



Impact Comparison



March 23, 2023



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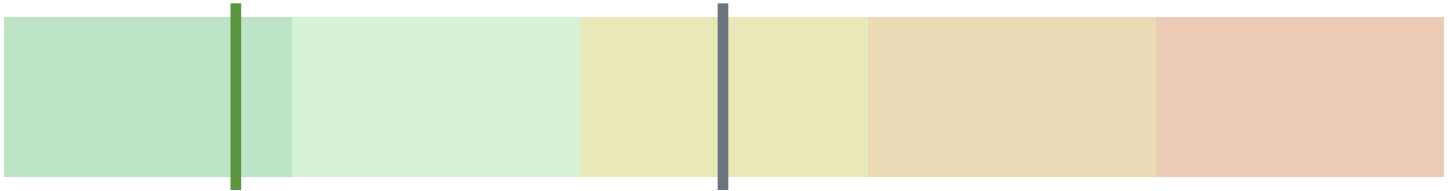
Introduction

This is an Impact Comparison report.

It includes information comparing the impact of your portfolio with one or more benchmarks, with the goal of better aligning your investments with the causes you care about.

Overall impact

This chart shows the overall impact of the portfolio on your selected causes, rated from 100 (best) to 0 (worst). Also included for comparison is the rating for selected benchmarks.



■ ESG	83.9 / 100
■ iShares MSCI ACWI ETF (benchmark)	50.1 / 100




















We calculate your portfolio's rating for the causes in your Impact Assessment, using held securities and an analysis of shareholder advocacy activities by managers of funds.

An Impact Assessment is a questionnaire that helps you rank 'Causes' as more or less important to you (causes are defined in the appendix). If you are working with an advisor, your advisor can share an Impact Assessment with you, or they may complete it based on conversation with you.
























The remainder of this report has more detail on your portfolio's rating.

My causes




This chart compares impact on selected causes, based on held assets. Descriptions for each cause can be found in the appendix of this report. Ratings range from 100 (best) to 0 (worst):

	ESG	iShares MSCI ACWI ETF
 Climate action	85 / 100	56 / 100
 Renewable energy	85	55
 Disaster readiness and aid	85	58
 Reduced GHG emissions	85	53
 Sustainable resource use	88 / 100	54 / 100
 Sustainable use of resources	87	54
 Conflict-free minerals	88	59
 Reduced waste	88	57
 Inclusive economies	81 / 100	52 / 100
 No poverty	86	58
 Affordable, safe housing	85	56
 Reduced inequality	80	52
 Zero hunger	80	56
 Decent, safe work	82	60
 Fair labor practices	80	59
 Gender equality	85 / 100	58 / 100
 Equal pay	83	57
 No violence against women	82	58
 LGBTQ equality	87	59

My causes (continued)

 Health and well-being	82 / 100	40 / 100
 Affordable healthcare	79	53
 Reduced use of tobacco	87	46
 Mental health	84	54
 Disease eradication	81	44
 Child and maternal health	85	50
 Peace and justice	86 / 100	53 / 100
 Safety from conflict	86	52
 Accountable institutions	87	50
 Racial justice	84	57
 Reduced weapons	85	54
 Life on earth	84 / 100	48 / 100
 Terrestrial biodiversity	88	55
 Healthy oceans	87	55
 Treatment of animals	78	45
 Quality education	79 / 100	59 / 100
 Arts and culture	79	59
 Lifelong education	80	58
 Primary education	79	60
 Water and sanitation	86 / 100	55 / 100
 Sustainable use of water	87	54
 Sanitation	83	57
 Clean water	86	54

My causes (continued)

 Innovation	80 / 100	54 / 100
 Technology innovation	79	60
 Free flow of information	83	53

















More information on our ratings methodology is included in other sections of this report and in the appendix.

Scores for funds and portfolios are calculated as the weighted-average score of holdings. In other words, we rate all companies and funds on your causes, then weight the scores based on the weight of holdings.

SDGs

This chart shows exposure to selected **United Nations Sustainable Development Goals (SDGs)**.

We create ratings for each SDG based on held assets, and consider you to have exposure to an SDG if your rating is 70/100 or better. Descriptions for each SDG and cause can be found in the appendix of this report.

