

# Refinitiv Global Diversity & Inclusion Index

The following table shows the constituents in the Refinitiv global Diversity & Inclusion Index as of June 30<sup>th</sup>, 2019.

COMPANY RANK	COMPANY NAME	OVERALL D&I SCORE
1	Accenture Plc	85.5
2	Diageo plc	82.25
3	Royal Bank of Canada	79.25
4	Natura Cosmeticos SA	79.25
5	BlackRock, Inc.	78.5
6	Telecom Italia SpA	78
7	Novartis AG	77.75
8	Allianz SE	77.5
9	Gap Inc	76.5
10	Kering	76
11	Infrastrutture Wireless Italiane SpA	76
12	L'Oreal SA	75.25
13	UCB SA	75.25
14	HERA SpA	75
15	Merck & Co., Inc.	74.75
16	Thomson Reuters Corp	74.75
17	Millicom International Cellular SA(SWE)	74.75
18	Fiat Chrysler Automobiles NV	74.25
19	Woolworths Group Ltd	74.25
20	Bank of Nova Scotia	74
21	Toronto-Dominion Bank	74
22	Nestle SA	74
23	Roche Holding Ltd.	73.75
24	Acciona SA	73.75
25	Star Entertainment Group Ltd	73.75
26	BNP Paribas SA	73.5
27	Johnson & Johnson	73.25

28	Sempra Energy	73
29	Xerox Corp	72.75
30	Owens Corning	72.75
31	adidas AG	72.5
32	NTT Docomo Inc	72.5
33	AstraZeneca plc	72.5
34	Eli Lilly And Co	72.5
35	Cathay Financial Holding Co., Ltd.	72.5
36	3M Co	72.25
37	GlaxoSmithKline plc	72.25
38	Caterpillar Inc.	72.25
39	Vodafone Group plc	72
40	HP Inc	72
41	Arcelik AS	72
42	Sodexo SA	71.75
43	Hellenic Telecommunications Organization S.A.	71.75
44	CSR Limited	71.75
45	Bristol-Myers Squibb Co	71.75
46	Merck KGaA	71.75
47	Deutsche Post AG	71.5
48	Unilever Indonesia Tbk PT	71
49	PepsiCo, Inc.	71
50	Korea Gas Corp	71
51	Inditex SA	70.75
52	Samsung C&T Corp	70.75
53	Siemens AG	70.75
54	Samsung Electronics Co Ltd	70.5
55	Canadian Imperial Bank of Commerce	70.5
56	ManpowerGroup Inc.	70.25
57	Medtronic PLC	70.25
58	Shiseido Company, Limited	70.25
59	Biogen Inc	70
60	WPP Plc	70
61	DiGi.Com Bhd	70
62	Coca Cola HBC AG	70
63	Avon Products, Inc.	69.75
64	Sony Corp	69.75
65	Fujitsu Ltd	69.75
66	Woolworths Holdings Limited	69.75
67	Mediclinic International PLC	69.75

68	Colgate-Palmolive Company	69.5
69	Kingfisher plc	69.5
70	Orica Ltd	69.5
71	Hasbro, Inc.	69.5
72	Newcrest Mining Limited	69.5
73	Alliance Data Systems Corporation	69.5
74	UnitedHealth Group Inc	69.25
75	Bank of America Corp	69.25
76	General Mills, Inc.	69.25
77	Unilever plc	69.25
78	CSL Limited	69.25
79	Singapore Telecommunications Limited	69.25
80	Hankook Tire & Technology Co Ltd	69.25
81	Galenica AG	69.25
82	Cie Gnrl des Etblsmnts Michelin SCA	69
83	Rio Tinto Limited	69
84	SGS SA	69
85	American Electric Power Company Inc	69
86	Symantec Corporation	69
87	salesforce.com, inc.	69
88	Foschini Group Ltd	69
89	Truworths International Limited	69
90	Nestle (Malaysia) Berhad	69
91	Deutsche Telekom AG	68.75
92	SAP SE	68.75
93	Accor SA	68.75
94	Endesa SA	68.75
95	Astellas Pharma Inc	68.75
96	Commonwealth Bank of Australia	68.75
97	Iluka Resources Limited	68.75
98	Evonik Industries AG	68.75
99	Citigroup Inc	68.5
100	Peugeot SA	68.5