



IMPACT REPORT



This is a hypothetical impact report, not intended to represent any particular portfolio. The information contained herein is not intended as investment advice. It functions merely a representation of our ESG screening and reporting capabilities.

If you invest \$1M in your portfolio, over 10 years you will be responsible for the equivalent of:

424 fewer acres of forest worth of emissions

compared to the total U.S. stock market based on greenhouse gas emissions from sources that are owned or controlled by an organization.



24 fewer asthma attacks

compared to the total U.S. stock market based on harm done by toxic air pollution released in the u.s. by the company, using epa data.



9,131 chickens saved

compared to the total U.S. stock market based on the number of pounds of meat produced by meat processing plants.



30,982 fish saved from plastic

compared to the total U.S. stock market based on annual production of plastics that reach the ocean.



780 more homes powered by clean energy

compared to the total U.S. stock market based on equivalent clean energy production based on clean revenue (top 200 clean revenue companies only).



1,476 more meetings led by women

compared to the total U.S. stock market based on number of women in management positions.



810,839 fewer miles driven

compared to the total U.S. stock market based on greenhouse gas emissions from sources that are owned or controlled by an organization.



2,788,423 fewer pieces of plastic in the ocean

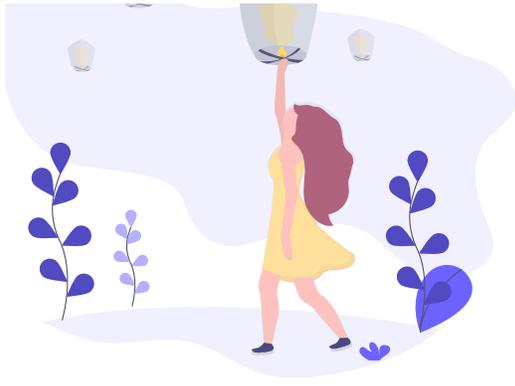
compared to the total U.S. stock market based on annual production of plastics that reach the ocean.



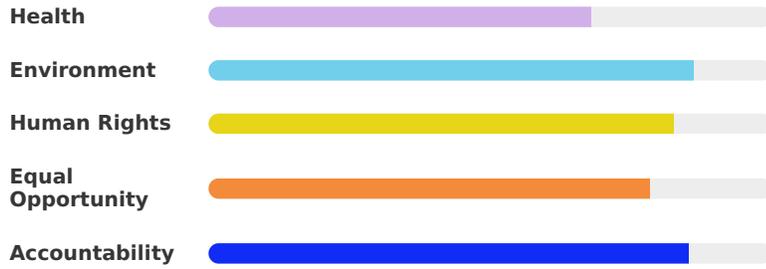
18,353 more solar panels

compared to the total U.S. stock market based on equivalent clean energy production based on clean revenue (top 200 clean revenue companies only).





Impact Breakdown Relative to Peers



Impact Highlights

Most Positive Metrics

+89 %

CLEAN ENERGY COMPANIES

-62 %

FOSSIL FUEL INDUSTRY EXPOSURE

+29 %

STRONG CLIMATE COMMITMENTS

-60 %

PRISON INDUSTRY EXPOSURE

+\$7140

MEDIAN WORKER PAY (\$)

+8 %

LGBTQ EQUALITY SCORE

+16 %

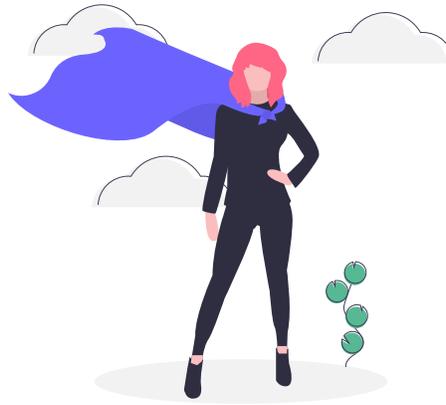
ARBITRATION FOR SEXUAL HARASSMENT PROHIBITED

-\$4.2 million

WAGE AND HOUR VIOLATIONS (\$)

-\$147.8 million

DATA PRIVACY VIOLATIONS (\$)



+31 %

POLITICAL TRANSPARENCY VOTING SUPPORT

+6 %

POLITICAL SPENDING DISCLOSURE SCORE

-\$148.3 million

BRIBERY, CORRUPTION, AND FRAUD VIOLATIONS (\$)

-100 %

TOBACCO PRODUCER EXPOSURE

-79 %

WEAPON INDUSTRY EXPOSURE

-\$62002

WORKPLACE HEALTH AND SAFETY VIOLATIONS (\$)



BlackRock engages 2 drug retailers to update reporting on governance in opioid-related risks, 1 makes change

[Report](#)