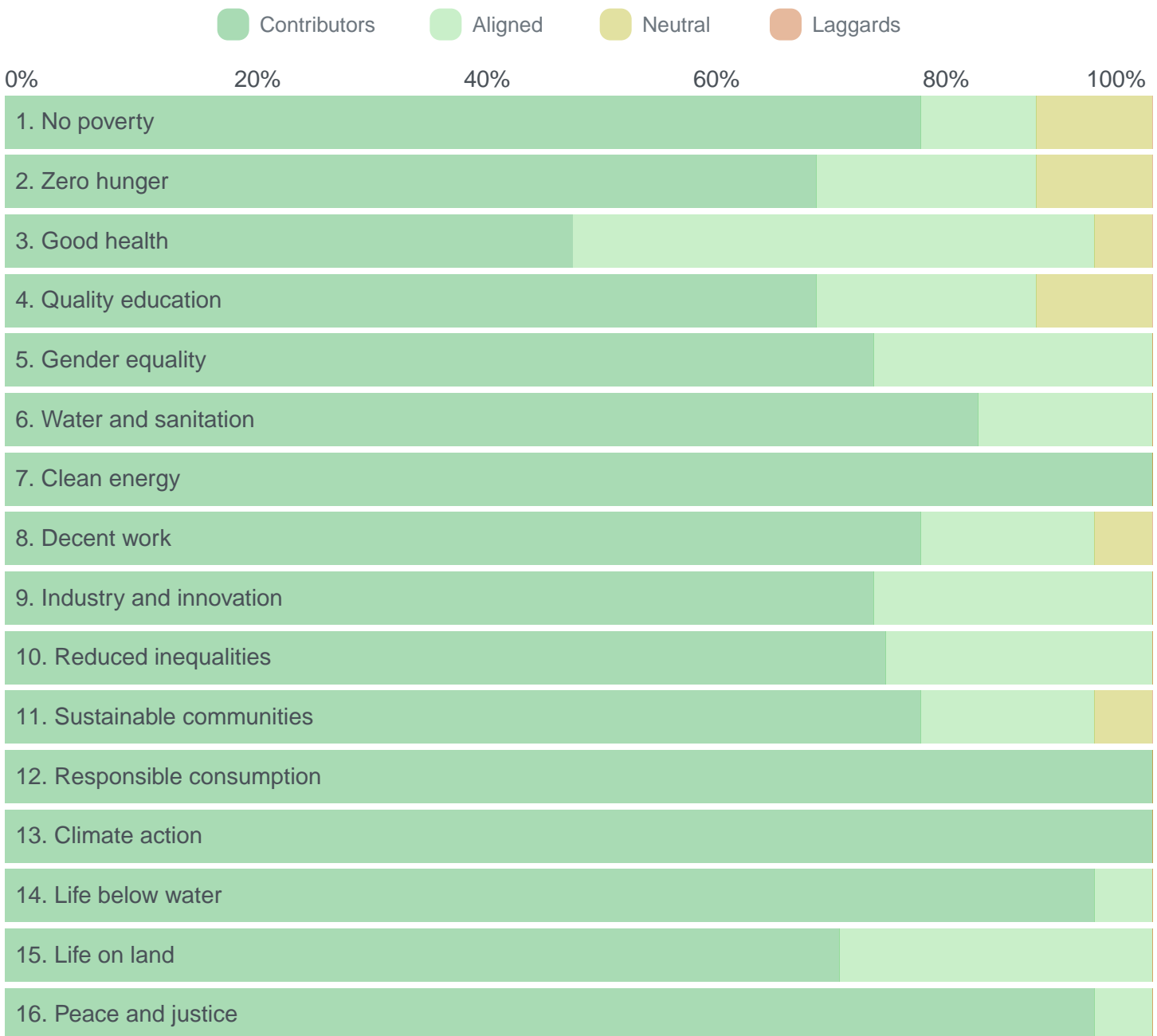
SDG	ESG	iShares MSCI ACWI ETF
1  No poverty	86	58
2  Zero hunger	80	56
3  Good health	82	40
4  Quality education	79	59
5  Gender equality	85	58
6  Water and sanitation	86	55
7  Clean energy	85	55
8  Decent work	82	60
9  Industry and innovation	80	54
10  Reduced inequalities	80	52
11  Sustainable communities	81	52
12  Responsible consumption	88	54
13  Climate action	85	56
14  Life below water	87	55
15  Life on land	84	48
16  Peace and justice	86	53

SDGs breakdown

This graphic shows the weight of portfolio companies assessed as **Contributors**, **Aligned**, **Neutral**, or **Laggards** for selected UN Sustainable Development Goal (SDG).

Ethos scores holdings for each SDG based on underlying metrics that Ethos collects for every company. Each SDG has between 30 and 60 metrics that Ethos uses to rate the company.

A **Contributor** has a score greater than 75 out of 100, an **Aligned** company has a score between 60 and 75, a **Neutral** company has a score between 40 and 60, and a **Laggard** has a score below 40.



SDGs breakdown (continued)

SDG **Contributors** make up 81.6% of all holdings in the portfolio. The below graphic shows the SDGs that these Contributors have the most potential to impact, based on their scores for each SDG.

This analysis considers only Contributor holdings. It is designed to show where the portfolio has the most potential to contribute to the SDGs.



12. Responsible consumption	7.9%
13. Climate action	7.6%
7. Clean energy	7.6%
14. Life below water	7.5%
16. Peace and justice	7.4%
6. Water and sanitation	6.7%
8. Decent work	6.2%
5. Gender equality	6.2%
1. No poverty	6.0%
11. Sustainable communities	5.9%
10. Reduced inequalities	5.9%
15. Life on land	5.8%
9. Industry and innovation	5.6%

SDGs breakdown (continued)

■ Other SDGs 13.7%

Real-world metrics

These are selected tangible metrics used to rate the portfolio, compared to selected benchmarks.

These metrics are calculated using the assets held in the portfolio, the total dollar value (assets) of the portfolio, and 'real-world' equivalent costs.

