

NOVEMBER 2018

STOXX[®]

ESG INDEX

METHODOLOGY

GUIDE



STOXX

INNOVATIVE. GLOBAL. INDICES.

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1. INTRODUCTION TO THE STOXX INDEX GUIDES

The STOXX index guides are separated into the following sub-sets:

- » The **STOXX Calculation guide** provides information on the calculation of the STOXX indices, the dissemination, the index formulas and adjustments due to corporate actions
- » The **STOXX Index Methodology guide** contains the index specific rules regarding the construction and derivation of the portfolio based indices, the individual component selection process and weighting schemes
- » The **STOXX Strategy guide** contains the formulas and description of all non-equity/strategy indices
- » The **STOXX Dividend Points Calculation guide** describes the dividend points products
- » The **STOXX Distribution Points Calculation guide** describes the distribution points products
- » The **STOXX ESG guide** contains the index specific rules regarding the construction and derivation of the ESG indices, the individual component selection process and weighting schemes
- » The **iSTOXX guide** contains the index specific rules regarding the construction and derivation of the iSTOXX indices, the individual component selection process and weighting schemes
- » The **STOXX Reference Rates guide** contains the rules and methodologies of the reference rate indices
- » The **STOXX Statistical Calculations** guide provides a detailed view of definitions and formulas of the statistical calculations as utilized in the reports, factsheets, indices and presentations produced by STOXX

All rule books are available for download on <http://www.stoxx.com/indices/rulebooks.html>

2. CHANGES TO THE GUIDE BOOK

2.1 HISTORY OF CHANGES TO THE GUIDE

- » February 2013: Clarification of the index methodologies
- » July 2014: Addition of chapter 3 GENERAL PRINCIPLES
- » September 2014: Added cut-off date for index review
- » November 2018: Clarification on component announcements

3. GENERAL PRINCIPLES

3.1 INDEX RATIONALE

STOXX defines the index rationale as the basis for applying a certain methodology in order to achieve the index objective. STOXX performs intensive research and may conduct conversations with market participants and third parties for this purpose. STOXX discloses the index objective in every case.

3.2 METHODOLOGY REVIEW POLICIES

STOXX constantly monitors the execution of the index calculation rules in order to ensure the validity of the index methodology. STOXX also conducts general methodology reviews in a periodic and ad-hoc basis, to reflect economic and political changes and developments in the investment industry. As result of these activities, STOXX introduces changes to the methodology books. Material changes are notified to subscribers and the media through the usual communication channels. Clarifications of the methodology are updated in the rulebook. All changes are tracked in the section 2.1 History of changes to the guide.

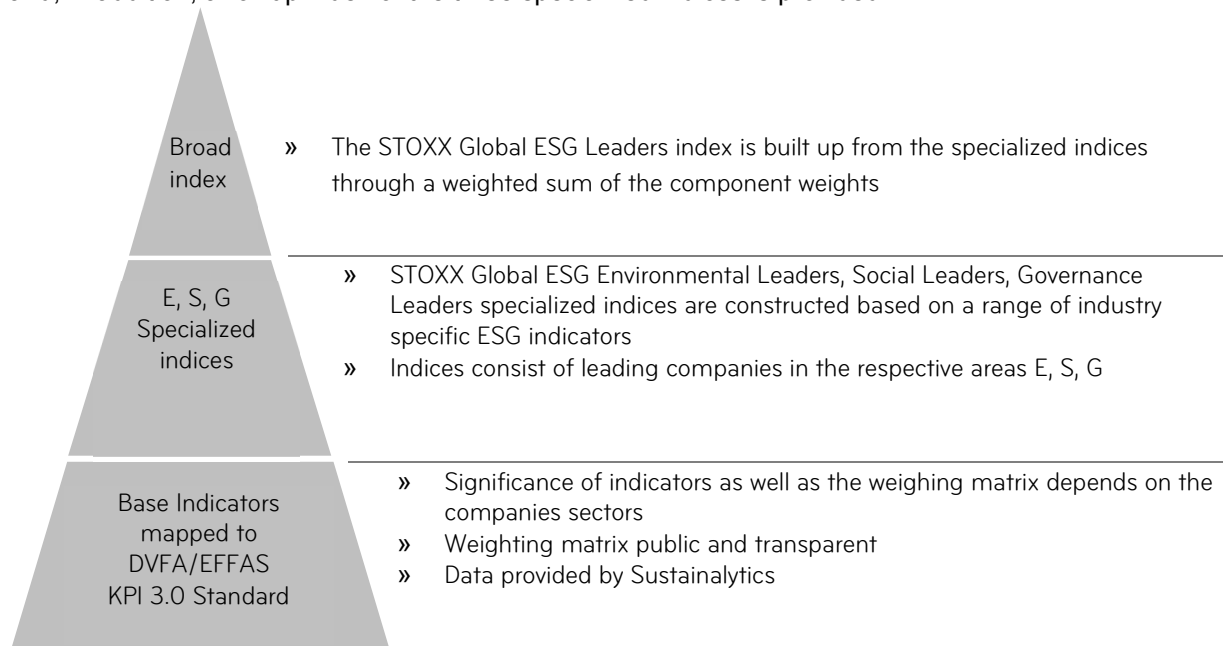
3.3 INDEX TERMINATION POLICY

For the termination of an index or index family for which outstanding products are present in the market to the knowledge of STOXX, a market consultation with the involved clients will be initiated by STOXX to take into account their views and concerns related to the termination or transition. A consultation period will be opened. Its duration depends on the specific issue. After the consultation period and in case of further action needed, a notification will be issued and the process defined above will be followed. In the case of a transition, STOXX will launch the alternative index and will notify of its character as a suitable replacement for an existing index whose calculation should be discontinued in the future. This notification advises clients on the alternative recommended by STOXX as replacement. The timeframe in which both indices will be calculated in parallel will be disclosed in the notification's text and will be no shorter than three months.

For the termination of an index or index family for which, to the knowledge of STOXX, no listed financial products are issued in the market, a press release notification or e-mail notification to subscribers will be communicated at least three months before coming into force. Clients or third parties with interest in the index or index family are urged to communicate as soon as possible their concerns to STOXX. Based on the feedback collected, STOXX may alter the index termination decision. For the termination of an index without financial product issued on there will be no market consultation. Changes to the original notification will be communicated in the same manner.

4. INTRODUCTION TO THE INDEX CONCEPT

The STOXX Global ESG Leaders indices consist of the top leading companies in terms of corporate sustainability. Corporate sustainability is divided into three criteria: Environmental (E), Social (S) and Governance (G) sustainability. A specialized index is designed for each criterion, and, in addition, a roll up index of the three specialized indices is provided.



The indices follow a bottom up approach, which ensures a comprehensive component selection. The underlying data is provided by Sustainalytics. In order to measure corporate sustainability, a set of indicators which underlies each criterion is defined. A score ranging from 0 to 100 is given to each indicator. The ESG-criteria ratings are defined as the weighted sum of the indicator scores, where the weighting scheme and the set of indicators used depend on the industry the company is classified to. A detailed description can be found in section 5.1.3.

The index constituents are selected from the STOXX Global 1800 Index. In order to keep up with key requirements of responsible investors, a set of exclusion criteria is applied to the universe. A detailed description of these criteria can be found in section 5.1.2.

Documentation and data publications are provided with the index and are updated continuously at index review making the index composition transparent and comprehensive. The weighting schemes are made public within this guide book.

Additional information published on www.stoxx.com

- » Scores and ratings for companies are published on index selection lists
- » Access to raw indicators per company for index licensees in the ESG score finder on stoxx.com

5. INDEX METHODOLOGY

5.1 ESG LEADERS BROAD INDICES

5.1.1. OVERVIEW

The STOXX Global ESG Leaders indices track the performance of the globally leading companies with regard to corporate sustainability. The indices are structured as follows:

The STOXX Global ESG Environmental Leaders, STOXX Global ESG Social Leaders, STOXX Global ESG Governance Leaders indices that together are the STOXX Global ESG Specialized Leaders indices, all consist of companies that are leading in one of the three criteria and range above average in all other criteria. All components of the specialized indices together build up the roll-up index, the STOXX Global ESG Leaders Index.

The index concept is based on a transparent rating model provided by Sustainalytics.

Universe: The index universe includes the STOXX Global 1800 companies. Companies without a rating will not be included in the index. Current coverage is about 90%. Only companies that are a constituent of STOXX Global 1800 as of July 15th are considered for the September review.

For company groups that have several legal entities, Sustainalytics rates the business activities of the group as a whole, such that the ratings are valid throughout all the legal entities. Therefore STOXX selects the legal entity with the higher market cap for index inclusion in such cases and if the requirement for index inclusion is fulfilled according to the index methodology.

Weighting scheme: The indices are price-weighted with a weighting factor based on the overall ESG Rating

Base value and dates: 100 on March 25, 2011

Index types and currencies: The STOXX Global ESG Leaders indices are available as price return and gross-return in EUR, USD and GBP

5.1.2. EXCLUSIONS

Before starting with the selection process a set of exclusion criteria is applied. The criteria are defined in the next section and follow the UN Global Compact Compliance Principles as well as a set of definitions for controversial weapons.

To keep up with the requirements of responsible investors STOXX excludes companies from the index universe that are:

- » involved in controversial weapons
 - » violate one or several of the global compact principles
- according to the following rules:

Global Compact Compliance:

STOXX will exclude the companies that Sustainalytics considers are non-compliant with the global compact principles. Sustainalytics has defined five ESG-risk levels which range from 1

5. INDEX METHODOLOGY

(low risk) to 5 (very high risk). Level 5 companies are considered non-compliant with the global compact principles.

Controversial Weapons:

STOXX will exclude the companies identified to be involved with controversial weapons. The following weapons are considered controversial: anti-personnel landmines, cluster weapons, chemical and biological weapons, depleted uranium munitions and nuclear weapons.

The criteria for involvement are:

- » Activity: A company is involved with the development, production, maintenance or trade of controversial weapons or key components of these weapons.
- » Ownership: A company is involved with controversial weapons if:
 - » it owns $\geq 20\%$ of the company involved with controversial weapons
 - » it is owned $\geq 20\%$ by the company involved with controversial weapons

The above stated exclusion criteria have been defined by STOXX taking into consideration recommendations from Sustainalytics' analysts and publicly available information about the exclusion criteria used by the Norwegian government pension fund. The definition, extension, reliability and necessity will be monitored and determined by an index advisory committee. A detailed description of the exclusion criteria can be found in section 5.3 and 5.4. The current exclusion list can be found on [stoxx.com](https://www.stoxx.com).

5.1.3. RATING MODEL

In general, corporate sustainability is measured by three criteria: environmental, social and governance corporate sustainability, i.e. the ESG-criteria. Sustainalytics has defined a set of indicators which evaluate the performance within each criterion. The list of indicators used can be found in Appendix 6.

To keep up with market standards the set of indicators which underlies the environmental, social and governance criteria follows the key performance indicators for ESG 3.0 outlined by DVFA. The DVFA is the Society of Investment Professionals in Germany (Deutsche Vereinigung für Finanzanalyse und Asset Management)/ EFFAS (The European Federation of Financial Analysts Societies).

A score is given to each indicator that ranges from 0 to 100. The scoring is based on a profound analysis performed by Sustainalytics analysts who evaluate every single company. The evaluation is based on a continuous research and analysis process using company data, media reports, sector studies and public institutions.

The “ESG ratings”

In order to determine a total rating per criteria, the “ESG ratings”, the single indicator scores are aggregated to a total rating per criteria, i.e. each company has a rating for environmental, social and governance sustainability. The ESG ratings are built up from the single indicator scores using a weighted sum. The weights depend on the industry the company belongs to. The industry classification is performed by Sustainalytics as well and can be found in Appendix 8. The total rating for the environmental criteria per company follows the below stated formula:

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$$E_i = \sum_{k,s} h_{k,s} \cdot e_k,$$

where:

e_k = Indicator k belonging to the environmental criteria

$h_{k,s}$ = Weight of indicator e_k in industry s

The formula can be transposed to the social and governance criteria by replacing e_k by s_k and g_k , respectively. The resulting ratings E_i , S_i and G_i summarized as $\text{NormRating}_{i,j}$, where $j = E, S$ or G .