Pax pushes Beacon Roofing Supply to improve gender diversity on its board

[Website](#)



BlackRock pushes Verizon Wireless to commit to carbon neutrality by 2035

[Report](#)



BlackRock pushes technology company to reduce excessive executive pay

[Report](#)



Pax pushed Dominion and Valero Energy to plan for climate change

[Report](#)



Nuveen pushes 150 companies to add female board members across Japan and the USA

[Report](#)



Nuveen pushes two companies to commit to sustainability and emissions targets

[Report](#)



Pax pushes US Foods to diversify its board of directors

[Website](#)



BlackRock pushes Ecopetrol, S.A to commit to net-zero emissions by 2050

[Report](#)



Nuveen pushes a company to disclose ESG factors in proxy statement or report

[Report](#)



BlackRock pushes automobile company to cancel contract with company violating human rights

[Report](#)



BlackRock pushes one company to improve executive compensation alignment with long-term goals

[Report](#)



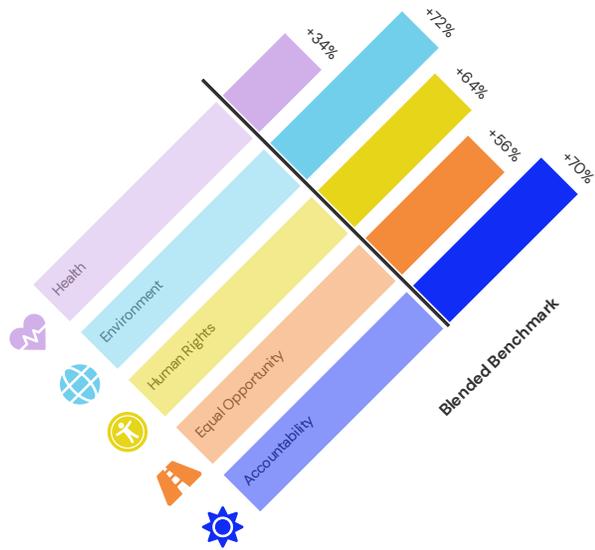
BlackRock pushes Top Glove to reduce forced labor issues

[Report](#)



BlackRock pushes mining company to improve executive oversight of sustainability issues

[Report](#)



Report Highlights



100 percent less than benchmark in tobacco producer exposure

Companies involved in the production of tobacco.



79 percent less than benchmark in weapon industry exposure

Companies involved in the manufacture or sale of weapons.



\$ 62002 dollars less than benchmark in workplace health and safety violations

Penalties paid to the US Government for workplace health and safety failures.



45 percent less than benchmark in toxic water pollution

Amount (weighted by toxicity) of toxic water pollution from facilities in the U.S. and European Union.



63 percent less than benchmark in toxic air pollution

Harm done by toxic air pollution released in the U.S. by the company, using EPA data.

healthcare violations

Penalties paid to the US Government for deceptive medical practices and inadequate healthcare access.



7 percent less than benchmark in access to medicine score

How well do pharmaceutical companies' business practices help people in low-income countries.



10 percent greater than benchmark in access to nutrition score

How well do food & beverage companies provide access to nutritious products.



37 percent less than benchmark in toxic chemical safety

How well do consumer goods companies protect customers from toxic products and packaging.



26 percent less than benchmark in antibiotics accountability score

How well do pharmaceutical companies manage and fight the risk of antibiotic resistant bacteria.



37 percent less than benchmark in sin chemicals

How many hazardous chemicals does a company produce, defined based on the EU REACH criteria.



89 percent greater than benchmark in clean energy companies

Companies with the highest clean economy revenues, and pure-play clean energy companies.



1 percent greater than benchmark in deforestation producers exposure

Agricultural commodity producers and traders linked to deforestation



62 percent less than benchmark in fossil fuel industry exposure

Companies operating in the fossil fuel industry, and utilities powered by fossil fuels

commitments

Companies with substantial climate pledges that include third-party accountability measures



\$ 169.6 million dollars less than benchmark in environmental violations

Penalties paid to the US Government for harming the environment.



57 percent less than benchmark in industrial ghg emissions

Amount of greenhouse gas emissions from facilities in the U.S. and European Union.



\$ 97.8 billion dollars less than benchmark in loans to fossil fuel companies

Fossil fuel finance dollars from banks since 2016.



1 percent greater than benchmark in animal exploitation

Is a company involved in animal testing, and/or food + clothing containing animal products.



16 percent greater than benchmark in arbitration for sexual harassment prohibited

Has a company prohibited the use of arbitration for sexual harassment.



\$ 4.2 million dollars less than benchmark in wage and hour violations

Penalties paid to the US Government for exploiting wage laborers.



2 percent less than benchmark in anti-forced labor score

How well do food, communications, and apparel companies disclose and prevent forced labor in their supply chains.