15,924

packs of cigarettes destroyed

0.2

tons of plastic removed from the ocean

0.64

months of rent paid

223

meals provided

1.78

cubic miles of ocean not protected

0.13

female employees hired

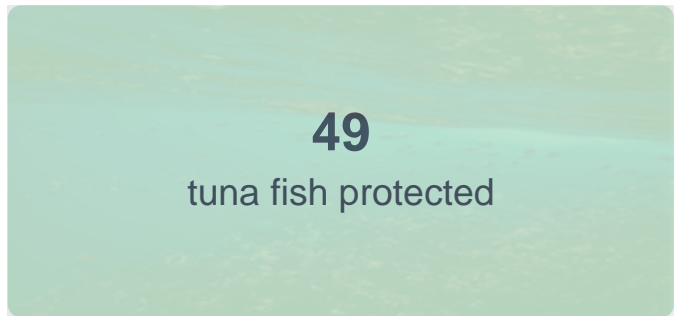
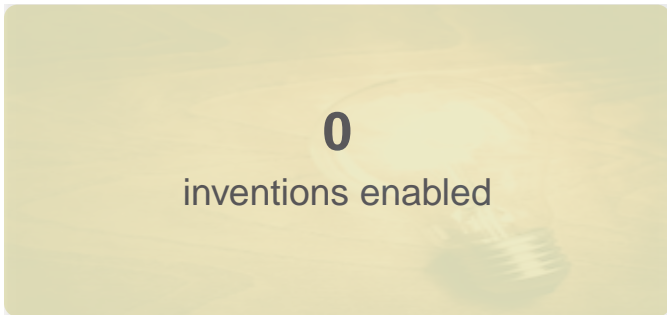
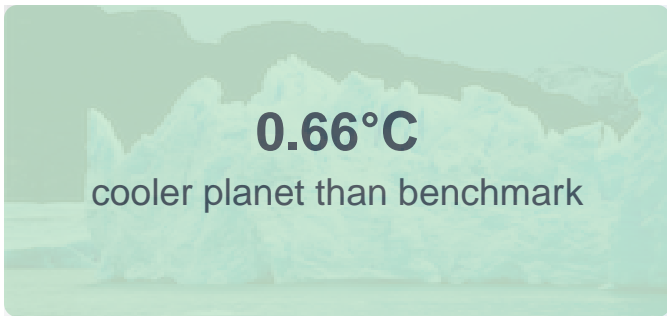
1.36%

worse work-life balance than benchmark

1,358

tons of waste avoided

Real-world metrics (continued)



Real-world metrics (continued)

55%

less environmental controversy than benchmark

3.76

cars removed from the road

60,220

fewer miles driven

67%

less international exchange than benchmark

0.64

adults with disabilities not hired

0.39

hectares of rainforest trees saved

1.17%

less equal employee salaries than benchmark

8.99

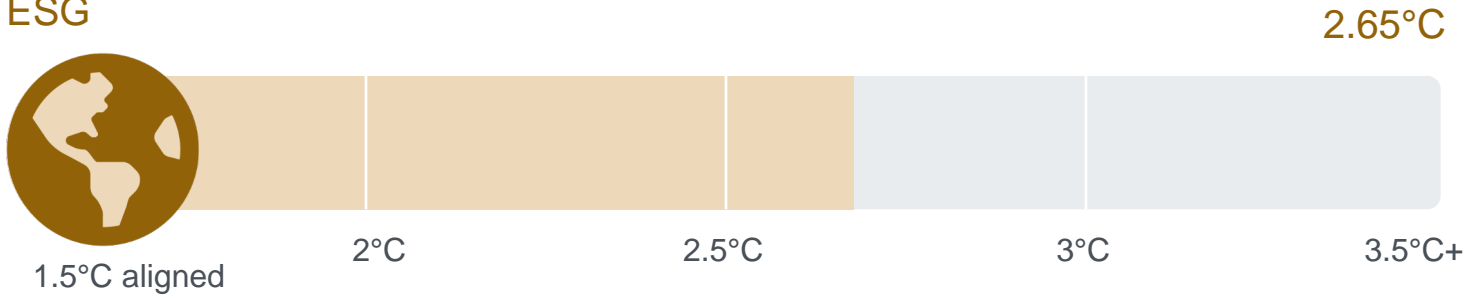
factory farm animals not saved

Global warming

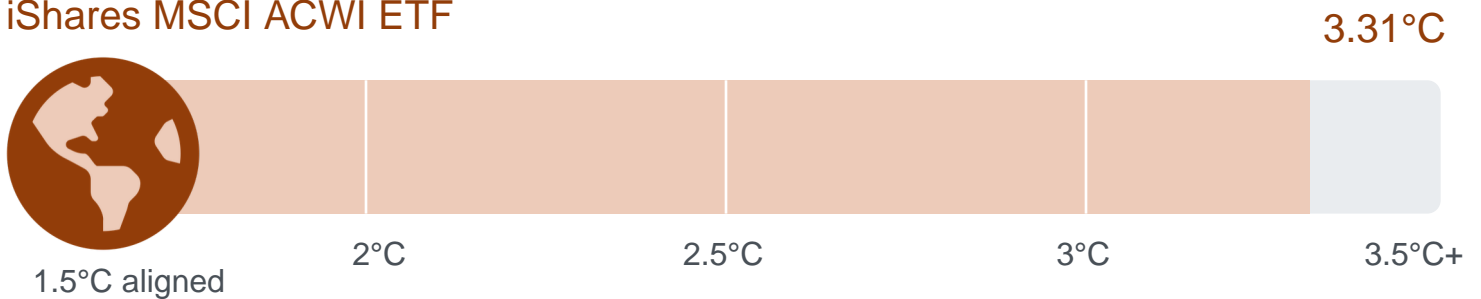
This chart shows global temperature rise (warming) potential, in degrees celsius. Global warming potential is calculated as the weighted-average degrees celsius warming potential of assets included in the assessment, using current emissions amounts and emissions reduction targets.

