

# Refinitiv Global Diversity & Inclusion Index

## Top 100

The following table shows the constituents in the Refinitiv Diversity & Inclusion Index as of June 30<sup>th</sup> 2022.

Rank	Company Name	Industry	Country of Headquarters	Overall D&I Score
1	Accenture Plc	Software & IT Services	Ireland	86.75
2	Kering SA	Specialty Retailers	France	84.75
3	Owens Corning	Homebuilding & Construction Supplies	United States	83.5
4	Gap Inc	Specialty Retailers	United States	82.75
5	Novartis AG	Pharmaceuticals	Switzerland	81.25
6	Illumina, Inc.	Healthcare Equipment & Supplies	United States	81.25
7	Toronto-Dominion Bank	Banking Services	Canada	80.75
8	Nordstrom, Inc.	Diversified Retail	United States	80
9	Paramount Global	Media & Publishing	United States	79.5
10	Tim SA	Telecommunications Services	Brazil	79.5
11	Telecom Italia SpA	Telecommunications Services	Italy	79.25
12	HERA SpA	Multiline Utilities	Italy	79.25
13	Allianz SE	Insurance	Germany	79
14	L'Oreal SA	Personal & Household Products & Services	France	78.5
15	LVMH Moet Hennessy Louis Vuitton SE	Textiles & Apparel	France	78
16	Intesa Sanpaolo SpA	Banking Services	Italy	78
17	Royal Bank of Canada	Banking Services	Canada	77.5
18	Medtronic PLC	Healthcare Equipment & Supplies	Ireland	77.25
19	Bank of Montreal	Banking Services	Canada	77.25
20	Estee Lauder Companies Inc	Personal & Household Products & Services	United States	77.25
21	Roche Holding AG	Pharmaceuticals	Switzerland	77
22	British American Tobacco PLC	Food & Tobacco	United Kingdom	77
23	Johnson & Johnson	Pharmaceuticals	United States	76.75
24	Bank of America Corp	Banking Services	United States	76.75
25	Canadian Imperial Bank of Commerce	Banking Services	Canada	76.75
26	Coca Cola HBC AG	Beverages	Switzerland	76.75
27	CCC SA	Specialty Retailers	Poland	76.75
28	Diageo plc	Beverages	United Kingdom	76.5
29	Sony Group Corp	Computers, Phones & Household Electronics	Japan	76.5
30	Enel S.p.A.	Electric Utilities & IPPs	Italy	76.25