10 percent less than benchmark in ethical recruitment score

How well do companies prevent restriction of worker movement and recruitment fees in their supply chains.

violations

Penalties paid to US Gov't from abusing data privacy.



29 percent greater than benchmark in digital rights freedom of expression score

How well do internet and telecommunications companies protect free expression and limit censorship.



5 percent greater than benchmark in digital rights privacy score

How transparent are internet and telecommunications companies about their policies for data use and protection.



22 percent greater than benchmark in digital rights ranking

How well do internet and telecommunications companies protect customer privacy, security, and free expression.



72 percent greater than benchmark in digital rights governance score

How strong are internet and telecommunications companies' internal structures for protecting customer privacy and security.



\$ 1.8 million dollars less than benchmark in labor relations violations

Penalties paid to the US Government for violating labor laws.



6 percent greater than benchmark in conflict mineral accountability

How well do companies address conflict mineral risk in their supply chains.



60 percent less than benchmark in prison industry exposure

Does a company have direct financial ties to the prison industry



21 percent greater than benchmark in migrant detention involvement

Does a company have direct financial ties to US Migrant Detention Centers



7 percent greater than benchmark in ceo pay

Ratio of CEO pay to median worker pay



\$ 7140 dollars greater than benchmark in median worker pay

Salary of a company's median employee.



8 percent greater than benchmark in lgbtq equality score

How well do companies publicly support, provide health benefits to, and create inclusive environments for the LGBTQ community.



3 percent greater than benchmark in lgbtq discrimination prohibited

Does a company prohibit discrimination on the basis of sexual orientation and gender identity.



9 percent greater than benchmark in strong diversity commitments

Companies with the best diversity commitments and top diversity ratings from employee surveys.



39 percent less than benchmark in air pollution poor communities

Amount that poor communities are exposed to toxic air pollution from industrial facilities in the U.S., using Census, and EPA data.



42 percent less than benchmark in air pollution minority communities

Amount that minority communities are exposed to toxic air pollution from industrial facilities in the U.S., using Census, and EPA data.



\$ 1.9 million dollars less than benchmark in discrimination violations

Penalties paid to the US Government for employment or consumer access discrimination.

voting support

Percent of mutual fund proxy votes in support of increased political spending disclosure.



6 percent greater than benchmark in political spending disclosure score

How transparent is a company around its political spending and lobbying frameworks and expenditures.



\$ 148.3 million dollars less than benchmark in bribery, corruption, and fraud violations

Penalties paid to the US Government for bribery, corruption, and fraud.



\$ 32.9 million dollars less than benchmark in product safety violations

Penalties paid to the US Government for unsafe products.



\$ 374.1 million dollars less than benchmark in financial crimes

Penalties paid to the US Government for insider trading, market manipulation, and improper securities sales.



\$ 885.6 million dollars less than benchmark in mortgage abuse violations

Penalties paid to the US Government for mortgage deception and manipulation.

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Methodology

Benchmark comparison calculation methodology

Funds are benchmarked against a representative index based on their investment style (e.g. "US Large Cap"). Companies are benchmarked against the universe of companies with data coverage for that metric. The displayed comparisons are based on a dollar-weighted average based on the portfolio constituents with data coverage for each metric. For example, 30% less animal exploitation (-30%) means that, as a dollar-weighted average, 30% fewer constituents in the selected portfolio have ties to animal testing and animal food products, compared to their respective benchmarks. Funds are assigned a value for each metric based on a dollar-weighted average of the companies held by that fund with data coverage for that metric.

Overall Benchmark Comparison

This section measures a portfolio's relative performance in 5 major issue areas (Health, Environment, Human Rights, Equal Opportunity, Accountability) according to the following process.

All metrics are ranked based on their performance relative to a benchmark. Fund benchmark comparisons are ranked against all other funds in our database, and company benchmark comparisons are ranked against all other companies in our database. These ranks are averaged by issue category. These averages are weighted by a factor representing the coverage of each metric within a portfolio. For portfolios that include funds, managers' shareholder engagement activities are included in the overall category comparisons.

Coverage

This report is based on the portion (99%) of your portfolio covered by YourStake. YourStake's coverage universe consists of public equities, public equity funds, and corporate bond funds. Fund coverage is calculated as the dollar weighted percentage of the fund held in corporate equities or fixed income instruments covered by YourStake. The metrics displayed in this report are based on the selected ESG issues for this portfolio. If no ESG issues are selected, then the top metrics based on coverage and relevance in this report are displayed by default.

