Sector Activities' has been updated in line with external standards. The criterion structure has changed, with the remaining questions focusing on 'Investing,' 'Financing,' 'Advisory,' and 'Insurance Underwriting' rather than the individual business segments.
- There are three new questions: 'Sustainable Advisory Policy,' 'Sustainable Advisory Products & Services,' and 'Sustainable Stewardship.'
- The existing 'Integration of ESG Criteria' questions have become policy questions, and the 'Products & Services' questions now have pre-defined categories of products & services. Companies will be scored on the value of these products. The 'Products & Services' questions for investing, financing, and insurance underwriting now require public evidence.

Industries impacted:
**BNK, FBN,
INS**

2

Aligning and updating the CSA 2023 Governance & Economic relevant updates

Key Changes in Supply Chain Management

Supplier Code of Conduct. In this question, changes included expanding and regrouping components of the company's Code of Conduct for Suppliers into three categories: Human Rights & Labor, Environment, and Business Ethics.

Supplier ESG Program. This question evaluates the processes and practices companies use when choosing and handling their suppliers. The assessment includes whether the company prioritizes suppliers with superior ESG profiles, has established exclusion procedures and provides specific training activities to its primary stakeholders.

Supplier screening. In this question, we have merged all 'critical' definitions into "business relevance." We also consolidated critical and high risks suppliers from old questions into the concept of "significant suppliers," divided sustainability risks into E/S/G, and added country-, sector- and commodity-specific risks.

Supplier Assessment and Development. This question assesses whether the company has a supplier assessment and development process and, if so, to which suppliers this process applies. The question assesses the types of supplier assessment. The second section considers the different development activities suppliers are offered, such as training or capacity building.

KPIs for Supplier Screening. This question assesses whether companies monitor the inputs and outputs of the supplier screening process and considers the number of suppliers and significant suppliers in Tier 1 and non-Tier 1, as well as the percentage of spend on each. This question aligns with the qualitative Supplier Screening question. Companies will be awarded more points for publicly reporting and receiving third-party verification on the results of their processes.

KPIs for Supplier Assessment and Development. This question is based on the previous 'Supplier Risk Management Measures' and 'Supply Chain Transparency and Reporting' questions. It assesses whether companies monitor the outcomes of supplier assessments and development processes and gathers data on the coverage and progress of their supply chain. Companies will be awarded more points for publicly reporting and receiving third-party verification on the results of their processes.

**Industries
impacted:**
**All industries
except BNKS,
CSV, FBN, IMS,
INS, PRO, SOF,
TSV**



Aligning and updating the CSA 2023 Governance & Economic relevant updates

New Criterion

**Transparency
and
disclosure**

- This new criterion was created to integrate existing questions relating to transparency and reporting, simplify, minimize data gaps, and reduce assessment time. It replaces the Environmental Reporting and Social Reporting criterion.
- 'Public Reporting Assurance' was created by merging existing questions' Environmental Reporting-Assurance' and 'Social Reporting-Assurance'.
- A new question, 'Sustainable Taxonomies,' offers a simplified method for companies to submit sustainability taxonomy data. The question is divided into three sections:
 - Geography: Allows participants to select the company's relevant geographical taxonomy. It also allows companies outside of the legal scope of a particular taxonomy to report against one voluntarily.
 - Aggregate Alignment Data: Allows participants to submit aggregate alignment data. Participants first submit total revenues, capital expenditure, and operating expenses, and then the percentage eligible and aligned for each three. Data points in blue are automatically calculated from the data submitted.
 - Activity Breakdown: Allows participants to submit company location reporting by activity.
- An updated version of the question "Reporting Boundaries" completes the questions included in this criterion.

**Industries
impacted:
All
industries**

2 Aligning and updating the CSA 2023 Environmental relevant updates

Key changes in Biodiversity

- This criterion has been updated for alignment with upcoming reporting frameworks such as SBTI Guidance to target setting, TNFD Disclosure requirements (Metrics & Targets), UN CBD Post-2020 Global Biodiversity Framework, and the GRI Revised Biodiversity Standard.
- Two new questions have been added:
 - ‘Risk Assessment’ asks companies to share their process and results for identifying and assessing dependency and impact-related biodiversity risks across relevant business activities.
 - ‘Mitigating Actions’ expands upon one aspect of the original Biodiversity Commitment question. It assesses whether companies are taking adequate steps to reduce their dependency and impact on biodiversity (Avoid, Reduce, Regenerate, Restore, Transform).
- Three existing questions have undergone simplification and layout alignment updates: Biodiversity Commitment, Exposure & Assessment, and No Deforestation Commitment.