The selection of index constituents which is described in the next section is based on normalized ESG-ratings. The normalization works as follows:

Normalization of ESG-ratings:

The sustainability ratings for the environmental, social and governance corporate sustainability, i.e. the ESG-criteria are normalized using a percent ranking.

5.1.4. SELECTION CRITERIA

The selection of leading companies in terms of sustainability is based on the following steps.

Minimum Filter (Top 50%):

Based on the normalized scores a minimum filter that selects all companies which have a score greater than or equal to 50 in all three criteria is applied.

Leadership Filter (Best 25%):

Based on the previously performed selection a leadership filter is applied to each of the criterion individually. The selected companies have a score that is greater than or equal to 75 in at least one field of corporate sustainability, i.e. environmental, social, or governance sustainability.

The Specialized Indices:

- » The STOXX Global ESG Environmental Leaders index consists of all companies that passed the leadership filter environmental criteria and the top 50% in the social and governance criteria.
- » The STOXX Global ESG Social Leaders index comprises all companies that passed the leadership filter in the social criteria and are among the top 50% in the governance and environmental criteria.
- » The STOXX Global ESG Governance Leaders index consists of all companies that passed the leadership filter governance corporate criteria and rank under the top 50% in the social and environmental criteria.

The indices are constructed such that a company can enter more than one specialized index if it belongs to the best 25% in more than one of the ESG-criteria.

The Roll-up Index:

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The STOXX Global ESG Leaders Index comprises all components that are eligible for at least one of the specialized indices. This means, that components of the broad index must belong to the best 25th - percentile in at least one criterion and to the top 50% in all three criteria.

In addition a minimum liquidity of 1 million US Dollar is required. The liquidity is measured using 3-month average daily trading value.

5.1.5. WEIGHTING SCHEME

STOXX Global ESG Specialized Leaders Indices:

The STOXX Global ESG Specialized Leaders indices are sustainability score weighted. The weight per constituent in each of the specialized indices is calculated as follows:

$$X_{i,j} = \frac{\text{NormRating}_{i,j}}{\sum_i \text{NormRating}_{i,j}},$$

where:

$\text{NormRating}_{i,j}$ = normalized score of company i in index j (j= environmental, social, governance)

The time depended weight of constituent i in each of the specialized indices j (j= environmental, social, governance) at time t is given by:

$$X_{i,j,t} = \frac{p_{it} \cdot q_{iT} \cdot c_{it}}{\sum_{i=1}^n p_{it} \cdot q_{iT} \cdot c_{it}},$$

where:

c_{it} = adjustment factor of company i at time t

The weighting factors q_{it} are determined so that the weighting factor multiplied with the close price at the date of determination represents the company's normalized sustainability ratings.

$$q_{it} = \frac{X_{i,j,t}}{p_{it_0}},$$

where:

p_{it_0} = close Price of company i.e. at 8 days before the 3rd Friday of rebalancing month

STOXX Global ESG Leaders Index:

The STOXX Global ESG Leaders index components are weighted according to the weighted sum of their specialized index weights. The index weight of company i is determined by $X_{it}(\text{ESG})$. Weights are not capped.

$$X_{it}(\text{ESG}) = \sum_{j=\text{E,S,G}} \frac{1}{3} \cdot X_{i,j,t},$$

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where:

$X_{i,j,t}$ = weight of company i in index j (j = environmental, social or governance sustainability)

5.1.6 INDEX REVIEW

In order to reduce the turnover in the index and to give index constituents the incentive to improve their corporate sustainability until the next review a buffer rule is applied to all companies that are already index constituents.

Minimum Filter (Top 52%):

For all current index constituents, based on the normalized ratings a minimum filter that selects all companies which have a rating greater than or equal to 48 in all three criteria is applied.

Leadership Filter (Best 27%):

For all current index constituents, based on the previously performed selection a leadership filter is applied to each of the criterion individually. The selected companies have a rating that is greater than or equal to 73 in at least one field of corporate sustainability, i.e. environmental, social, or governance sustainability.

The buffer rule will only be applied separately to each specialized index. It can only be applied once per constituent, which means that an index constituent cannot fall under the normal minimum and leadership filter threshold for two consecutive periods.

Component changes are announced six calendar days before the review day. The review day is the third Friday in September. For the calculation of weight factors, the closing prices eight calendar days before the review day are used.

Review frequency: To keep up with the latest development in the field of corporate sustainability, STOXX ESG Leaders indices are reviewed yearly in September. The September review is based on the most up-to-date company sustainability reports, which are mostly published between March and May, and incorporated in the underlying sustainability analysis. The implementations are conducted after the close of the third Friday of the review month and to be effective the next trading day. The review cut-off date is July 15th.

5.1.7 ONGOING MAINTENANCE

Replacements: A deleted company will not be replaced. The weight will be distributed through the remaining components.

Fast Exit:

In case a company which is an index constituent increases in its ESG-risk level to level 5 the respective constituent will be deleted from the index. The deletion will take place two trading days after the announcement. The constituent's weight will be distributed among the remaining constituents. A fast entry is not applicable.

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5.2 ESG LEADERS BLUE-CHIP INDICES

5.2.1. OVERVIEW

The universe is predefined as STOXX Global ESG Leaders Index. Based on percentilized ESG ratings, an average overall rating is calculated. The necessary percentilized ESG ratings are taken from the STOXX Global ESG Leaders selection list. Contrary to the STOXX Global ESG Leaders Indices for the blue chip indices only the overall Index will be launched and no specialized indices (Environmental, Governance, Social) will be defined. The blue chip indices are weighted based on an average ESG-Rating.

Universe:

The ESG Leaders Blue-Chip indices are based on the ESG Leaders Broad indices.

- » STOXX Europe ESG Leaders Blue Chip, selected from the intersection set of STOXX Europe 600 and STOXX ESG Leaders index
- » EURO STOXX ESG Leaders Blue Chip, selected from the intersection set of EURO STOXX and STOXX ESG Leaders index
- » STOXX Asia/Pacific ESG Leaders Blue Chip selected from the intersection set of STOXX Asia/Pacific 600 and STOXX ESG Leaders index
- » STOXX North America ESG Leaders Blue Chip selected from the intersection set of STOXX North America 600 and STOXX ESG Leaders index

Weighting Scheme: The indices are price-weighted with a weighting factor based on the overall ESG Rating

Base value and dates: 100 as of September 21, 2001

Index types and currencies: The indices are calculated as price, net and gross return versions in EUR, USD, and GBP

Review frequency: The indices are reviewed on an annual basis every 3rd Friday in September

5.2.2. SELECTION CRITERIA

The STOXX ESG Leaders Blue Chip indices are selected based on free float market capitalization. The top 50 components are selected within each region.

A minimum average daily trading volume over 3-month is required to be 1mn EUR. This is to be measured at time of selection.

5.2.3. WEIGHTING SCHEME

The indices are price-weighted with a weighting factor based on the overall ESG Rating:

$$R_i = \frac{1}{n} \sum_{i=1}^n \text{NormScore}_{i,j} ,$$

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where:

Norm Score_{i,j} = percentilized rating of company i in criteria j (j=E, S or G)

n = number of criteria (n=3)

From this rating a weighting factor is calculated as: $q_{it} = \frac{X_i}{P_{it_0}}$,

where:

$$X_i = \frac{R_i}{\sum R_i}$$

P_{it_0} = close Price of company i.e. at 8 days before the 3rd Friday of rebalancing month

5.2.4. ONGOING MAINTENANCE

Replacements: A deleted company will be replaced by the consecutive one on the selection list. The selection list is updated quarterly.

Fast Exit:

In case a company which is an index constituent increase in its ESG -risk level to level 5 the respective constituent will be replaced by the consecutive one on the quarterly selection list. The new component will have the weight of the old component. The deletion will take place two trading days after the announcement. A fast entry is not applicable.

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5.3. THE UN GLOBAL COMPACT COMPLIANCE PRINCIPLES

The UN has defined 10 compliance principles which should provide a minimum standard of business behavior with regard to corporate social responsibility. All companies must fulfill these to be eligible for the ESG indices.

- » Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- » Principle 2: make sure that they are not complicit in human rights abuses.
- » Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- » Principle 4: the elimination of all forms of forced and compulsory labor;
- » Principle 5: the effective abolition of child labor; and
- » Principle 6: the elimination of discrimination in respect of employment and occupation.
- » Principle 7: Businesses should support a precautionary approach to environmental challenges;
- » Principle 8: undertake initiatives to promote greater environmental responsibility; and
- » Principle 9: encourage the development and diffusion of environmentally friendly technologies.
- » Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Sustainalytics provides the Global Compact Compliance Service to STOXX. The service identifies companies that operate in breach of one or several of the principles of the UN Global Compact. The service is updated quarterly with information from several sources, i.e. company documents, Sustainalytics database or reports from non-governance organizations.

5.4. CONTROVERSIAL WEAPONS

The Controversial Weapons Radar (CWR) monitors company involvement in the development, production, maintenance or trade of six types of controversial weapons worldwide:

- » anti-personnel mines
- » cluster munitions
- » biological weapons
- » chemical weapons
- » depleted uranium ammunition
- » nuclear weapons

The controversial weapons radar is updated quarterly with information from a number of sources, e.g. specialized databases, industry newsletters, public interest groups, etc.

Anti-personnel mines: Anti-personnel mines are defined by the convention on the prohibition of the use, stockpiling, production and transfer of anti-personnel mines and on their destruction (1999). This convention is also known as the Ottawa convention.

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Chemical Weapons: Chemical weapons are defined in line with the convention on the prohibition of the development, production, stockpiling and use of chemical weapons and on their destruction (1993).

Biological Weapons: Biological weapons are defined in line with the convention on the prohibition of the development, production and stockpiling of bacteriological (biological) and toxin weapons and on their destruction (1972).

Cluster munitions: Cluster munitions are defined by the convention on cluster munitions (2010), also known as the Oslo convention.

Depleted Uranium Ammunition: There is no internationally recognized definition of depleted uranium (DU) ammunition, but it can simply be described as "ammunition containing depleted uranium".

Nuclear Weapons: These weapons are defined in line with the treaty for the prohibition of nuclear weapons in Latin America and the Caribbean: A nuclear weapon is any device which is capable of releasing nuclear energy in an uncontrolled manner and which has a group of characteristics that are appropriate for use for warlike purposes.