Through the 2015 Paris Agreement, world governments committed to curbing global temperature rise to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

ESG



iShares MSCI ACWI ETF



Warming potential is based on emissions reductions commitments made through the SBTi, current carbon intensity, carbon footprint across the value chain (scope 1, 2 and 3), historical emissions reduction, and investment in climate solutions (such as solar power).













Screens

This chart compares held companies that fail the below ESG screens. Covers companies held directly as stocks and indirectly through funds.

The definition of a failed screen differs by screen; for example, Ethos considers fossil fuel companies to be oil and gas companies, coal companies, utilities that distribute fossil fuel, and other companies that produce or sell fossil fuel as part of their core business model.

Ethos also tracks and considers the percent of revenue derived from a screened activity.

Percentage indicates the weight of holdings that fail each screen.

Screen	ESG	iShares MSCI ACWI ETF
 Alcohol	11 (1.1%)	30 (1.0%)
 Coal	12 (1.1%)	51 (3.0%)
 Deforestation - financing	61 (6.5%)	87 (7.0%)
 Factory farming	23 (1.6%)	34 (4.0%)
 Fossil fuel	80 (3.4%)	199 (10.0%)
 Gambling	4 (0.1%)	22 (0.0%)
 Oil and gas	78 (3.4%)	191 (10.0%)
 Opioid controversies	10 (1.9%)	10 (2.0%)
 Predatory lending	26 (3.6%)	27 (5.0%)
 Prison involvement	35 (3.9%)	37 (9.0%)
 Single-use plastic	40 (3.6%)	34 (4.0%)
 Tobacco	3 (0.0%)	9 (1.0%)

Screens (continued)

➤ Weapons











17 (1.0%)

28 (2.0%)

Controversy severity

This chart lists controversies associated with the portfolio. Severity ranges from low to very high. Severe controversies (if any) are shown in red.

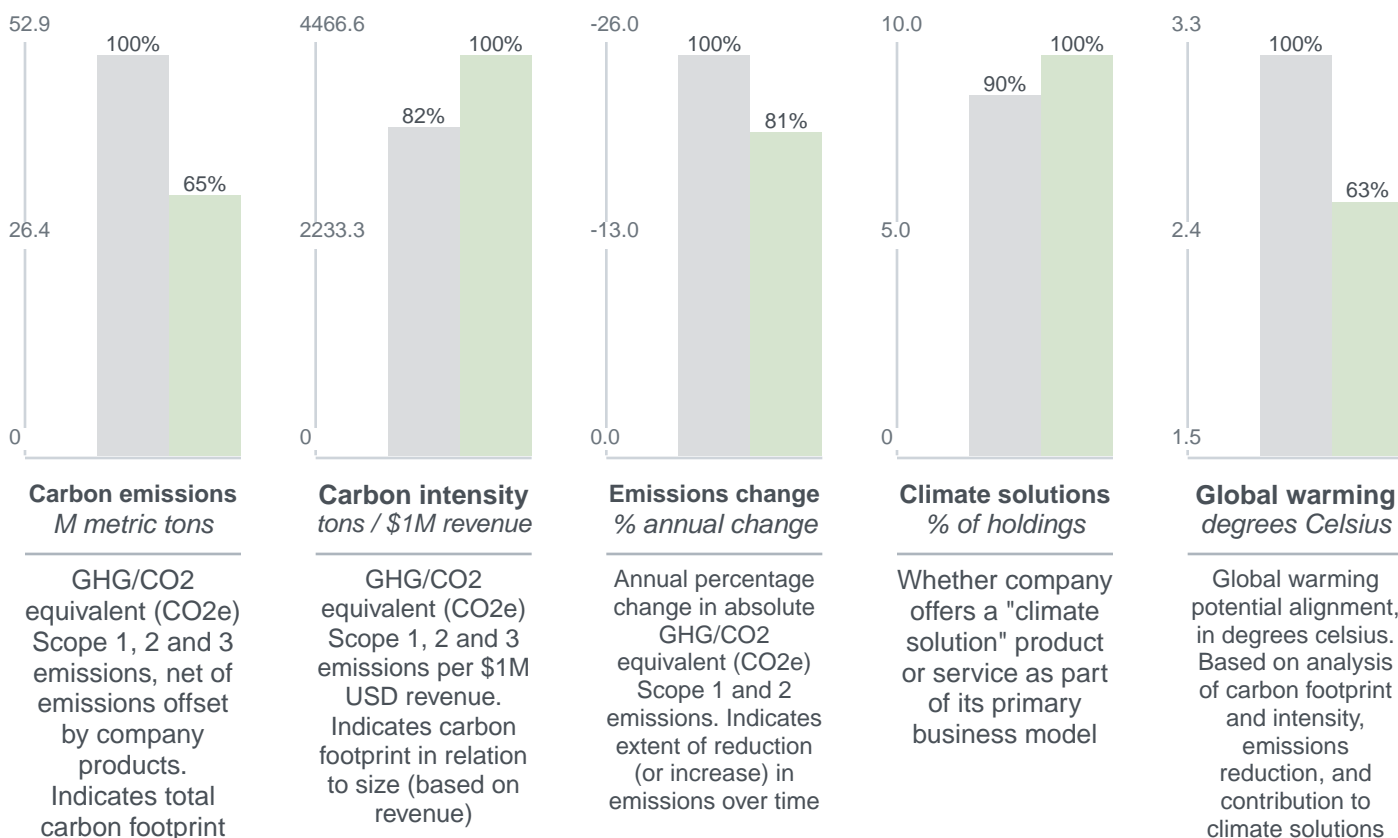
We track public controversies associated with companies in our database, using publicly-available data from media sources, government agencies and non-governmental organizations. We define a 'controversy' as a negative story about a company appearing in one or more credible sources.