Appendix of Data

Tobacco Producer Exposure	Companies involved in the production of tobacco.	NGO Watchdog
Weapon Industry Exposure	Companies involved in the manufacture or sale of weapons.	NGO Watchdog
Workplace Health and Safety Violations	Penalties paid to the US Government for workplace health and safety failures.	Government
Toxic Water Pollution	Amount (weighted by toxicity) of toxic water pollution from facilities in the U.S. and European Union.	Government
Toxic Air Pollution	Harm done by toxic air pollution released in the U.S. by the company, using EPA data.	Academia
Medical and Healthcare Violations	Penalties paid to the US Government for deceptive medical practices and inadequate healthcare access.	Government
Access To Medicine Score	How well do pharmaceutical companies' business practices help people in low-income countries.	NGO Watchdog
Access To Nutrition	How well do food & beverage companies provide access to nutritious	NGO Watchdog

Antibiotics Accountability Score	How well do pharmaceutical companies manage and fight the risk of antibiotic resistant bacteria.	NGO Watchdog
SIN Chemicals	How many hazardous chemicals does a company produce, defined based on the EU REACH criteria.	Government
Clean Energy Companies	Companies with the highest clean economy revenues, and pure-play clean energy companies.	SEC
Deforestation Producers Exposure	Agricultural commodity producers and traders linked to deforestation	NGO Watchdog
Fossil Fuel Industry Exposure	Companies operating in the fossil fuel industry, and utilities powered by fossil fuels	NGO Watchdog
Strong Climate Commitments	Companies with substantial climate pledges that include third-party accountability measures	NGO Watchdog
Environmental Violations	Penalties paid to the US Government for harming the environment.	Government
Industrial GHG Emissions	Amount of greenhouse gas emissions from facilities in the U.S. and European Union.	Government
Loans to Fossil Fuel Companies	Fossil fuel finance dollars from banks since 2016.	NGO Watchdog
Animal Exploitation	Is a company involved in animal testing, and/or food + clothing containing animal products.	NGO Watchdog
Arbitration for Sexual Harassment Prohibited	Has a company prohibited the use of arbitration for sexual harassment.	NGO Watchdog
Wage and Hour Violations	Penalties paid to the US Government for exploiting wage laborers.	Government
Anti-Forced Labor Score	How well do food, communications, and apparel companies disclose and prevent forced labor in their supply chains.	NGO Watchdog
Ethical Recruitment Score	How well do companies prevent restriction of worker movement and recruitment fees in their supply chains.	NGO Watchdog
Data Privacy Violations	Penalties paid to US Gov't from abusing data privacy.	Government
Digital Rights Freedom of Expression Score	How well do internet and telecommunications companies protect free expression and limit censorship.	NGO Watchdog
Digital Rights Privacy Score	How transparent are internet and telecommunications companies about their policies for data use and protection.	NGO Watchdog
Digital Rights Ranking	How well do internet and telecommunications companies protect customer privacy, security, and free expression.	NGO Watchdog
Digital Rights Governance Score	How strong are internet and telecommunications companies' internal structures for protecting customer privacy and security.	NGO Watchdog
Labor Relations Violations	Penalties paid to the US Government for violating labor laws.	Government

Migrant Detention Involvement	Does a company have direct financial ties to US Migrant Detention Centers	NGO Watchdog
Women on Boards	Percent of a company's board of directors filled by women.	NGO Watchdog
CEO Pay	Ratio of CEO pay to median worker pay	SEC
Median Worker Pay	Salary of a company's median employee.	SEC
LGBTQ Equality Score	How well do companies publicly support, provide health benefits to, and create inclusive environments for the LGBTQ community.	NGO Watchdog
LGBTQ Discrimination Prohibited	Does a company prohibit discrimination on the basis of sexual orientation and gender identity.	NGO Watchdog
Strong Diversity Commitments	Companies with the best diversity commitments and top diversity ratings from employee surveys.	Company Reporting
Air Pollution Poor Communities	Amount that poor communities are exposed to toxic air pollution from industrial facilities in the U.S., using Census, and EPA data.	Academia
Air Pollution Minority Communities	Amount that minority communities are exposed to toxic air pollution from industrial facilities in the U.S., using Census, and EPA data.	Academia
Discrimination Violations	Penalties paid to the US Government for employment or consumer access discrimination.	Government
Political Transparency Voting Support	Percent of mutual fund proxy votes in support of increased political spending disclosure.	SEC
Political Spending Disclosure Score	How transparent is a company around its political spending and lobbying frameworks and expenditures.	NGO Watchdog
Bribery, Corruption, and Fraud Violations	Penalties paid to the US Government for bribery, corruption, and fraud.	Government
Product Safety Violations	Penalties paid to the US Government for unsafe products.	Government
Financial Crimes	Penalties paid to the US Government for insider trading, market manipulation, and improper securities sales.	Government
Mortgage Abuse Violations	Penalties paid to the US Government for mortgage deception and manipulation.	Government