6. APPENDIX A: UNDERLYING INDICATORS

6.1. MAPPING OF INDICATORS USED TO DVFA KPIS

Percentage of DVFA KPIS covered by Sustainalytics' indicators

Industry Groups	Scope 1	Scope 2	Scope 3	Total
Auto Components	47%	28%	18%	30%
Automobiles	46%	33%	46%	40%
Consumer Durables ex Homebuilders	47%	35%	25%	35%
Consumer Services	47%	33%	25%	37%
Homebuilders	53%	39%	38%	44%
Media	43%	50%	100%	57%
Retailing	50%	15%	33%	33%
Textiles, Apparel & Luxury Goods	57%	9%	100%	52%
Food & Staples Retailing	50%	28%	25%	35%
Food, Beverage & Tobacco	50%	40%	45%	45%
Household & Personal Products	50%	43%	63%	51%
Energy Equipment & Services	47%	50%	43%	47%
Oil & Gas Refining, Marketing, Storage & Transportation	46%	47%	60%	51%
Oil, Gas, Coals & Consumable Fuels Producers	46%	60%	73%	60%
Health Care Providers, Equipment & Services	46%	43%	75%	51%
Pharmaceuticals, Biotechnology & Life Sciences	38%	55%	62%	50%
Semiconductors & Semiconductor Equipment	54%	56%	80%	59%
Software & Services	47%	40%		44%
Technology Hardware & Equipment	54%	65%	58%	60%
Chemicals	54%	71%	88%	72%
Construction Materials	50%	56%	85%	63%
Containers & Packaging	53%	50%	63%	54%
Diversified Metals & Mining (incl. Aluminum)	40%	67%	93%	66%
Gold and Precious Metals	55%	67%	85%	69%
Paper & Forest Products	54%	56%	87%	65%
Steel	46%	77%	92%	71%
Utilities	47%	43%	71%	52%
Banks	58%	54%	57%	56%
Diversified Financial Services	58%	54%	57%	56%
Insurance	54%	50%	38%	48%
Real Estate	50%	31%	50%	41%
Aerospace & Defense	44%	35%	24%	34%
Building Products	64%	56%	85%	68%

6. APPENDIX A: UNDERLYING INDICATORS

Commercial and Professional Services	47%	80%	20%	48%
Construction & Engineering	64%	50%	75%	60%
Electrical Equipment	53%	48%	42%	47%
Industrial Conglomerates	50%	52%	58%	54%
Machinery	53%	61%	89%	64%
Trading Companies & Distributors	47%			47%
Transportation	47%	43%	60%	48%
Transportation Infrastructure	47%	40%	50%	45%
Telecommunication Services	47%	62%	50%	53%
Average	50%	48%	60%	52%

7. APPENDIX B: WEIGHTING MATRICES

7.1. INDICATORS NAMES

7.1.1 INDICATORS FOR THE GOVERNANCE (G) RATING

Indicator Long Name	Indicator Short Name
G.1.1 Policy on Bribery and Corruption	G.1.1
G.1.1.1 Programs to Combat Bribery and Corruption	G.1.1.1
G.1.2 Whistleblower Programs	G.1.2
G.1.3 Signatory to UN Global Compact	G.1.3
G.1.3.1 Signatory to UN Principles for Responsible Investment	G.1.3.1
G.1.3.2 Policy on Responsible Investment	G.1.3.2
G.1.3.3 Member of UNEP Finance Initiative	G.1.3.3
G.1.3.4 Membership in Initiatives Promoting Sustainable Buildings	G.1.3.4
G.1.3.5 Equator Principles and Related Reporting	G.1.3.5
G.1.4 Tax Transparency	G.1.4
G.1.4.1 Policy on Money Laundering	G.1.4.1
G.1.4.3 Policy on Animal Testing	G.1.4.3
G.1.4.5 Policy on Genetic Engineering	G.1.4.5
G.1.4.6 Clinical Trial Protocols	G.1.4.6
G.1.5 Business Ethics Related Controversies or Incidents	G.1.5
G.2.1 CSR Reporting Quality	G.2.1
G.2.2 External Verification of CSR Reporting	G.2.2
G.2.5 Oversight of ESG Issues	G.2.5
G.2.5.1 In-house Team Dedicated to Responsible Investment/Finance	G.2.5.1
G.2.6 Executive Compensation Tied to ESG Performance	G.2.6
G.2.7 Board Diversity	G.2.7
G.2.8 Separation of Board Chair and CEO Roles	G.2.8
G.2.9 Board Independence	G.2.9
G.2.13 Governance Related Controversies or Incidents	G.2.13
G.3.1 Policy on Political Involvement and Contributions	G.3.1
G.3.2 Total Value of Political Contributions	G.3.2
G.3.3.1 Transparency on Payments to Host Governments	G.3.3.1
G.3.4 Public Policy Related Controversies or Incidents	G.3.4

7.1.2. INDICATORS FOR THE SOCIAL (S) RATING

Indicator Long Name	Indicator Short Name
S.1.1 Policy on Freedom of Association	S.1.1
S.1.1.1 Formal Policy on Working Conditions	S.1.1.1
S.1.2 Formal Policy on the Elimination of Discrimination	S.1.2
S.1.3 Programs to Increase Workforce Diversity	S.1.3
S.1.4 Percentage of Employees Covered by Collective Bargaining Agreements	S.1.4

7. APPENDIX B: WEIGHTING MATRICES

S.1.5 Employee Turnover Rate	S.1.5
S.1.5.1 Percentage of Temporary Workers	S.1.5.1
S.1.6 Top Employer Recognition	S.1.6
S.1.6.1 Employee Training	S.1.6.1
S.1.6.2 Programs and Targets to Reduce Health and Safety Incidents	S.1.6.2
S.1.6.4 Health and Safety Certifications	S.1.6.4
S.1.6.5 Trend in Lost-Time Incident Rate	S.1.6.5
S.1.6.6 Number of Fatalities	S.1.6.6
S.1.7 Employee Related Controversies or Incidents	S.1.7
S.2.1 Scope of Social Supply Chain Standards	S.2.1
S.2.1.1 Quality of Social Supply Chain Standards	S.2.1.1
S.2.1.2 Membership in the Electronic Industry Citizenship Coalition (EICC)	S.2.1.2
S.2.1.3 Policy on the Sourcing of Coltan	S.2.1.3
S.2.2 Supply Chain Monitoring System	S.2.2
S.2.2.1 Supply Chain Audits	S.2.2.1
S.2.2.2 Reporting on Supply Chain Monitoring and Enforcement	S.2.2.2
S.2.2.3 External Social Certification of Suppliers	S.2.2.3
S.2.2.4 Fair Trade Products	S.2.2.4
S.2.3 Contractors & Supply Chain Related Controversies or Incidents	S.2.3
S.3.1.1 Public Position Statement on Responsible Marketing	S.3.1.1
S.3.1.2 Public Policy Statement on Advertising Ethics	S.3.1.2
S.3.1.3 Policy Statement on Data Privacy	S.3.1.3
S.3.1.4 Programs to Minimize Health Impact of Electronic and Magnetic Fields	S.3.1.4
S.3.1.5 Outsourcing of Core Editorial Tasks	S.3.1.5
S.3.1.9 Public Position Statement on Health Consequences of Products	S.3.1.9
S.3.1.10 Periodic Occupier Satisfaction Surveys	S.3.1.10
S.3.1.11 Programs and Targets to Reduce Energy/Water Use by Customers	S.3.1.11
S.3.1.12 Adherence to WHO Ethical Criteria for Medicinal Drug Promotion	S.3.1.12
S.3.2.1 External QMS Certifications	S.3.2.1
S.3.3 Customer Related Controversies or Incidents	S.3.3
S.4.1 Activities in Sensitive Countries	S.4.1
S.4.2.1 Policy on Human Rights	S.4.2.1
S.4.2.2 Community Involvement Programs	S.4.2.2
S.4.2.3 Programs and Targets to Promote Access to Financial Services for Disadvantaged People	S.4.2.3
S.4.2.4 Policies and Management Systems on Access to Medicines	S.4.2.4
S.4.2.5 Programs and Initiatives to Develop Medicines for Neglected Diseases	S.4.2.5
S.4.2.6 Equitable Pricing Programs for Medicines	S.4.2.6
S.4.2.7 Policies on Access to Health Care	S.4.2.7
S.4.2.9 Policy on Indigenous People and Land Rights	S.4.2.9
S.4.2.10 Policies and Programs to Promote Access to Basic Services	S.4.2.10
S.4.2.11 Local Community Development Programs	S.4.2.11
S.4.2.12 Programs to Address Digital Divide	S.4.2.12
S.4.2.13 Policy on Drug Donations	S.4.2.13

7. APPENDIX B: WEIGHTING MATRICES

S.4.2.14 Value of Drug Donations Relative to EBIT	S.4.2.14
S.4.3 Society & Community Related Controversies or Incidents	S.4.3

7.1.3. INDICATORS FOR THE ENVIRONMENTAL (E) RATING

Indicator Long Name	Indicator Short Name
E.1.1 Formal Environmental Policy	E.1.1
E.1.1.1 Reporting Quality Environmental Data	E.1.1.1
E.1.2 Environmental Management System	E.1.2
E.1.2.1 Programs and Targets to Protect Biodiversity	E.1.2.1
E.1.2.2 Guidelines and Reporting on Closure and Rehabilitation of Sites	E.1.2.2
E.1.2.3 Environmental and Social Impact Assessments	E.1.2.3
E.1.2.4 Oil Spill Reporting and Performance	E.1.2.4
E.1.2.6 Waste Intensity	E.1.2.6
E.1.2.7 Water Intensity	E.1.2.7
E.1.2.8 Percentage of Certified Forests Under Own Management	E.1.2.8
E.1.3 External Certification of EMS	E.1.3
E.1.3.2 Programs & Targets to Reduce Hazardous Waste Generation	E.1.3.2
E.1.3.3 Programs & Targets to Reduce Air Emissions	E.1.3.3
E.1.3.4 Programs & Targets to Reduce Water Use	E.1.3.4
E.1.3.5 Other Programs to Reduce Key Environmental Impacts	E.1.3.5
E.1.4 Environmental Fines and Non-monetary Sanctions	E.1.4
E.1.5 Participation in Carbon Disclosure Project (Investor CDP)	E.1.5
E.1.6 Scope of Corporate Reporting on GHG Emissions	E.1.6
E.1.7 Programs and Targets to Reduce Direct GHG Emissions	E.1.7
E.1.7.1 Programs and Targets to Improve the Environmental Performance of Own Logistics and Vehicle Fleets	E.1.7.1
E.1.7.2 Programs and Targets to Phase out CFCs and HCFCs in Refrigeration Equipment	E.1.7.2
E.1.8 Programs and Targets to Increase Renewable Energy Use	E.1.8
E.1.9 Carbon Intensity	E.1.9
E.1.10 Carbon Intensity Trend	E.1.10
E.1.11 % Primary Energy Use from Renewables	E.1.11
E.1.12 Operations Related Controversies or Incidents	E.1.12
E.2.1 Formal Policy or Program on Green Procurement	E.2.1
E.2.1.1 Programs and Targets for Environmental Improvement of Suppliers	E.2.1.1
E.2.1.2 External Environmental Certification Supplier	E.2.1.2
E.2.1.3 Programs and Targets to Stimulate Sustainable Agriculture	E.2.1.3
E.2.1.4 Programs and Targets to Stimulate Sustainable Aquaculture/Fisheries	E.2.1.4
E.2.1.5 Food Beverage & Tobacco Industry Initiatives	E.2.1.5
E.2.1.6 Programs and Targets to Reduce GHG Emissions from Outsourced Logistics Services	E.2.1.6
E.2.1.7 Data on Percentage of Recycled/Re-used Raw Material Used	E.2.1.7
E.2.1.8 Data on Percentage of FSC Certified Wood/Pulp as Raw Material	E.2.1.8
E.2.1.9 Programs and Targets to Promote Sustainable Food Products	E.2.1.9
E.2.1.10 Food Retail Initiatives	E.2.1.10

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E.2.2 Contractors & Supply Chain Related Controversies or Incidents	E.2.2
E.3.1.1 Sustainability Related Products & Services	E.3.1.1
E.3.1.2 Revenue from Clean Technology or Climate Friendly Products	E.3.1.2
E.3.1.3 Automobile Fleet Average CO2 Emissions	E.3.1.3
E.3.1.4 Trend Automobile Fleet Average Fleet Efficiency	E.3.1.4
E.3.1.5 Products to Improve Sustainability of Transport Vehicles	E.3.1.5
E.3.1.6 Systematic Integration of Environmental Considerations at R&D Stage (Eco-design)	E.3.1.6
E.3.1.7 Programs and Targets for End-of-Life Product Management	E.3.1.7
E.3.1.8 Organic Products	E.3.1.8
E.3.1.9 Policy on Use of Genetically Modified Organisms (GMO) in Products	E.3.1.9
E.3.1.10 Environmental & Social Standards in Credit and Loan Business	E.3.1.10
E.3.1.11 Assets Under Management in Responsible Investment	E.3.1.11
E.3.1.12 Use of Life-Cycle Analysis (LCA) for New Real Estate Projects	E.3.1.12
E.3.1.13 Programs and Targets to Increase Investments in Sustainable Buildings	E.3.1.13
E.3.1.14 Share of Property Portfolio Invested in Sustainable Buildings	E.3.1.14
E.3.1.15 Sustainability Related Financial Services	E.3.1.15
E.3.1.16 Products with Important Environmental/Human Health Concerns	E.3.1.16
E.3.1.17 Carbon Intensity of Energy Mix	E.3.1.17
E.3.2 Products & Services Related Controversies or Incidents	E.3.2