Category	ESG Low		iShares MSCI ACWI ETF Low	
 Discrimination	Low	5	Low	1
 Environment	Low	46	Low to moderate	155
 Ethics	Low	103	Low	30
 Human rights	Low to moderate	146	Low to moderate	38
 Labor	Low	25	Low	6
 Oppressive governments	Low	30	Low	5
 Privacy	Low	9	Low	1
 Products	Low	68	Low to moderate	43
 Public health	Low	147	Low	112
 Trafficking	Low	5	Low	5

X Number of severe controversies related to category

Carbon comparison

This graphic shows carbon metrics compared with selected benchmarks. Metrics are calculated as the weighted-average of assets held in the portfolio or benchmark. See the table below the graphic for color-coding.



Name	Carbon emissions M metric tons	Carbon intensity tons / \$1M rev	Emissions change % annual change	Climate solutions % of holdings	Global warming degrees Celsius
iShares MSCI ACWI ETF	52.9	3665.9	-26.0%	9.0%	3.31
ESG	34.4	4466.6	-21.0%	10.0%	2.65

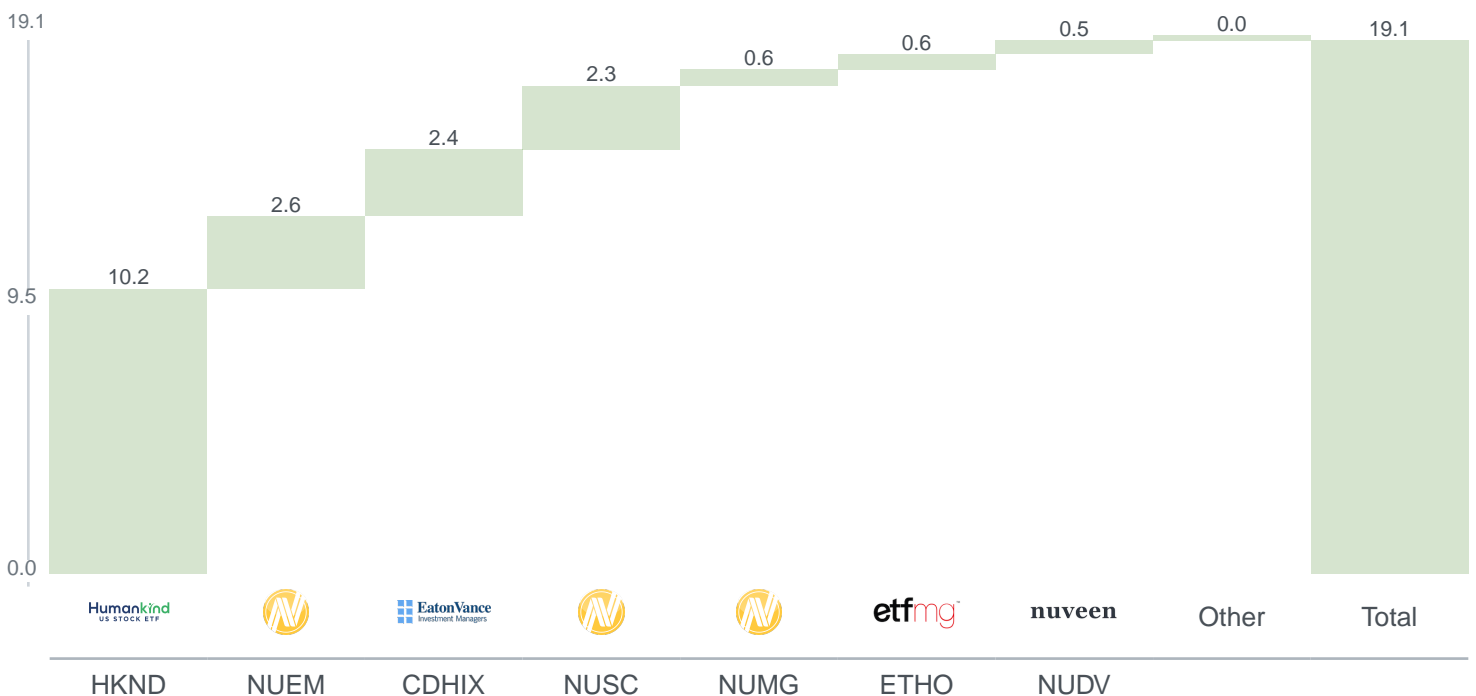
Carbon footprint

19.1 tons

This graphic shows the total metric tons of financed carbon emissions, calculated as a sum of the metric tons of emissions financed for each holding.