Industries impacted:
All industries, except BNK, CSV, FBN, HEA, IMS, INS, LEG, LIF, PRO, PUB, SOF, TCD, TSV

2

Aligning and updating the CSA 2023 Environmental relevant updates

Key changes in Climate Strategy

- The update provides further alignment with reporting frameworks such as the TCFD.
- A new question, 'Climate Governance,' has been added to the criterion to assess how companies oversee and manage climate-related issues at the board and management level, in alignment with the TCFD.
- A merger of two questions, now titled 'Climate Risk Management,' draws upon the original 'Climate Risk Assessment - Physical Risks' and 'Climate Risk Assessment - Transition Risks' questions to assess how companies assess their climate-related exposure risks.
- A merger of two questions also created a new question, 'Climate-Related Scenario Analysis,' which looks at how companies apply scenario analysis to assess climate-related risks and alignment with 2°C aligned scenarios.
- The question 'Climate Related Targets' has been renamed 'Emissions Reduction Target' and updated to include disclosure of Scope 3 targets. The Alternative targets table was deleted.
- The new and updated questions within the Climate Strategy criterion now require publicly available evidence.
- One question, 'Climate Strategy Impacts', has been removed.

**Industries
impacted:
All industries**

2

Aligning and updating the CSA 2023 Environmental relevant updates

New Criterion

Fleet Decarbonization

- This new criterion merges two previous criteria - **Fleet Management** and **Fuel Efficiency Exposure and Measures**.
- 'Fleet Exposure' is an updated question that captures information on fleet exposure using revenue and greenhouse gas share information per fleet type and will be used to define question applicability. This was previously named 'Fuel Efficiency Exposure & Measures'.
- 'Fleet GHG Intensity' is a new question that captures information on combined greenhouse gas emissions for the company fleets for passengers and cargo.
- 'Air Decarbonization,' 'Maritime Decarbonization,' 'Rail Decarbonization,' and 'Road Decarbonization' are new questions that will capture information on how companies are decarbonizing their fleet and incorporating low-carbon fuel and technologies.
- 'Measures for Improving Fuel Efficiency and Airline Industry Engagement' is an updated question that will require publicly available evidence. It now applies to TRA companies, and continues to apply to AIR companies
- 'Fleet Age' will now apply to TRA companies.
- 'Fuel Costs' will be deleted.

**Industries
impacted:
AIR, TRA**

2 Aligning and updating the CSA 2023 Environmental relevant updates

Key changes in Low Carbon Strategy

- The criterion previously called 'Low Carbon Strategy' has been renamed to '**Automotive Use-phase Decarbonization**'.
- The five questions within the criterion have been updated to simplify and better assess company strategies in place to reduce the carbon intensity of their car portfolio and their exposure to future regulatory risks. Four of the five questions were changed from private to partially public to improve data transparency.

**Industries
impacted:
AUT**

Key changes in Mineral Waste Management

- Within this criterion, several questions have undergone industry additions as well as new questions development:
- 'Tailings commitment' is a newly introduced question that assesses whether the company has a public commitment for tailings management.
- The existing question 'Tailings management' was re-oriented to assess tailings management programs and aligned with industry standards (ICMM & GISTM)
- 'Tailings risk potential' consists of a newly introduced quantitative question that assesses disclosure and transparency. This examines whether the company publicly reports the number of active, inactive, and planned tailings facilities owned/operated and the number of "high-risk potential." The percentage of high-risk tailing facilities exposure will be calculated, and the value is also used to adjust the scoring of 'Tailings Management Policy & Implementation'.
- 'Acid Rock Drainage Management' has been expanded to STL industry as almost half of STL companies own/operate mines. This question continues to apply to MNX and COL.

**Industries
impacted:
COL, MNX,
STL, ALU**



Aligning and updating the CSA 2023 Environmental relevant updates

Key changes in Product Stewardship

- The criterion has been introduced to four industries in the Healthcare sector.
- The existing questions 'Product Design Criteria,' 'Life Cycle Assessment', and 'Exposure to Hazardous Substances' now apply to BTC, DRG, LIF, and MTC. The remaining two existing questions, 'Resource Efficiency Benefits of Products' and 'End of Life Cycle Responsibility,' apply to LIF and MTC only.