7.2. WEIGHTINGS PER SECTOR

7.2.1. AEROSPACE & DEFENSE

Indicator Short Name	Aerospace & Defense	Indicator Short Name	Aerospace & Defense	Indicator Short Name	Aerospace & Defense
G.1.1	2.86%	S.1.1	3.00%	E.1.3	8.98%
G.1.1.1	8.57%	S.1.4	3.00%	E.1.5	2.99%
G.1.2	8.57%	S.1.5	3.00%	E.1.6	2.99%
G.1.3	2.86%	S.1.6	3.00%	E.1.7	5.99%
G.1.4	2.86%	S.1.6.2	6.00%	E.1.8	2.99%
G.1.5	14.29%	S.1.6.4	6.00%	E.1.9	2.99%
G.2.5	9.52%	S.1.6.5	6.00%	E.1.10	2.99%
G.2.6	9.52%	S.1.6.6	3.00%	E.1.11	2.99%
G.2.8	4.76%	S.1.7	27.00%	E.1.12	29.93%
G.2.13	9.52%	S.2.1	3.81%	E.2.1	2.86%
G.3.1	6.67%	S.2.2	7.62%	E.2.1.1	4.29%
G.3.2	6.67%	S.3.2.1	15.24%	E.2.1.2	5.71%
G.3.4	13.33%	S.3.3	7.62%	E.2.2	7.14%
		S.4.1	2.86%	E.3.1.1	5.71%
		S.4.3	2.86%	E.3.1.2	5.71%
				E.3.2	5.71%

7. APPENDIX B: WEIGHTING MATRICES

7.2.2. AUTO & COMPONENTS

Indicator Short Name	Auto Components	Indicator Short Name	Auto Components	Indicator Short Name	Auto Components
G.1.1	6.67%	S.1.5	6.56%	E.1.1	4.93%
G.1.3	6.67%	S.1.6.5	26.25%	E.1.2	7.39%
G.1.4	13.33%	S.1.7	19.69%	E.1.3	7.39%
G.1.5	13.33%	S.2.1	3.21%	E.1.5	2.46%
G.2.1	4.57%	S.2.2	9.64%	E.1.6	2.46%
G.2.2	4.57%	S.2.3	9.64%	E.1.7	4.93%
G.2.5	9.14%	S.3.2.1	7.50%	E.1.8	2.46%
G.2.6	9.14%	S.3.3	7.50%	E.1.9	2.46%
G.2.8	4.57%	S.4.1	5.00%	E.1.10	2.46%
G.2.13	16.00%	S.4.3	5.00%	E.1.11	2.46%
G.3.2	6.00%			E.1.12	23.42%
G.3.4	6.00%			E.2.1	7.14%
				E.2.2	7.14%
				E.3.1.5	14.29%
				E.3.2	8.57%

7.2.3. AUTOMOBILE

Indicator Short Name	Automobiles	Indicator Short Name	Automobiles	Indicator Short Name	Automobiles
G.1.1	4.00%	S.1.5	5.24%	E.1.1	1.67%
G.1.2	8.00%	S.1.6.5	15.71%	E.1.1.1	1.67%
G.1.3	4.00%	S.1.7	15.71%	E.1.2	3.33%
G.1.4	8.00%	S.2.1	5.00%	E.1.3	3.33%
G.1.5	16.00%	S.2.2	10.00%	E.1.4	1.67%
G.2.1	8.35%	S.2.3	15.00%	E.1.5	1.67%
G.2.5	8.35%	S.3.2.1	11.67%	E.1.6	1.67%
G.2.6	8.35%	S.3.3	11.67%	E.1.7	1.67%
G.2.8	4.17%	S.4.3	10.00%	E.1.8	1.67%
G.2.13	18.78%			E.1.9	1.67%
G.3.2	6.00%			E.1.10	3.33%
G.3.4	6.00%			E.1.11	3.33%
				E.1.12	13.33%
				E.2.1	2.22%
				E.2.1.1	4.44%
				E.2.1.2	6.67%
				E.2.2	6.67%
				E.3.1.1	13.33%

7. APPENDIX B: WEIGHTING MATRICES

E.3.1.4 10.67%

E.3.2 16.00%

7.2.4. BANKS

Indicator Short Name	Banks	Indicator Short Name	Banks	Indicator Short Name	Banks
G.1.1	1.73%	S.1.2	12.38%	E.1.1	3.06%
G.1.3	1.73%	S.1.3	12.38%	E.1.2	6.12%
G.1.3.1	5.20%	S.1.5	6.19%	E.1.5	3.06%
G.1.3.2	6.94%	S.1.7	12.38%	E.1.6	3.06%
G.1.3.3	3.47%	S.2.3	10.00%	E.1.7	3.06%
G.1.4	3.47%	S.3.3	16.67%	E.1.9	3.06%
G.1.4.1	5.20%	S.4.1	3.75%	E.1.10	3.06%
G.1.5	20.82%	S.4.2.3	15.00%	E.1.11	3.06%
G.2.5	4.08%	S.4.3	11.25%	E.1.12	15.31%
G.2.5.1	12.24%			E.2.2	8.57%
G.2.6	4.08%			E.3.1.10	11.43%
G.2.7	4.08%			E.3.1.11	11.43%
G.2.8	2.04%			E.3.1.15	11.43%
G.2.9	4.08%			E.3.2	14.29%
G.2.13	12.24%				
G.3.1	2.14%				
G.3.2	2.14%				
G.3.4	4.29%				

7.2.5. BUILDING PRODUCTS

Peer Group	Building Products	Peer Group	Building Products	Peer Group	Building Products
G.1.1	2.44%	S.1.5	5.14%	E.1.1.1	2.61%
G.1.3	2.44%	S.1.6.2	7.71%	E.1.2	3.48%
G.1.3.4	14.67%	S.1.6.4	7.71%	E.1.3	3.48%
G.1.4	4.89%	S.1.6.5	5.14%	E.1.3.2	4.35%
G.1.5	19.56%	S.1.6.6	5.14%	E.1.3.3	4.35%
G.2.1	8.80%	S.1.7	20.57%	E.1.3.4	4.35%
G.2.5	8.80%	S.2.1	1.79%	E.1.3.5	2.61%
G.2.6	8.80%	S.2.1.1	1.79%	E.1.6	1.74%
G.2.13	17.60%	S.2.2	3.57%	E.1.7	3.48%
G.3.2	4.00%	S.2.2.1	5.36%	E.1.7.1	1.74%
G.3.4	8.00%	S.2.2.2	5.36%	E.1.8	1.74%
		S.2.3	10.71%	E.1.9	1.74%

7. APPENDIX B: WEIGHTING MATRICES

	S.3.2.1	5.71%	E.1.10	1.74%
	S.3.3	11.43%	E.1.11	1.74%
	S.4.1	2.86%	E.1.12	20.87%
			E.2.1	5.00%
			E.2.2	5.00%
			E.3.1.1	7.06%
			E.3.1.2	5.29%
			E.3.1.16	3.53%
			E.3.2	14.12%

7.2.6. CHEMICAL

Peer Group	Chemicals	Peer Group	Chemicals	Peer Group	Chemicals
G.1.1	4.35%	S.1.5	3.21%	E.1.2	3.70%
G.1.3	4.35%	S.1.6.2	9.62%	E.1.2.7	5.56%
G.1.4	8.70%	S.1.6.4	9.62%	E.1.3.2	7.41%
G.1.4.3	13.04%	S.1.6.5	6.41%	E.1.3.3	5.56%
G.1.5	17.39%	S.1.6.6	9.62%	E.1.5	1.85%
G.2.1	13.04%	S.1.7	19.23%	E.1.6	1.85%
G.2.6	13.04%	S.2.1	3.85%	E.1.7	3.70%
G.2.13	13.04%	S.2.2	3.85%	E.1.8	3.70%
G.3.2	4.35%	S.3.2.1	13.46%	E.1.9	3.70%
G.3.4	8.70%	S.3.3	13.46%	E.1.10	3.70%
		S.4.3	7.69%	E.1.11	3.70%
				E.1.12	22.22%
				E.2.1	2.59%
				E.2.1.1	5.19%
				E.2.1.2	5.19%
				E.2.2	2.59%
				E.3.1.1	5.08%
				E.3.1.16	7.62%
				E.3.2	5.08%

7.2.7 COMMERCIAL AND PROFESSIONAL SERVICES

Peer Group	Commercial and Professional Services	Peer Group	Commercial and Professional Services	Peer Group	Commercial and Professional Services
G.1.1	5.71%	S.1.1.1	7.14%	E.1.2	12.80%
G.1.3	5.71%	S.1.2	7.14%	E.1.3	12.80%
G.1.4	11.43%	S.1.3	4.76%	E.1.5	3.20%

7. APPENDIX B: WEIGHTING MATRICES

G.1.5	17.14%	S.1.4	4.76%	E.1.6	3.20%
G.2.5	10.11%	S.1.5	4.76%	E.1.7	6.40%
G.2.6	10.11%	S.1.5.1	4.76%	E.1.7.1	6.40%
G.2.7	10.11%	S.1.7	23.81%	E.1.9	3.20%
G.2.8	5.05%	S.2.2	10.29%	E.1.10	3.20%
G.2.13	12.63%	S.2.3	6.86%	E.1.11	3.20%
G.3.1	4.00%	S.3.3	8.57%	E.1.12	25.60%
G.3.4	8.00%	S.4.1	3.43%	E.3.1.1	13.33%
		S.4.2.1	6.86%	E.3.2	6.67%
		S.4.3	6.86%		

7.2.8. CONSTRUCTION AND ENGINEERING

Peer Group	Construction & Engineering	Peer Group	Construction & Engineering	Peer Group	Construction & Engineering
G.1.1	3.33%	S.1.1.1	3.85%	E.1.2	5.11%
G.1.1.1	8.33%	S.1.4	3.85%	E.1.3.2	5.11%
G.1.2	8.33%	S.1.5	1.92%	E.1.3.3	5.11%
G.1.3	3.33%	S.1.6.2	3.85%	E.1.3.4	5.11%
G.1.3.4	3.33%	S.1.6.4	3.85%	E.1.3.5	5.11%
G.1.4	3.33%	S.1.6.5	7.69%	E.1.5	1.28%
G.1.5	16.67%	S.1.6.6	5.77%	E.1.6	1.28%
G.2.5	8.89%	S.1.7	19.23%	E.1.7	1.28%
G.2.6	8.89%	S.2.1	2.50%	E.1.8	1.28%
G.2.8	4.44%	S.2.2	7.50%	E.1.9	1.28%
G.2.13	11.11%	S.2.3	7.50%	E.1.10	1.28%
G.3.2	6.67%	S.3.2.1	6.25%	E.1.11	1.28%
G.3.4	13.33%	S.3.3	6.25%	E.1.12	25.53%
		S.4.1	4.00%	E.2.1	3.81%
		S.4.2.1	8.00%	E.2.1.2	5.71%
		S.4.3	8.00%	E.2.2	3.81%
				E.3.1.1	3.33%
				E.3.1.2	6.67%
				E.3.1.6	6.67%
				E.3.2	10.00%

7.2.9. CONSTRUCTION AND MATERIAL

Peer Group	Construction Materials	Peer Group	Construction Materials	Peer Group	Construction Materials
G.1.1	2.22%	S.1.2	1.80%	E.1.1.1	1.35%
G.1.2	4.44%	S.1.4	3.60%	E.1.2	5.38%