For each holding, we calculate metric tons of financed emissions as:

- 1) the total GHG/CO2 equivalent (CO2e) Scope 1 and 2 emissions of the asset,
- 2) multiplied by your estimated percent of the asset owned (using the value of your holding and the market value of the asset).




Holding	Total emissions	Percent owned	Financed emissions
Humankind US Stock ETF	59,815.3	0.0170%	10.2
Nuveen ESG Emerging Markets Equity ETF	64,721.6	0.00400%	2.6
Calvert International Responsible Index Fund	59,660.0	0.00400%	2.4
Nuveen ESG Small-Cap ETF	228,443.1	0.000996%	2.3
Nuveen ESG Mid-Cap Growth ETF	40,001.5	0.00146%	0.6

Carbon footprint (continued)





















Holding	Total emissions	Percent owned	Financed emissions
 ETFMG Etho Climate Leadership US ETF	18,522.4	0.00297%	0.6
 Nuveen ESG Dividend ETF	360.1	0.134%	0.5
 Nuveen ESG Large-Cap Growth ETF	3,532.4	0.000557%	0.0

Assets

This chart shows ratings for held assets, rated for selected ESG topics. Ratings for each asset are in the table below the chart. Assets are rated from 100 (best) to 0 (worst).

Asset	ESG	iShares MSCI ACWI ETF
 Adobe		95
 Salesforce		93
 SAP		93
 Nuveen ESG Dividend ETF	92	
 Accenture		91
 Microsoft		91
 Nuveen ESG Large-Cap Growth ETF	90	
 Humankind U.S. Stock ETF	89	
 Unilever		88
 Nvidia		88
 Visa		87
 ASML		86
 Cisco		86
 Mastercard		85
 Calvert International Responsible Index Fund	85	
 Texas Instruments		85
 Nuveen ESG Emerging Markets Equity ETF	84	

Assets (continued)

Asset	ESG	iShares MSCI ACWI ETF
 Verizon		83
 Intel		83
 S&P GLOBAL		83
 Taiwan Semiconductors		82
 Novartis		82
 Novo Nordisk		82
 Sanofi		82
 Alibaba		81
 AstraZeneca		81
 Gilead Sciences		81
 Tesla		81
 Qualcomm		81
 Amgen		80
 Eli Lilly		79
 Nike		78
 TD Bank		76
 IBM		76
 Samsung		76
 Alphabet		74
 Apple		74





















Assets (continued)

Asset	ESG	iShares MSCI ACWI ETF
 Nuveen ESG Mid-Cap Growth ETF	74	
 Bank of America		74
 Bristol-Myers Squibb		74
 Johnson & Johnson		73
 AIA		72
 Procter & Gamble		72
 Siemens		72
 Thermo Fisher Scientific		72
 Cigna		71
 Roche		71
 Merck		71
 RBC		70
 Nuveen ESG Small-Cap ETF	69	
 Elevance Health		69
 JD.com		67
 Unitedhealth Group		67
 Walt Disney		67
 Oracle		67
 AT&T		67
 Pfizer		66












Assets (continued)

Asset	ESG	iShares MSCI ACWI ETF
 HSBC		66
 Abbott		65
 Nestle		65
 Goldman Sachs		65
Morgan Stanley		65
 Etho Climate Leadership U.S. ETF	64	
BlackRock		63
 Commonwealth Bank of Australia		63
 Estee Lauder		63
 Starbucks		63
abbvie		62
 JP Morgan Chase		61
 TOYOTA		59
 Nextera Energy		58
 BROADCOM		57
 Meta		57
 LVMH		56
 WELLS FARGO		54
 NETFLIX		51
 Coca-Cola		48

Assets (continued)

Asset	ESG	iShares MSCI ACWI ETF
 PepsiCo		48
 Tencent		47
 Danaher		46
 Philip Morris		45
 Linde		44
 Amazon		43
 Comcast		43
 CVS Health		42
 Charles Schwab		42
 Home Depot		40
 Union Pacific		38
 TotalEnergies		36
 Lowe's		36
 Deere		33
 Caterpillar		32
 BHP Group		32
 UPS		31
 Walmart		31
 Rio Tinto		30
 McDonalds		28

Assets (continued)

Asset	ESG	iShares MSCI ACWI ETF
 Costco		23
 BP		21
 Honeywell		18
 ConocoPhillips		18
 Berkshire Hathaway		17
 Lockheed Martin		16
 Raytheon		13
 Chevron		12
 Shell		11
 ExxonMobil		10
 Boeing		10
 Cash (United States dollar)	n/a	

Appendix: Ratings methodology overview

Ethos aggregates publicly-available information related to the impact of companies, brands and funds, organizing it to help you make decisions that align with the causes you care about. This is an overview of our ratings methodology. For more information, visit <https://www.ethosESG.com> or contact us at support@ethosESG.com.

1. Define metrics for each cause

To create ratings for each of the 45 causes on Ethos, we first define metrics that gauge impact performance.