31	Swedbank AB	Banking Services	Sweden	75.75
32	Publicis Groupe SA	Media & Publishing	France	75.75
33	Marriott International Inc	Hotels & Entertainment Services	United States	75.5
34	Koninklijke Philips NV	Healthcare Equipment & Supplies	Netherlands	75.5
35	Siam Commercial Bank PCL	Banking Services	Thailand	75.5
36	Randstad NV	Professional & Commercial Services	Netherlands	75.5
37	Natura & Co Holding SA	Personal & Household Products & Services	Brazil	75.5
38	Cimsa Cimento Sanayi ve Ticaret A.S.	Construction Materials	Turkey	75.5
39	Volkswagen AG	Automobiles & Auto Parts	Germany	75.25
40	Ralph Lauren Corp	Textiles & Apparel	United States	75.25
41	National Bank of Greece SA	Banking Services	Greece	75.25
42	Ford Otomotiv Sanayi AS	Automobiles & Auto Parts	Turkey	75.25
43	Oesterreichische Post AG	Freight & Logistics Services	Austria	75.25
44	WPP PLC	Media & Publishing	United Kingdom	75
45	Enel Generacion Peru SAA	Electric Utilities & IPPs	Peru	75
46	Union Pacific Corporation	Freight & Logistics Services	United States	74.75
47	Sandvik AB	Machinery, Tools, Heavy Vehicles, Trains & Ships	Sweden	74.75
48	Merck & Co., Inc.	Pharmaceuticals	United States	74.5
49	BlackRock, Inc.	Investment Banking & Investment Services	United States	74.25
50	Bank of Nova Scotia	Banking Services	Canada	74.25
51	Mercedes-Benz Group AG	Automobiles & Auto Parts	Germany	74
52	Davide Campari Milano NV	Beverages	Italy	74
53	PVH Corp	Textiles & Apparel	United States	73.75
54	Hewlett Packard Enterprise Co	Computers, Phones & Household Electronics	United States	73.5
55	AGL Energy Ltd	Multiline Utilities	Australia	73.5
56	Star Entertainment Group Ltd	Hotels & Entertainment Services	Australia	73.5
57	Fleury SA	Healthcare Providers & Services	Brazil	73.5
58	AG Anadolu Grubu Holding AS	Investment Holding Companies	Turkey	73.5
59	Enel Distribucion Peru SAA	Electric Utilities & IPPs	Peru	73.5
60	ConocoPhillips	Oil & Gas	United States	73.25
61	Schneider Electric SE	Machinery, Tools, Heavy Vehicles, Trains & Ships	France	73.25
62	Relx PLC	Professional & Commercial Services	United Kingdom	73.25
63	Moody's Corporation	Professional & Commercial Services	United States	73.25
64	Vietnam Dairy Products JSC	Food & Tobacco	Vietnam	73.25
65	Bread Financial Holdings Inc	Professional & Commercial Services	United States	73.25
66	Sanofi SA	Pharmaceuticals	France	73
67	Siemens AG	Consumer Goods Conglomerates	Germany	73
68	Colgate-Palmolive Company	Personal & Household Products & Services	United States	73
69	Walgreens Boots Alliance Inc	Food & Drug Retailing	United States	73
70	SGS SA	Professional & Commercial Services	Switzerland	73

71	Nedbank Group Ltd.	Banking Services	South Africa	73
72	PepsiCo, Inc.	Beverages	United States	72.75
73	Standard Chartered PLC	Banking Services	United Kingdom	72.75
74	Telefonica Brasil SA	Telecommunications Services	Brazil	72.75
75	S&P Global Inc	Professional & Commercial Services	United States	72.5
76	Target Corporation	Diversified Retail	United States	72.5
77	L'Air Liquid Soct Ae pr l'Edeetl'EndsPsGe	Chemicals	France	72.5
78	Dow Inc	Chemicals	United States	72.5
79	Societe Generale SA	Banking Services	France	72.5
80	Grupo Energia Bogota SA ESP	Natural Gas Utilities	Colombia	72.5
81	Stellantis NV	Automobiles & Auto Parts	Netherlands	72.25
82	Koc Holding AS	Investment Holding Companies	Turkey	72.25
83	adidas AG	Textiles & Apparel	Germany	72
84	VERBUND AG	Electric Utilities & IPPs	Austria	72
85	Singapore Airlines Ltd.	Passenger Transportation Services	Singapore	72
86	Ecolab Inc.	Chemicals	United States	71.75
87	Home Product Center PCL	Specialty Retailers	Thailand	71.75
88	Enbridge Inc	Oil & Gas Related Equipment and Services	Canada	71.5
89	Altria Group Inc	Food & Tobacco	United States	71.5
90	Bayerische Motoren Werke AG	Automobiles & Auto Parts	Germany	71.5
91	Banco Bradesco SA	Banking Services	Brazil	71.5
92	Mattel Inc	Leisure Products	United States	71.5
93	CNH Industrial NV	Machinery, Tools, Heavy Vehicles, Trains & Ships	United Kingdom	71.25
94	Snam SpA	Oil & Gas Related Equipment and Services	Italy	71.25
95	Page Industries Limited	Textiles & Apparel	India	71.25
96	Pola Orbis Holdings Inc	Personal & Household Products & Services	Japan	71.25
97	Enel Generacion Costanera SA	Electric Utilities & IPPs	Argentina	71.25
98	GSK plc	Pharmaceuticals	United Kingdom	71
99	BNP Paribas SA	Banking Services	France	71
100	MTN Group Limited	Telecommunications Services	South Africa	71

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