7. APPENDIX B: WEIGHTING MATRICES

G.1.3	2.22%	S.1.5	1.80%	E.1.2.7	4.04%
G.1.3.4	8.89%	S.1.6.2	5.40%	E.1.3	5.38%
G.1.4	4.44%	S.1.6.4	5.40%	E.1.3.2	4.04%
G.1.5	17.78%	S.1.6.5	5.40%	E.1.3.3	4.04%
G.2.5	12.00%	S.1.6.6	7.20%	E.1.3.4	2.69%
G.2.6	12.00%	S.1.7	17.99%	E.1.3.5	2.69%
G.2.8	6.00%	S.2.1	2.86%	E.1.5	1.35%
G.2.13	18.00%	S.2.1.1	5.71%	E.1.6	1.35%
G.3.2	4.00%	S.2.2	5.71%	E.1.7	2.69%
G.3.4	8.00%	S.2.2.2	5.71%	E.1.8	2.69%
		S.2.3	14.29%	E.1.9	2.69%
		S.3.2.1	8.57%	E.1.10	2.69%
		S.3.3	8.57%	E.1.11	2.69%
				E.1.12	24.23%
				E.2.1	5.00%
				E.2.2	7.50%
				E.3.1.1	10.00%
				E.3.2	7.50%

7.2.10 CONSUMER DURABLES EX HOMEBUILDERS

Peer Group	Consumer Durables ex Homebuilders	Peer Group	Consumer Durables ex Homebuilders	Peer Group	Consumer Durables ex Homebuilders
G.1.1	5.71%	S.1.5	2.33%	E.1.1.1	3.04%
G.1.3	5.71%	S.1.6.2	7.00%	E.1.2	6.07%
G.1.4	11.43%	S.1.6.4	4.67%	E.1.3	6.07%
G.1.5	17.14%	S.1.6.5	2.33%	E.1.3.5	3.04%
G.2.5	12.80%	S.1.6.6	4.67%	E.1.5	1.52%
G.2.6	12.80%	S.1.7	14.00%	E.1.6	1.52%
G.2.8	6.40%	S.2.1	3.46%	E.1.7	3.04%
G.2.13	16.00%	S.2.1.2	3.46%	E.1.8	1.52%
G.3.2	6.00%	S.2.2	6.92%	E.1.9	1.52%
G.3.4	6.00%	S.2.2.1	3.46%	E.1.10	1.52%
		S.2.2.2	3.46%	E.1.11	1.52%
		S.2.2.3	6.92%	E.1.12	18.21%
		S.2.3	17.31%	E.2.1	2.86%
		S.3.2.1	4.17%	E.2.1.1	5.71%
		S.3.3	8.33%	E.2.1.2	5.71%
		S.4.1	1.88%	E.2.2	8.57%
		S.4.3	5.63%	E.3.1.1	7.14%
				E.3.1.6	4.76%
				E.3.1.7	4.76%

7. APPENDIX B: WEIGHTING MATRICES

E.3.2 11.90%

7.2.11. CONSUMER SERVICES

Peer Group	Consumer Services	Peer Group	Consumer Services	Peer Group	Consumer Services
G.1.1	5.71%	S.1.1.1	3.64%	E.1.2	7.27%
G.1.2	5.71%	S.1.2	7.27%	E.1.3.4	7.27%
G.1.3	5.71%	S.1.4	7.27%	E.1.5	3.64%
G.1.4	5.71%	S.1.5	3.64%	E.1.6	3.64%
G.1.5	17.14%	S.1.7	18.18%	E.1.7	3.64%
G.2.5	11.56%	S.2.1	3.10%	E.1.8	3.64%
G.2.6	11.56%	S.2.1.1	6.19%	E.1.9	5.45%
G.2.8	11.56%	S.2.2	6.19%	E.1.10	3.64%
G.2.13	17.33%	S.2.2.4	6.19%	E.1.11	3.64%
G.3.4	8.00%	S.2.3	15.48%	E.1.12	18.18%
		S.3.3	8.57%	E.2.1	8.57%
		S.4.1	3.57%	E.2.1.4	8.57%
		S.4.3	10.71%	E.2.2	12.86%
				E.3.1.8	5.00%
				E.3.2	5.00%

7.2.12. CONTAINERS & PACKING

Peer Group	Containers & Packaging	Peer Group	Containers & Packaging	Peer Group	Containers & Packaging
G.1.1	5.71%	S.1.1	3.81%	E.1.2	3.23%
G.1.3	5.71%	S.1.2	5.71%	E.1.2.7	4.84%
G.1.4	11.43%	S.1.4	3.81%	E.1.3.5	4.03%
G.1.5	17.14%	S.1.5	3.81%	E.1.5	2.42%
G.2.5	10.67%	S.1.6.2	7.62%	E.1.6	2.42%
G.2.6	10.67%	S.1.6.5	7.62%	E.1.7	4.03%
G.2.8	5.33%	S.1.6.6	7.62%	E.1.8	2.42%
G.2.13	21.33%	S.1.7	22.86%	E.1.9	2.42%
G.3.2	4.00%	S.2.1	8.16%	E.1.10	2.42%
G.3.4	8.00%	S.2.2	12.24%	E.1.11	2.42%
		S.2.3	8.16%	E.1.12	19.35%
		S.3.3	8.57%	E.2.1	1.25%
				E.2.1.7	7.50%
				E.2.1.8	7.50%
				E.2.2	8.75%
				E.3.1.1	6.82%

7. APPENDIX B: WEIGHTING MATRICES

				E.3.1.6	4.55%
				E.3.1.7	4.55%
				E.3.2	9.09%

7.2.13. DIVERSIFIED FINANCIAL SERVICES

Peer Group	Diversified Financial Services	Peer Group	Diversified Financial Services	Peer Group	Diversified Financial Services
G.1.1	1.52%	S.1.2	10.16%	E.1.2	4.76%
G.1.3	1.52%	S.1.3	10.16%	E.1.5	2.38%
G.1.3.1	4.55%	S.1.4	5.08%	E.1.6	2.38%
G.1.3.2	6.07%	S.1.5	5.08%	E.1.7	2.38%
G.1.3.3	3.04%	S.1.7	15.24%	E.1.8	2.38%
G.1.3.5	6.07%	S.2.3	5.71%	E.1.9	2.38%
G.1.4	3.04%	S.3.3	17.14%	E.1.10	2.38%
G.1.4.1	4.55%	S.4.1	3.49%	E.1.11	2.38%
G.1.5	18.21%	S.4.2.3	13.97%	E.1.12	11.90%
G.2.1	3.36%	S.4.3	13.97%	E.2.1	6.67%
G.2.2	3.36%			E.2.2	3.33%
G.2.5	3.36%			E.3.1.10	13.33%
G.2.5.1	10.08%			E.3.1.11	13.33%
G.2.6	3.36%			E.3.1.15	13.33%
G.2.7	3.36%			E.3.2	16.67%
G.2.9	3.36%				
G.2.13	12.61%				
G.3.2	4.29%				
G.3.4	4.29%				

7.2.14. DIVERSIFIED METALS & MINING (INCL. ALUMINUM)

Peer Group	Diversified Metals & Mining (incl. Aluminum)	Peer Group	Diversified Metals & Mining (incl. Aluminum)	Peer Group	Diversified Metals & Mining (incl. Aluminum)
G.1.1	8.82%	S.1.5	8.62%	E.1.1.1	4.76%
G.1.3	8.82%	S.1.6.5	12.93%	E.1.2	4.76%
G.1.4	17.65%	S.1.6.6	12.93%	E.1.3.3	7.14%
G.1.5	17.65%	S.1.7	17.24%	E.1.3.5	14.29%
G.2.6	19.61%	S.4.2.1	9.66%	E.1.5	2.38%

7. APPENDIX B: WEIGHTING MATRICES

G.2.13	9.80%	S.4.2.2	19.31%	E.1.6	2.38%
G.3.3.1	8.82%	S.4.3	19.31%	E.1.7	7.14%
G.3.4	8.82%			E.1.9	7.14%
				E.1.10	7.14%
				E.1.11	4.76%
				E.1.12	38.10%

7.2.15. ELECTRICAL EQUIPMENT

Peer Group	Electrical Equipment	Peer Group	Electrical Equipment	Peer Group	Electrical Equipment
G.1.1	5.00%	S.1.5	3.81%	E.1.1.1	2.47%
G.1.3	5.00%	S.1.6.4	5.71%	E.1.2	3.29%
G.1.4	10.00%	S.1.6.5	5.71%	E.1.3	3.29%
G.1.5	20.00%	S.1.6.6	5.71%	E.1.3.2	4.11%
G.2.1	8.00%	S.1.7	13.33%	E.1.3.3	4.11%
G.2.5	10.67%	S.2.1	7.14%	E.1.3.4	4.11%
G.2.6	10.67%	S.2.2	10.71%	E.1.3.5	3.29%
G.2.8	5.33%	S.2.3	10.71%	E.1.5	1.64%
G.2.13	13.33%	S.3.2.1	5.71%	E.1.6	1.64%
G.3.2	4.00%	S.3.3	5.71%	E.1.7	3.29%
G.3.4	8.00%	S.4.1	4.29%	E.1.8	1.64%
		S.4.2.1	8.57%	E.1.9	1.64%
		S.4.3	12.86%	E.1.10	1.64%
				E.1.11	1.64%
				E.1.12	22.19%
				E.2.1	2.50%
				E.2.1.1	3.75%
				E.2.2	3.75%
				E.3.1.1	2.73%
				E.3.1.2	13.64%
				E.3.1.6	2.73%
				E.3.2	10.91%

7.2.16. ENERGY EQUIPMENT & SERVICES

Peer Group	Energy Equipment & Services	Peer Group	Energy Equipment & Services	Peer Group	Energy Equipment & Services
G.1.1	5.00%	S.1.5	6.79%	E.1.3	8.65%
G.1.3	5.00%	S.1.6.5	13.57%	E.1.3.5	10.81%
G.1.4	10.00%	S.1.6.6	13.57%	E.1.5	4.32%

7. APPENDIX B: WEIGHTING MATRICES

G.1.5	20.00%	S.1.7	20.36%	E.1.6	4.32%
G.2.1	9.14%	S.2.1	1.43%	E.1.7	8.65%
G.2.5	9.14%	S.2.2	5.71%	E.1.8	4.32%
G.2.6	9.14%	S.2.3	4.29%	E.1.9	4.32%
G.2.8	4.57%	S.3.3	5.71%	E.1.10	4.32%
G.2.13	16.00%	S.4.1	3.17%	E.1.11	4.32%
G.3.2	6.00%	S.4.2.1	9.52%	E.1.12	25.95%
G.3.4	6.00%	S.4.3	15.87%	E.2.1	5.00%
				E.2.2	7.50%
				E.3.2	7.50%

7.2.17. FOOD & STAPLES RETAILING

Peer Group	Food & Staples Retailing	Peer Group	Food & Staples Retailing	Peer Group	Food & Staples Retailing
G.1.1	3.33%	S.1.2	5.71%	E.1.2	8.35%
G.1.3	3.33%	S.1.4	11.43%	E.1.5	2.09%
G.1.4	6.67%	S.1.5	5.71%	E.1.6	2.09%
G.1.4.3	10.00%	S.1.7	17.14%	E.1.7	4.18%
G.1.5	16.67%	S.2.1	3.04%	E.1.7.1	4.18%
G.2.5	13.00%	S.2.1.1	6.07%	E.1.7.2	4.18%
G.2.6	13.00%	S.2.2	9.11%	E.1.8	2.09%
G.2.8	6.50%	S.2.2.4	9.11%	E.1.9	2.09%
G.2.13	19.50%	S.2.3	15.18%	E.1.10	2.09%
G.3.4	8.00%	S.3.1.1	5.00%	E.1.11	2.09%
		S.3.3	10.00%	E.1.12	20.88%
		S.4.1	2.50%	E.2.1	2.08%
				E.2.1.1	4.16%
				E.2.1.2	4.16%
				E.2.1.9	4.16%
				E.2.2	8.31%
				E.3.1.8	10.16%
				E.3.1.9	2.54%
				E.3.2	10.16%