For example, the Renewable Energy cause includes metrics such as green power used and clean energy revenue. Most causes on Ethos include 25-40 metrics.

Metrics include government fines, product recalls, public controversies, shareholder actions, employee reviews, management decisions, and more.

Ethos also creates metrics assessing how well a company's business model supports a cause. For example, an alternative energy or electric vehicle company may have received fines or been involved in a controversy, but we also give strong consideration to how its core business model addresses climate change.

You can see the metrics we use for each cause on cause profile pages at <https://ethosESG.com/causes>.

2. Aggregate data from credible sources

For each metric, we pull in data from independent organizations, government agencies, company reports, and other publicly-available sources. In total we aggregate more than 2.2 million data points from 250+ sources.

We monitor for updated data and use the data to score companies and funds on each metric, at least once per month.

For example, we check if there is updated data on environmental fines from Violation Tracker, or data on climate-related shareholder actions from As You Sow.

When there is no data available for a company, we use the average of the company's peer group (determined through publicly-available industry classification systems and company self-reported peers). We indicate when we use peer-average data.

3. Normalize data to 0-100 ratings

We then combine metric scores to create a 0-100 rating for each company and fund, for each of the 45 causes on Ethos.

We give an 'A' grade to ratings with a score of 80-100, a 'B' grade to ratings with a score of 60-80, and so on. Ratings are roughly normally distributed around a mean of 50.

To do this we assign weights to each metric associated with a cause (from step 1 above) and apply widely-used statistical methods (such as standard scores) to normalize ratings from 0-100.

We determine weights for each metric based on 1) relevancy to the cause, 2) credibility of the data source, and 3) reliability of the data, e.g., how consistently it is reported.

We also consider industry 'materiality', i.e., we determine which industries have an outsized impact on a cause and amplify ratings of companies in those industries up (if they score better than peers) or down (if they score worse than peers).

Appendix: Ratings methodology (continued)

For example, if an airline scores better than its peers on a climate-related cause, we increase the rating of that airline by a small factor, since airlines tend to have an outsized impact on climate-related causes. Conversely, if an airline scores worse than its peers on a climate-related cause, we decrease its rating by the same factor.

Industry materiality helps ensure that ratings reflect where you can get the most 'bang for your buck' on impact. For example, a software company might have low direct greenhouse gas emissions, but this also means that changing its behavior will not move the needle as much on climate change.

Companies in energy-intensive industries like transportation, food production or utilities likely have greater direct greenhouse gas emissions, but these companies also have the potential for larger positive impact on climate change. Applying a materiality factor to these industries moves their score up (if they perform better than peers) or down (if they perform worse than peers).

For fund ratings, we normalize from 0-100 using both ratings of fund holdings and a score for shareholder advocacy, i.e., how well fund managers engage held companies on ESG issues. The weighted-average rating of fund holdings is 90% of a fund's rating and the shareholder advocacy score is 10%.

4. Personalize ratings

Every investor and consumer is different, so we tailor ratings and information to the specific causes you care about.

To do this we use a simple, 3-5 minute Impact Assessment. In this assessment you indicate which causes are most important to you, using 1-7 scales.

We then use your input to weight ratings of companies, investments and your portfolio. Causes you say are more important to you receive greater weight, and vice versa.

Appendix: Benchmark definitions

Reports may use either registered products (such as exchange traded funds or mutual funds) or indexes as a benchmark for comparison. If the report uses an index for comparison, the creator of the report is responsible for any licensing required to use the index, as applicable.

1. Registered products

The creator of a report may use any exchange traded fund, mutual fund, or other registered product that they believe is a useful benchmark.

2. Portfolios

The creator of a report may use a portfolio as a benchmark if they believe it is a useful comparison, for example, a portfolio consisting of several indexes or funds.

3. Indexes

The creator of a report may use an index as a benchmark. *One cannot invest directly in an index.*

Benchmarks used in this report:

iShares MSCI ACWI ETF: The investment seeks to track the investment results of the MSCI ACWI composed of large- and mid-capitalization developed and emerging market equities. The fund generally will invest at least 90% of its assets in the component securities of the underlying index and in investments that have economic characteristics that are substantially identical to the component securities of the underlying index. The index is a free float-adjusted market capitalization index designed to measure the combined equity market performance of developed and emerging markets countries.

Appendix: Causes and SDGs

Causes form the basis of impact ratings and analysis on Ethos ESG. We currently have 45 causes available, based on the United Nations Sustainable Development Goals (SDGs). See below for descriptions of causes, SDGs and metrics, or explore in more detail at www.ethosESG.com/definitions.