Industries impacted:
BTC, DRG, LIF, MTC

Key changes in Water Related Risks

The Water-related risks criterion has undergone changes to four questions:

- The 'Exposure to Water-Stressed areas' question now allows companies to input their absolute numbers of facilities and exposed facilities. The auto-calculated field still allows for manual adjustment.
- The 'Exposure of suppliers to water risks' question has been aligned with the CDP Water scarcity questionnaire. The resulting exposure values will be used to score supply-oriented questions. This question also now applies to TOB & TEX industries.
- The 'Water consumption in water-stressed areas' question is new and follows a similar format and scoring to the Operational Eco-efficiency 'Water use' question. This question aligns with CDP Water Scarcity and 2018 GRI Water & Effluents.
- The scoring approach of the 'Water risk management of suppliers' question is now impacted by the declared exposure in the 'Exposure of Suppliers to Water Risks' question. This question also now applies to TOB & TEX industries.

Industries impacted:
ALU, BVG, CHM, COL, COM, CTR, ELC, FDR, FOA, FRP, MNX, MUW, OGR, OGX, STL, TEX, TOB

2

Aligning and updating the CSA 2023 Social relevant updates

Key changes in Asset Closure Management

- Within this criterion, the existing question 'Mine closure' now applies to STL and COM industries.
- The existing question 'Resource Transformation' now applies to STL, ALU, and OGX.

Industries impacted:
**STL, ALU,
OGX**

Key changes in Financial Inclusion

- This criterion was updated to achieve greater alignment with standards such as GISD, IRIS+, and GRI.
- A new question, 'Financial Inclusion Commitment,' captures whether companies have a financial inclusion policy or commitment and asks if this policy or commitment aligns with key financial inclusion performance metrics.
- The layout of the existing 'Financial Inclusion Products & Service' question has been updated to capture the diversity of products and services targeted at underserved groups and better understand the reach and engagement of clients with the company's products and services offering.
- A new question, 'Non-Financial Support,' covers relevant impact KPIs and captures the availability and diversity of non-financial support targeted at the most pertinent underserved groups and the corresponding social impact KPIs.
- The questions 'Access to Insurance/ Social Value Added' and 'Measurement & Impact' have been deleted. The three questions described above cover the relevant KPIs for financial inclusion.

Industries impacted:
**BNK, FBN,
INS**

2

Aligning and updating the CSA 2023 Social relevant updates

Key changes in Occupational Health and Safety

- Industry applicability for Occupational Health & Safety was reviewed and updated as follows:
 - 'OHS Policy' and 'OHS Programs' will now also apply to AIR, CMT, IMS, SEM, SOF, THW, and STV.
 - 'Absentee Rate' will now also apply to AIR, IMS, SEM, SOF, THQ, and TSV.
 - 'Fatalities' will now also apply to AUT, ATX, and CMT.
 - 'Lost-Time Injury Frequency Rate (LTIFR) - Employees' and 'Lost-Time Injury Frequency Rate (LTIFR) - Contractors' will now also apply to CMT.
- The 'OHS Governance Oversight' question will be deleted from the questionnaire/criterion.

Industries impacted:
AIR, AUT, ATX
CMT, IMS,
SEM, SOF,
THQ, TSV

Key changes in Customer Relationship Management

- In the 'Customer Satisfaction Measurement' question, tables have been merged to capture customer satisfaction as a percentage of satisfied customers and to capture alternate methods. The drop-down menu for methodology selection asks companies which method they employ: Percentage of satisfied customers/tenants, Net promoter score or similar, or Rank or similar.

Industries impacted:
All except
ARO, ATX, BTC,
COL, DRG,
HOM, MNX,
OGR, OGX

2

Aligning and updating the CSA 2023 Social relevant updates

Key changes in Talent Attraction and Retention

- The question 'Type of Individual Performance Appraisal' is now named 'Type of Performance Appraisal'. This question now asks about 'team-based performance appraisals' and 'agile conversations' and requests a 'performance appraisal frequency breakdown.' The topic 'Formal comparative ranking of employees within one employee category' has been deleted. Additionally, this question has been updated from private to public.
- The question 'Trend of Employee Engagement' is now 'Trend of Employee Motivation.' We simplified the layout and added a drop-down menu for companies to select the type of annual employee survey conducted. A new section now captures metrics on a company's annual employee survey, including job experience, purpose, happiness, stress, and trust.
- The question 'Employee Support Programs' now includes 'workplace stress management' and 'sport & health initiatives.' It also breaks programs and policies into three categories: employee benefits, work conditions, and family benefits. Furthermore, the scoring now rewards greater flexibility and equality for both caregivers by considering the percentage of parental leave for the non-primary caregiver compared to the total number of weeks provided for the primary caregiver.