7.2.18. FOOD, BEVERAGE & TOBACCO

Peer Group	Food, Beverage & Tobacco	Peer Group	Food, Beverage & Tobacco	Peer Group	Food, Beverage & Tobacco
G.1.1	5.00%	S.1.1	8.13%	E.1.2	6.26%
G.1.3	5.00%	S.1.4	8.13%	E.1.2.7	7.82%
G.1.4	10.00%	S.1.5	4.06%	E.1.3	6.26%

7. APPENDIX B: WEIGHTING MATRICES

G.1.5	20.00%	S.1.7	12.19%	E.1.3.4	6.26%
G.2.5	14.86%	S.2.1	3.00%	E.1.5	1.56%
G.2.6	14.86%	S.2.1.1	6.00%	E.1.6	1.56%
G.2.8	7.43%	S.2.2	6.00%	E.1.7	3.13%
G.2.13	14.86%	S.2.2.1	6.00%	E.1.7.1	3.13%
G.3.4	8.00%	S.2.2.4	9.00%	E.1.7.2	1.56%
		S.2.3	15.00%	E.1.8	1.56%
		S.3.1.9	6.25%	E.1.9	1.56%
		S.3.3	6.25%	E.1.10	1.56%
		S.4.1	2.50%	E.1.11	1.56%
		S.4.3	7.50%	E.1.12	21.90%
				E.2.1	5.71%
				E.2.2	5.71%
				E.3.1.8	11.43%
				E.3.1.9	2.86%
				E.3.2	8.57%

7.2.19. GOLD AND PRECIOUS METALS

Peer Group	Gold and Precious Metals	Peer Group	Gold and Precious Metals	Peer Group	Gold and Precious Metals
G.1.1	8.82%	S.1.5	5.95%	E.1.1.1	3.45%
G.1.3	8.82%	S.1.6.2	11.90%	E.1.2	3.45%
G.1.4	17.65%	S.1.6.5	8.93%	E.1.2.2	5.17%
G.1.5	17.65%	S.1.6.6	8.93%	E.1.2.3	1.72%
G.2.6	19.61%	S.1.7	17.86%	E.1.2.7	5.17%
G.2.13	9.80%	S.4.2.1	7.74%	E.1.3	3.45%
G.3.3.1	8.82%	S.4.2.2	15.48%	E.1.3.3	3.45%
G.3.4	8.82%	S.4.3	23.21%	E.1.3.4	6.90%
				E.1.3.5	6.90%
				E.1.5	1.72%
				E.1.6	1.72%
				E.1.7	5.17%
				E.1.9	3.45%
				E.1.10	3.45%
				E.1.11	3.45%
				E.1.12	41.38%

7.2.20. HEALTH CARE PROVIDERS, EQUIPMENT & SERVICES

Peer Group	Health Care Providers,	Peer Group	Health Care Providers,	Peer Group	Health Care Providers,
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7. APPENDIX B: WEIGHTING MATRICES

	Equipment & Services		Equipment & Services		Equipment & Services
G.1.1	5.42%	S.1.1	10.00%	E.1.2	13.33%
G.1.3	5.42%	S.1.3	5.00%	E.1.3	13.33%
G.1.4	10.83%	S.1.5	5.00%	E.1.3.2	13.33%
G.1.5	21.67%	S.1.6.6	5.00%	E.1.5	3.33%
G.2.5	7.27%	S.1.7	15.00%	E.1.6	3.33%
G.2.6	7.27%	S.2.1	0.95%	E.1.7	6.67%
G.2.7	7.27%	S.2.2	2.86%	E.1.8	3.33%
G.2.8	3.64%	S.2.3	2.86%	E.1.9	3.33%
G.2.13	14.55%	S.3.2.1	13.33%	E.1.10	3.33%
G.3.1	4.17%	S.3.3	13.33%	E.1.11	3.33%
G.3.2	4.17%	S.4.1	2.96%	E.1.12	33.33%
G.3.4	8.33%	S.4.2.7	11.85%		
		S.4.3	11.85%		

7.2.21. HOMEBUILDERS

Peer Group	Homebuilders	Peer Group	Homebuilders	Peer Group	Homebuilders
G.1.1	2.59%	S.1.1.1	8.46%	E.1.2	4.05%
G.1.3	2.59%	S.1.4	8.46%	E.1.3	4.05%
G.1.3.4	15.53%	S.1.5	4.23%	E.1.5	2.02%
G.1.4	5.18%	S.1.6.4	4.23%	E.1.6	2.02%
G.1.5	18.12%	S.1.6.5	4.23%	E.1.7	4.05%
G.2.1	8.25%	S.1.6.6	4.23%	E.1.8	3.04%
G.2.5	11.00%	S.1.7	21.15%	E.1.9	3.04%
G.2.6	11.00%	S.2.1	1.88%	E.1.10	3.04%
G.2.13	13.75%	S.2.1.1	3.75%	E.1.11	3.04%
G.3.2	4.00%	S.2.2	7.50%	E.1.12	20.24%
G.3.4	8.00%	S.2.3	9.38%	E.2.1	3.57%
		S.3.1.11	5.71%	E.2.1.1	7.14%
		S.3.2.1	5.71%	E.2.1.2	7.14%
		S.3.3	8.57%	E.2.2	10.71%
		S.4.1	2.50%	E.3.1.6	14.29%
				E.3.2	8.57%

7.2.22. HOUSEHOLD & PERSONAL PRODUCTS

Peer Group	Household & Personal Products	Peer Group	Household & Personal Products	Peer Group	Household & Personal Products
G.1.1	2.67%	S.1.5	5.56%	E.1.2	7.27%

7. APPENDIX B: WEIGHTING MATRICES

G.1.3	2.67%	S.1.6.2	11.11%	E.1.2.7	5.45%
G.1.4	5.33%	S.1.6.4	5.56%	E.1.3	7.27%
G.1.4.3	8.00%	S.1.6.5	11.11%	E.1.5	1.82%
G.1.4.5	8.00%	S.1.7	16.67%	E.1.6	1.82%
G.1.5	21.33%	S.2.1	3.21%	E.1.7	3.64%
G.2.5	7.27%	S.2.2	9.64%	E.1.7.1	3.64%
G.2.6	7.27%	S.2.3	9.64%	E.1.8	1.82%
G.2.8	3.64%	S.3.1.1	6.43%	E.1.9	1.82%
G.2.13	21.82%	S.3.2.1	6.43%	E.1.10	1.82%
G.3.2	4.00%	S.3.3	9.64%	E.1.11	1.82%
G.3.4	8.00%	S.4.1	1.25%	E.1.12	21.82%
		S.4.3	3.75%	E.2.1	2.29%
				E.2.1.1	2.29%
				E.2.1.2	4.57%
				E.2.1.7	4.57%
				E.2.2	9.14%
				E.3.1.1	11.43%
				E.3.2	5.71%

7.2.23. INDUSTRIAL CONGLOMERATES

Peer Group	Industrial Conglomerates	Peer Group	Industrial Conglomerates	Peer Group	Industrial Conglomerates
G.1.1	5.71%	S.1.5	2.38%	E.1.1.1	2.65%
G.1.3	5.71%	S.1.6.4	9.52%	E.1.3	3.54%
G.1.4	11.43%	S.1.6.5	4.76%	E.1.3.2	5.31%
G.1.5	17.14%	S.1.6.6	7.14%	E.1.3.3	5.31%
G.2.5	10.00%	S.1.7	19.05%	E.1.3.4	6.19%
G.2.6	10.00%	S.2.1	3.43%	E.1.5	1.77%
G.2.8	5.00%	S.2.1.1	1.71%	E.1.6	1.77%
G.2.13	15.00%	S.2.2	5.14%	E.1.7	3.54%
G.3.1	5.00%	S.2.3	6.86%	E.1.8	1.77%
G.3.2	5.00%	S.3.2.1	5.71%	E.1.9	1.77%
G.3.4	10.00%	S.3.3	5.71%	E.1.10	1.77%
		S.4.1	5.71%	E.1.11	1.77%
		S.4.2.1	11.43%	E.1.12	20.35%
		S.4.3	11.43%	E.2.1	2.19%
				E.2.1.1	4.38%
				E.2.1.2	4.38%
				E.2.2	6.56%
				E.3.1.2	8.33%
				E.3.1.6	3.57%
				E.3.1.7	3.57%

7. APPENDIX B: WEIGHTING MATRICES

E.3.2 9.52%

7.2.24. INSURANCE

Peer Group	Insurance	Peer Group	Insurance	Peer Group	Insurance
G.1.1	3.35%	S.1.3	18.29%	E.1.1	2.38%
G.1.3	1.67%	S.1.5	9.14%	E.1.2	4.76%
G.1.3.1	8.37%	S.1.7	18.29%	E.1.5	2.38%
G.1.3.2	10.05%	S.2.3	5.71%	E.1.6	2.38%
G.1.3.3	6.70%	S.3.3	17.14%	E.1.7	2.38%
G.1.4	3.35%	S.4.1	3.93%	E.1.9	2.38%
G.1.5	15.07%	S.4.2.3	15.71%	E.1.10	2.38%
G.2.5	4.08%	S.4.3	11.79%	E.1.11	2.38%
G.2.5.1	12.24%			E.1.12	11.90%
G.2.6	4.08%			E.2.2	10.00%
G.2.7	4.08%			E.3.1.11	20.00%
G.2.8	2.04%			E.3.1.15	20.00%
G.2.9	4.08%			E.3.2	16.67%
G.2.13	12.24%				
G.3.1	2.14%				
G.3.2	2.14%				
G.3.4	4.29%				

7.2.25. MACHINERY

Peer Group	Machinery	Peer Group	Machinery	Peer Group	Machinery
G.1.1	5.71%	S.1.5	2.26%	E.1.3.2	4.61%
G.1.3	5.71%	S.1.6.4	9.02%	E.1.3.3	4.61%
G.1.4	11.43%	S.1.6.5	6.77%	E.1.3.4	4.61%
G.1.5	17.14%	S.1.6.6	6.77%	E.1.3.5	4.61%
G.2.5	10.00%	S.1.7	18.05%	E.1.5	1.84%
G.2.6	10.00%	S.2.1	3.43%	E.1.6	1.84%
G.2.8	5.00%	S.2.2	10.29%	E.1.7	3.68%
G.2.13	15.00%	S.2.3	3.43%	E.1.8	1.84%
G.3.1	5.00%	S.3.2.1	7.14%	E.1.9	1.84%
G.3.2	5.00%	S.3.3	7.14%	E.1.10	1.84%
G.3.4	10.00%	S.4.1	5.14%	E.1.11	2.76%
		S.4.2.1	10.29%	E.1.12	18.42%
		S.4.3	10.29%	E.2.1	12.50%
				E.3.1.2	15.00%
				E.3.1.6	10.00%
				E.3.2	10.00%

7. APPENDIX B: WEIGHTING MATRICES

7.2.26. MEDIA

Peer Group	Media	Peer Group	Media	Peer Group	Media
G.1.1	7.50%	S.1.3	9.26%	E.1.2	9.15%
G.1.3	7.50%	S.1.5	4.63%	E.1.5	2.29%
G.1.4	7.50%	S.1.5.1	9.26%	E.1.6	2.29%
G.1.5	15.00%	S.1.7	18.52%	E.1.7	4.58%
G.2.1	5.56%	S.2.1	1.19%	E.1.9	2.29%
G.2.2	5.56%	S.2.2	3.57%	E.1.10	2.29%
G.2.6	5.56%	S.2.3	3.57%	E.1.11	2.29%
G.2.7	5.56%	S.3.1.3	17.86%	E.1.12	13.73%
G.2.9	5.56%	S.3.3	23.81%	E.2.1	2.78%
G.2.13	13.89%	S.4.3	8.33%	E.2.1.1	5.56%
G.3.2	10.42%			E.2.1.2	5.56%
G.3.4	10.42%			E.2.1.7	15.28%
				E.2.1.8	15.28%
				E.2.2	16.67%

7.2.27. OIL & GAS REFINING, MARKETING, STORAGE & TRANSPORTATION

Peer Group	Oil & Gas Refining, Marketing, Storage & Transportation	Peer Group	Oil & Gas Refining, Marketing, Storage & Transportation	Peer Group	Oil & Gas Refining, Marketing, Storage & Transportation
G.1.1	5.71%	S.1.1	7.67%	E.1.1.1	3.38%
G.1.3	5.71%	S.1.4	7.67%	E.1.2	5.06%
G.1.4	11.43%	S.1.5	7.67%	E.1.2.4	5.06%
G.1.5	17.14%	S.1.6.5	7.67%	E.1.3	6.75%
G.2.1	8.73%	S.1.6.6	7.67%	E.1.3.3	6.75%
G.2.5	8.73%	S.1.7	19.17%	E.1.3.5	1.69%
G.2.6	8.73%	S.2.1	2.86%	E.1.4	3.38%
G.2.8	4.36%	S.2.2	8.57%	E.1.5	1.69%
G.2.13	17.45%	S.2.3	8.57%	E.1.6	1.69%
G.3.2	6.00%	S.3.3	5.00%	E.1.7	3.38%
G.3.4	6.00%	S.4.1	2.50%	E.1.8	1.69%
		S.4.3	15.00%	E.1.9	1.69%
				E.1.10	1.69%
				E.1.11	1.69%
				E.1.12	28.70%
				E.2.1	5.71%

7. APPENDIX B: WEIGHTING MATRICES

			E.2.2	8.57%
			E.3.1.1	6.86%
			E.3.2	4.57%

7.2.28. OIL , GAS COALS & CONSUMABLE FUELS PRODUCERS

Peer Group	Oil, Gas, Coals & Consumable Fuels Producers	Peer Group	Oil, Gas, Coals & Consumable Fuels Producers	Peer Group	Oil, Gas, Coals & Consumable Fuels Producers
G.1.1	4.44%	S.1.5	2.50%	E.1.1.1	3.07%
G.1.3	4.44%	S.1.6.5	10.00%	E.1.2	4.60%
G.1.4	13.33%	S.1.6.6	10.00%	E.1.2.2	3.07%
G.1.5	17.78%	S.1.7	20.00%	E.1.2.3	6.14%
G.2.1	7.27%	S.2.1	1.43%	E.1.2.4	6.14%
G.2.5	7.27%	S.2.2	4.29%	E.1.3	6.14%
G.2.6	7.27%	S.2.3	4.29%	E.1.3.3	3.07%
G.2.8	3.64%	S.3.3	5.00%	E.1.3.5	3.07%
G.2.13	14.55%	S.4.1	2.83%	E.1.4	1.53%
G.3.2	2.22%	S.4.2.1	5.67%	E.1.5	1.53%
G.3.3.1	11.11%	S.4.2.2	8.50%	E.1.6	1.53%
G.3.4	6.67%	S.4.2.9	5.67%	E.1.7	3.07%
		S.4.2.11	2.83%	E.1.8	1.53%
		S.4.3	17.00%	E.1.9	1.53%
				E.1.10	1.53%
				E.1.11	1.53%
				E.1.12	33.76%
				E.2.1	3.43%
				E.2.2	5.14%
				E.3.1.2	5.36%
				E.3.2	3.21%

7.2.29. PAPER & FOREST PRODUCTS

Peer Group	Paper & Forest Products	Peer Group	Paper & Forest Products	Peer Group	Paper & Forest Products
G.1.1	2.50%	S.1.3	3.46%	E.1.1.1	1.53%
G.1.3	2.50%	S.1.5	3.46%	E.1.2.1	6.12%
G.1.4	5.00%	S.1.6	6.92%	E.1.2.7	3.06%
G.1.4.5	15.00%	S.1.6.2	10.38%	E.1.2.8	9.18%
G.1.5	15.00%	S.1.6.4	6.92%	E.1.3	3.06%
G.2.1	13.71%	S.1.6.5	10.38%	E.1.3.2	3.06%
G.2.6	13.71%	S.1.6.6	6.92%	E.1.3.3	3.06%
G.2.13	20.57%	S.1.7	20.77%	E.1.3.4	3.06%

7. APPENDIX B: WEIGHTING MATRICES

G.3.4	12.00%	S.3.2.1	3.85%	E.1.3.5	3.06%
		S.3.3	3.85%	E.1.5	1.53%
		S.4.1	4.62%	E.1.6	1.53%
		S.4.2.9	9.23%	E.1.7	1.53%
		S.4.3	9.23%	E.1.7.1	1.53%
				E.1.9	3.06%
				E.1.10	3.06%
				E.1.11	3.06%
				E.1.12	24.49%
				E.2.1.7	6.00%
				E.2.1.8	6.00%
				E.2.2	3.00%
				E.3.1.1	6.00%
				E.3.2	4.00%

7.2.30. PHARMACEUTICALS, BIOTECHNOLOGY & LIFE SCIENCES

Peer Group	Pharmaceuticals, Biotechnology & Life Sciences	Peer Group	Pharmaceuticals, Biotechnology & Life Sciences	Peer Group	Pharmaceuticals, Biotechnology & Life Sciences
G.1.1	1.67%	S.1.5	1.48%	E.1.2	9.21%
G.1.2	3.33%	S.1.6.2	1.48%	E.1.2.7	6.91%
G.1.3	1.67%	S.1.6.4	4.44%	E.1.3	6.91%
G.1.4	3.33%	S.1.6.6	1.48%	E.1.3.2	6.91%
G.1.4.3	6.67%	S.1.7	4.44%	E.1.5	2.30%
G.1.4.5	6.67%	S.2.1	1.48%	E.1.6	2.30%
G.1.4.6	11.67%	S.2.2	4.44%	E.1.7	4.61%
G.1.5	15.00%	S.2.3	2.96%	E.1.8	2.30%
G.2.5	10.00%	S.3.1.12	10.00%	E.1.9	2.30%
G.2.6	10.00%	S.3.2.1	6.67%	E.1.10	2.30%
G.2.8	5.00%	S.3.3	16.67%	E.1.11	2.30%
G.2.13	15.00%	S.4.1	1.48%	E.1.12	27.64%
G.3.2	3.33%	S.4.2.4	8.89%	E.2.1	8.00%
G.3.4	6.67%	S.4.2.5	4.44%	E.2.2	8.00%
		S.4.2.6	4.44%	E.3.2	8.00%
		S.4.2.13	4.44%		
		S.4.2.14	2.96%		
		S.4.3	17.78%		

7.2.31. REAL ESTATE

Peer Group	Real Estate	Peer Group	Real Estate	Peer Group	Real Estate
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7. APPENDIX B: WEIGHTING MATRICES

G.1.1	2.42%	S.1.2	10.00%	E.1.1	4.38%
G.1.3	2.42%	S.1.4	10.00%	E.1.4	2.19%
G.1.3.1	9.70%	S.1.5	5.00%	E.1.5	2.19%
G.1.3.4	14.55%	S.1.7	15.00%	E.1.6	2.19%
G.1.4	4.85%	S.2.1	3.33%	E.1.7	2.19%
G.1.4.1	2.42%	S.2.2	5.00%	E.1.8	2.19%
G.1.5	16.97%	S.2.3	5.00%	E.1.9	2.19%
G.2.1	4.44%	S.3.1.10	10.00%	E.1.10	2.19%
G.2.5	8.89%	S.3.3	10.00%	E.1.11	2.19%
G.2.6	6.67%	S.4.1	8.89%	E.1.12	13.13%
G.2.8	4.44%	S.4.3	17.78%	E.2.1	2.50%
G.2.13	15.56%			E.2.1.1	2.50%
G.3.4	6.67%			E.2.2	7.50%
				E.3.1.12	8.29%
				E.3.1.13	13.82%
				E.3.1.14	11.05%
				E.3.2	19.34%

7.2.32. RETAILING

Peer Group	Retailing	Peer Group	Retailing	Peer Group	Retailing
G.1.1	5.71%	S.1.1.1	4.69%	E.1.2	10.00%
G.1.3	5.71%	S.1.2	4.69%	E.1.4	5.00%
G.1.4	11.43%	S.1.3	4.69%	E.1.5	2.50%
G.1.5	17.14%	S.1.5	4.69%	E.1.6	2.50%
G.2.5	11.56%	S.1.5.1	4.69%	E.1.7	5.00%
G.2.6	11.56%	S.1.7	14.06%	E.1.7.1	10.00%
G.2.8	11.56%	S.2.1	3.21%	E.1.8	2.50%
G.2.13	17.33%	S.2.1.1	6.43%	E.1.9	2.50%
G.3.4	8.00%	S.2.2	9.64%	E.1.10	2.50%
		S.2.2.1	3.21%	E.1.11	2.50%
		S.2.2.2	3.21%	E.1.12	15.00%
		S.2.2.3	3.21%	E.2.1	6.67%
		S.2.3	16.07%	E.2.2	13.33%
		S.3.3	5.00%	E.3.1.1	10.00%
		S.4.1	4.17%	E.3.2	10.00%
		S.4.3	8.33%		

7.2.33. SEMICONDUCTORS & SEMICONDUCTOR EQUIPMENT

Peer Group	Semiconductors & Semiconductor	Peer Group	Semiconductors & Semiconductor	Peer Group	Semiconductors & Semiconductor
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7. APPENDIX B: WEIGHTING MATRICES

	Equipment		Equipment		Equipment
G.1.1	4.00%	S.1.5	4.90%	E.1.2	7.06%
G.1.2	8.00%	S.1.6.2	7.35%	E.1.3	7.06%
G.1.3	4.00%	S.1.6.5	7.35%	E.1.3.2	5.29%
G.1.4	8.00%	S.1.7	14.69%	E.1.5	1.76%
G.1.5	16.00%	S.2.1	2.14%	E.1.6	1.76%
G.2.5	12.00%	S.2.1.1	2.14%	E.1.7	3.53%
G.2.6	12.00%	S.2.1.2	2.14%	E.1.8	1.76%
G.2.8	6.00%	S.2.2	4.29%	E.1.9	3.53%
G.2.13	18.00%	S.2.2.1	4.29%	E.1.10	3.53%
G.3.2	4.00%	S.2.2.2	6.43%	E.1.11	1.76%
G.3.4	8.00%	S.2.2.3	4.29%	E.1.12	22.94%
		S.2.3	17.14%	E.2.1	2.50%
		S.3.2.1	5.71%	E.2.1.1	5.00%
		S.3.3	5.71%	E.2.1.2	5.00%
		S.4.1	2.86%	E.2.2	7.50%
		S.4.3	8.57%	E.3.1.6	5.00%
				E.3.1.7	7.50%
				E.3.2	7.50%

7.2.34. SOFTWARE & SERVICES

Peer Group	Software & Services	Peer Group	Software & Services	Peer Group	Software & Services
G.1.1	4.00%	S.1.3	5.52%	E.1.2	8.57%
G.1.2	8.00%	S.1.5	3.68%	E.1.5	4.29%
G.1.3	4.00%	S.1.6.1	7.36%	E.1.6	4.29%
G.1.4	8.00%	S.1.7	10.11%	E.1.7	4.29%
G.1.5	16.00%	S.2.2	6.67%	E.1.8	4.29%
G.2.5	12.00%	S.2.3	4.44%	E.1.9	4.29%
G.2.6	12.00%	S.3.1.2	6.35%	E.1.10	4.29%
G.2.8	6.00%	S.3.1.3	6.35%	E.1.11	4.29%
G.2.13	18.00%	S.3.1.5	12.70%	E.1.12	21.43%
G.3.2	4.00%	S.3.3	19.05%	E.2.1	10.00%
G.3.4	8.00%	S.4.1	2.54%	E.2.2	6.67%
		S.4.2.12	7.62%	E.3.1.1	14.00%
		S.4.3	7.62%	E.3.2	9.33%

7.2.35. STEEL

Peer Group	Steel	Peer Group	Steel	Peer Group	Steel
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7. APPENDIX B: WEIGHTING MATRICES