**Industries
impacted:
All industries**

2

Aligning and updating the CSA 2023 Social relevant updates

Key changes in Responsibility of Content

- This criterion has now been renamed **Content Responsibility and Moderation**.
- The 'Editorial Independence' question, which applies only to the PUB industry, is now titled 'Editorial Policy' and focuses on company-generated content. It now allows companies to report on relevant policies that reflect their approach to freedom of opinion/speech, content quality/accuracy, diversity of voices, and editorial independence.
- The question 'Editorial/Content Policy' is now titled 'Content Moderation Policy' and will only apply to the IMS industry. It now focuses on User-Generated content to address the management of harmful content spread through a company's platforms. Some topics under this question were moved to the 'Code of Ethics for Advertising' question to differentiate between content moderation issues and ethical advertising.
- The question 'Code of Ethics for Advertising' still applies to both PUB and IMS industries and has been enhanced to include topics around which advertising rules may exist. This question also asks about an internal decision-making body's endorsement of the Code of Ethics for Advertising.

**Industries
impacted:
PUB, IMS**

Key changes in Social Impact on Communities

- The existing question 'Security Forces' now applies to ALU and STL. Since nearly half of these companies own or operate mining sites, adequate management of security forces to protect the mining premises applies to these industries as it was already applicable to MNX, OGX & COL companies.
- Additionally, 'Artisanal Small-Scale Mining' is a new question. It aims to capture whether companies have programs to address legitimate artisanal and small-scale mining (ASM) activities in or adjacent to their sites. The question scores the identification, engagement, and technical assistance to ASM sites and the public reporting of these programs.

**Industries
impacted:
ALU, STL,
MNX**

Industry acronyms

AIR Airlines
ALU Aluminum
ARO Aerospace & Defense
ATX Auto Components
AUT Automobiles
BLD Building Products
BNKS Banks
BTC Biotechnology
BVG Beverages
CHM Chemicals
CMT Communications Equipment
CNO Casinos & Gaming
COL Coal & Consumable Fuels
COM Construction Materials
CON Construction & Engineering
COS Personal Products
CSV Diversified Consumer Services
CTR Containers & Packaging
DHP Household Durables
DRG Pharmaceuticals
ELC Electric Utilities
ELQ Electrical Components & Equipment
FBN Diversified Financial Services and Capital Markets

FDR Food & Staples Retailing
FOA Food Products
FRP Paper & Forest Products
GAS Gas Utilities
HEA Health Care Providers & Services
HOM Homebuilding
HOU Household Products
ICS Commercial Services & Supplies
IDD Industrial Conglomerates
IEQ Machinery and Electrical Equipment
IMS Interactive Media, Services & Home Entertainment
INS Insurance
ITC Electronic Equipment, Instruments & Components
LEG Leisure Equipment & Products and Consumer Electronics
LIF Life Sciences Tools & Services
MNX Metals & Mining
MTC Health Care Equipment & Supplies
MUW Multi and Water Utilities
OGR Oil & Gas Refining & Marketing
OGX Oil & Gas Upstream & Integrated
OIE Energy Equipment & Services

PIP Oil & Gas Storage & Transportation
PRO Professional Services
PUB Media, Movies & Entertainment
REA Real Estate ¹
REI Equity Real Estate Investment Trusts (REITs) ²
REM Real Estate Management & Development ²
REX Restaurants & Leisure Facilities
RTS Retailing
SEM Semiconductors & Semiconductor Equipment
SOF Software
STL Steel
TCFD Trading Companies & Distributors
TEX Textiles, Apparel & Luxury Goods
THQ Computers & Peripherals and Office Electronics
TLS Telecommunication Services
TOB Tobacco
TRA Transportation and Transportation Infrastructure
TRT Hotels, Resorts & Cruise Lines
TSV IT Services

1. REA will be retired in 2023. 2. REI and REM will be new industries starting in 2023.



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