G.1.1	8.33%	S.1.5	2.23%	E.1.1.1	3.51%
G.1.3	8.33%	S.1.6.2	11.17%	E.1.2.3	5.26%
G.1.4	16.67%	S.1.6.4	11.17%	E.1.2.7	5.26%
G.1.5	16.67%	S.1.6.5	6.70%	E.1.3	7.02%
G.2.6	20.83%	S.1.6.6	8.93%	E.1.3.3	5.26%
G.2.13	10.42%	S.1.7	17.87%	E.1.3.4	7.02%
G.3.3.1	4.69%	S.3.3	9.68%	E.1.3.5	7.02%
G.3.4	14.06%	S.4.2.1	6.45%	E.1.5	1.75%
		S.4.2.2	12.90%	E.1.6	1.75%
		S.4.3	12.90%	E.1.7	3.51%
				E.1.9	3.51%
				E.1.10	3.51%
				E.1.11	3.51%
				E.1.12	42.11%

7.2.36. TECHNOLOGY HARDWARE & EQUIPMENT

Peer Group	Technology Hardware & Equipment	Peer Group	Technology Hardware & Equipment	Peer Group	Technology Hardware & Equipment
G.1.1	5.71%	S.1.1.1	4.76%	E.1.1	2.79%
G.1.3	5.71%	S.1.4	4.76%	E.1.2	5.58%
G.1.4	11.43%	S.1.5	4.76%	E.1.3	5.58%
G.1.5	17.14%	S.1.6.2	2.38%	E.1.3.2	4.19%
G.2.5	13.71%	S.1.7	11.90%	E.1.3.4	2.79%
G.2.6	13.71%	S.2.1	2.11%	E.1.3.5	2.79%
G.2.8	6.86%	S.2.1.1	4.22%	E.1.5	1.40%
G.2.13	13.71%	S.2.1.2	2.11%	E.1.6	1.40%
G.3.1	3.00%	S.2.1.3	4.22%	E.1.7	2.79%
G.3.2	3.00%	S.2.2	4.22%	E.1.8	1.40%
G.3.4	6.00%	S.2.2.1	4.22%	E.1.9	2.79%
		S.2.2.2	4.22%	E.1.10	2.79%
		S.2.2.3	2.11%	E.1.11	1.40%
		S.2.3	21.12%	E.1.12	22.33%
		S.3.2.1	5.71%	E.2.1	2.50%
		S.3.3	5.71%	E.2.1.1	5.00%
		S.4.1	1.90%	E.2.1.2	5.00%
		S.4.2.12	3.81%	E.2.2	7.50%
		S.4.3	5.71%	E.3.1.6	5.00%
				E.3.1.7	7.50%
				E.3.2	7.50%

7. APPENDIX B: WEIGHTING MATRICES

7.2.37. TELECOMMUNICATION SERVICES

Peer Group	Telecommunication Services	Peer Group	Telecommunication Services	Peer Group	Telecommunication Services
G.1.1	7.14%	S.1.5	4.10%	E.1.2	8.57%
G.1.3	7.14%	S.1.6.2	4.10%	E.1.3.2	5.71%
G.1.4	14.29%	S.1.6.4	6.15%	E.1.5	2.86%
G.1.5	21.43%	S.1.7	12.31%	E.1.6	2.86%
G.2.1	4.44%	S.2.1	1.70%	E.1.7	5.71%
G.2.2	4.44%	S.2.1.1	1.70%	E.1.8	2.86%
G.2.5	4.44%	S.2.2	3.40%	E.1.9	2.86%
G.2.6	8.89%	S.2.2.1	3.40%	E.1.10	2.86%
G.2.13	17.78%	S.2.2.2	5.10%	E.1.11	2.86%
G.3.4	10.00%	S.2.2.3	5.10%	E.1.12	22.86%
		S.2.3	8.50%	E.2.1	5.71%
		S.3.1.3	5.56%	E.2.2	5.71%
		S.3.1.4	5.56%	E.3.1.6	7.14%
		S.3.3	11.11%	E.3.1.7	10.71%
		S.4.1	2.96%	E.3.2	10.71%
		S.4.2.1	5.93%		
		S.4.2.12	5.93%		
		S.4.3	7.41%		

7.2.38. TEXTILES, APPAREL & LUXURY GOODS

Peer Group	Textiles, Apparel & Luxury Goods	Peer Group	Textiles, Apparel & Luxury Goods	Peer Group	Textiles, Apparel & Luxury Goods
G.1.1	3.33%	S.1.1.1	4.17%	E.1.2.7	5.11%
G.1.3	3.33%	S.1.2	4.17%	E.1.3	5.11%
G.1.4	6.67%	S.1.3	4.17%	E.1.3.5	5.11%
G.1.4.3	10.00%	S.1.5	2.08%	E.1.7	5.11%
G.1.5	16.67%	S.1.6.2	6.25%	E.1.8	2.56%
G.2.5	13.87%	S.1.7	16.67%	E.1.9	2.56%
G.2.6	13.87%	S.2.1	2.94%	E.1.10	2.56%
G.2.8	6.93%	S.2.1.1	5.88%	E.1.11	2.56%
G.2.13	17.33%	S.2.2	8.82%	E.1.12	17.89%
G.3.4	8.00%	S.2.2.1	5.88%	E.2.1	3.57%
		S.2.2.2	2.94%	E.2.1.1	7.14%
		S.2.2.3	5.88%	E.2.1.2	7.14%
		S.2.3	17.65%	E.2.2	10.71%
		S.3.3	7.50%	E.3.1.1	5.71%

7. APPENDIX B: WEIGHTING MATRICES

	S.4.1	2.50%	E.3.1.6	4.29%
	S.4.3	2.50%	E.3.1.7	4.29%
			E.3.2	8.57%

7.2.39. TRADING COMPANIES & DISTRIBUTORS

Peer Group	Trading Companies & Distributors	Peer Group	Trading Companies & Distributors	Peer Group	Trading Companies & Distributors
G.1.1	4.71%	S.1.5	7.00%	E.1.2	13.83%
G.1.3	2.35%	S.1.6.5	14.00%	E.1.5	3.46%
G.1.4	4.71%	S.1.7	14.00%	E.1.6	3.46%
G.1.4.3	11.76%	S.2.1	7.08%	E.1.7	6.92%
G.1.5	16.47%	S.2.2	21.25%	E.1.8	3.46%
G.2.5	12.00%	S.2.3	14.17%	E.1.9	3.46%
G.2.6	12.00%	S.4.1	5.63%	E.1.10	3.46%
G.2.8	6.00%	S.4.3	16.88%	E.1.11	3.46%
G.2.13	18.00%			E.1.12	24.21%
G.3.1	3.00%			E.2.1	3.81%
G.3.2	3.00%			E.2.2	7.62%
G.3.4	6.00%			E.3.1.1	13.71%
				E.3.2	9.14%

7.2.40. TRANSPORTATION

Peer Group	Transportation	Peer Group	Transportation	Peer Group	Transportation
G.1.1	5.71%	S.1.1.1	6.62%	E.1.1.1	4.69%
G.1.3	5.71%	S.1.5	6.62%	E.1.2	7.03%
G.1.4	11.43%	S.1.6.2	13.23%	E.1.3	7.03%
G.1.5	17.14%	S.1.6.4	6.62%	E.1.3.5	2.34%
G.2.1	8.73%	S.1.6.5	9.92%	E.1.4	2.34%
G.2.5	8.73%	S.1.6.6	6.62%	E.1.5	2.34%
G.2.6	8.73%	S.1.7	13.23%	E.1.6	2.34%
G.2.8	4.36%	S.3.2.1	8.57%	E.1.7	4.69%
G.2.13	17.45%	S.3.3	17.14%	E.1.7.1	4.69%
G.3.4	12.00%	S.4.1	2.86%	E.1.8	4.69%
		S.4.3	8.57%	E.1.9	4.69%
				E.1.10	4.69%
				E.1.11	7.03%
				E.1.12	16.41%
				E.3.1.1	16.67%
				E.3.2	8.33%

7. APPENDIX B: WEIGHTING MATRICES

7.2.41. TRANSPORTATION INFRASTRUCTURE

Peer Group	Transportation Infrastructure	Peer Group	Transportation Infrastructure	Peer Group	Transportation Infrastructure
G.1.1	5.71%	S.1.1	11.88%	E.1.2	7.18%
G.1.3	5.71%	S.1.4	11.88%	E.1.2.3	10.76%
G.1.4	11.43%	S.1.5	5.94%	E.1.3.5	7.18%
G.1.5	17.14%	S.1.7	17.81%	E.1.5	3.59%
G.2.5	12.00%	S.2.2	11.25%	E.1.6	3.59%
G.2.6	12.00%	S.2.3	11.25%	E.1.7	5.38%
G.2.8	6.00%	S.3.3	10.00%	E.1.8	3.59%
G.2.13	18.00%	S.4.1	2.50%	E.1.9	3.59%
G.3.4	12.00%	S.4.2.2	7.50%	E.1.10	3.59%
		S.4.3	10.00%	E.1.11	3.59%
				E.1.12	25.12%
				E.2.1.1	5.71%
				E.2.2	5.71%
				E.3.1.1	5.71%
				E.3.2	5.71%

7.2.42. UTILITIES

Peer Group	Utilities	Peer Group	Utilities	Peer Group	Utilities
G.1.1	5.00%	S.1.5	3.33%	E.1.1.1	2.01%
G.1.3	5.00%	S.1.6.2	6.67%	E.1.2	4.01%
G.1.4	10.00%	S.1.6.4	6.67%	E.1.2.7	4.01%
G.1.5	20.00%	S.1.6.5	3.33%	E.1.3	8.03%
G.2.1	5.33%	S.1.6.6	3.33%	E.1.3.2	3.01%
G.2.2	5.33%	S.1.7	16.67%	E.1.3.3	3.01%
G.2.5	10.67%	S.2.1	4.44%	E.1.3.4	3.01%
G.2.6	10.67%	S.2.2	6.67%	E.1.4	2.01%
G.2.13	16.00%	S.2.3	2.22%	E.1.5	1.00%
G.3.2	6.00%	S.3.1.11	10.00%	E.1.6	1.00%
G.3.4	6.00%	S.3.3	10.00%	E.1.7	1.00%
		S.4.1	4.44%	E.1.8	3.01%
		S.4.2.2	8.89%	E.1.9	2.01%
		S.4.2.10	8.89%	E.1.10	2.01%
		S.4.3	4.44%	E.1.11	3.01%
				E.1.12	20.07%
				E.2.1	2.22%
				E.2.1.1	4.44%

7. APPENDIX B: WEIGHTING MATRICES

			E.2.1.2	4.44%
			E.2.2	4.44%
			E.3.1.1	3.70%
			E.3.1.17	14.81%
			E.3.2	3.70%

8. APPENDIX C: INDUSTRY CLASSIFICATION

8.1. PEER GROUPS

Group Name	Group Name
Aerospace & Defense	Household & Personal Products
Auto Components	Industrial Conglomerates
Automobiles	Insurance
Banks	Machinery
Building Products	Media
Chemicals	Oil & Gas Refining, Marketing, Storage & Transportation
Commercial and Professional Services	Oil, Gas, Coals & Consumable Fuels Producers
Construction & Engineering	Paper & Forest Products
Construction Materials	Pharmaceuticals, Biotechnology & Life Sciences
Consumer Durables ex Homebuilders	Real Estate
Consumer Services	Retailing
Containers & Packaging	Semiconductors & Semiconductor Equipment
Diversified Financial Services	Software & Services
Diversified Metals & Mining (incl. Aluminum)	Steel
Electrical Equipment	Technology Hardware & Equipment
Energy Equipment & Services	Telecommunication Services
Food & Staples Retailing	Textiles, Apparel & Luxury Goods
Food, Beverage & Tobacco	Trading Companies & Distributors
Gold and Precious Metals	Transportation
Health Care Providers, Equipment & Services	Transportation Infrastructure
Homebuilders	Utilities