Cause	Description
Accountable institutions	Build accountable and inclusive institutions at all levels
Affordable healthcare	Ensure universal access to affordable, quality healthcare
Affordable, safe housing	Ensure access to affordable, safe housing and living conditions for all
Arts and culture	Support arts and culture creation, preservation, and access everywhere
Child and maternal health	End preventable deaths of mothers and children, support reproductive health everywhere
Clean water	Ensure availability of clean, safe water for all
Climate action	Take urgent action to combat climate change and its impacts
Conflict-free minerals	Reduce violence in the production of minerals
Decent, safe work	Promote full and productive employment for all, in safe work environments
Disaster readiness and aid	Be prepared for natural disasters and provide effective aid when disasters happen
Disease eradication	Eradicate infectious and non-communicable diseases
Equal pay	Achieve equal pay and opportunity for women everywhere
Fair labor practices	Ensure fair and humane labor practices everywhere
Free flow of information	Ensure a free and open flow of information, with secure personal data and privacy
Gender equality	Achieve gender equality and empower all women and girls
Health and well-being	Ensure healthy lives and promote well-being for all at all ages
Healthy oceans	Support healthy oceans and marine biodiversity, including through reduced pollution
Inclusive economies	Create inclusive economies with no poverty, decent work for all, and affordable living conditions
Innovation	Innovate to foster economic growth and human development
LGBTQ equality	Ensure equal rights for all lesbian, gay, bisexual, transgender and queer people
Lifelong education	Ensure access to quality secondary education and lifelong learning opportunities for all
Life on earth	Protect biodiversity and ensure sustainable use of ecosystems
Mental health	Support awareness and access to mental health support for all

Appendix: Causes and SDGs (continued)

Cause	Description
No poverty	End poverty in all its forms everywhere
No violence against women	End violence against women and all trafficking
Peace and justice	Promote peaceful and inclusive societies, provide access to justice for all
Primary education	Provide inclusive and quality education for all children
Quality education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
Racial justice	Eliminate racism and ensure justice for all
Reduced GHG emissions	Continually reduce greenhouse gas emissions and other pollutants
Reduced inequality	Reduce inequality within and among countries
Reduced use of tobacco	Continually reduce the use of tobacco
Reduced waste	Reduce waste and support re-usable materials
Reduced weapons	Reduce and control access to violent weapons
Renewable energy	Increase access to affordable, reliable, and sustainable energy for all
Safety from conflict	Promote peace and security for all, including reducing violent conflict
Sanitation	Ensure availability of basic sanitation for all
Sustainable resource use	Ensure sustainable consumption and production patterns
Sustainable use of resources	Ensure sustainable use of natural resources
Sustainable use of water	Promote sustainable management of water everywhere
Technology innovation	Foster technology innovation that supports sustainable economic development
Terrestrial biodiversity	Protect biodiversity and wildlife habitats on land, preserve forests and combat land degradation
Treatment of animals	Ensure humane treatment of animals everywhere
Water and sanitation	Ensure availability and sustainable management of water and sanitation for all
Zero hunger	End hunger and achieve food security for all

Appendix: Causes and SDGs (continued)

SDG	Description
1. No poverty	End poverty in all its forms everywhere
2. Zero hunger	End hunger, achieve food security and improved nutrition and promote sustainable agriculture
3. Good health	Ensure healthy lives and promote well-being for all at all ages
4. Quality education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
5. Gender equality	Achieve gender equality and empower all women and girls
6. Water and sanitation	Ensure availability and sustainable management of water and sanitation for all
7. Clean energy	Ensure access to affordable, reliable, sustainable and modern energy for all
8. Decent work	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
9. Industry and innovation	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
10. Reduced inequalities	Reduce inequality within and among countries
11. Sustainable communities	Make cities and human settlements inclusive, safe, resilient and sustainable
12. Responsible consumption	Ensure sustainable consumption and production patterns
13. Climate action	Take urgent action to combat climate change and its impacts
14. Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
15. Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
16. Peace and justice	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Appendix: Causes and SDGs (continued)

Real-world metric	Description
Adults with disabilities hired	Adults with disabilities hired or not hired by your portfolio per year, based on ratings of disability equality from the Disability Equality Index.
Cars removed from the road	Cars removed or not removed from the road per year, based on the Scope 1, 2 and 3 emissions of your portfolio.
Clean energy produced	How much more or less clean energy is supported by your portfolio than the benchmark, based on a rating of renewable energy production from Ethos.
Cubic miles of ocean protected	Cubic miles of ocean protected or not protected by your portfolio per year, based on a sustainable oceans rating from Ethos.
Environmental controversy	Level of environmental controversy (e.g., oil spills) in your portfolio vs. a benchmark, based on the amount of environmental fines received by portfolio holdings.
Factory farm animals saved	The number of farm animals saved or not saved by your portfolio per year, based on data from the Business Benchmark on Farm Animal Welfare.
Female employees hired	Female employees hired or not hired by your portfolio per year, based on the percentage of women employees at portfolio holdings vs. a benchmark.
Fewer miles driven	The number of miles driven or not driven by your portfolio per year, based on the Scope 1, 2 and 3 emissions of your portfolio.
Global warming	Degrees celsius of global warming of your portfolio vs. a benchmark, based on an analysis of global warming from Ethos. Analysis includes net-zero commitments through the Science-Based Targets Initiative (SBTI) and current carbon metrics.
International exchange supported	Level of international exchange supported by your portfolio vs. a benchmark, based on the number of H1B visas granted by your portfolio.
Inventions enabled	Inventions enabled or not enabled by your portfolio per year, based on the number of patents granted to your portfolio vs. a benchmark.
Meals provided	Meals provided or not provided by your portfolio per year, based on how well your portfolio pays a living wage or not (data from Just Capital).
Minorities hired	Minorities hired or not hired by your portfolio per year, based on an assessment of racial justice by the nonprofit As You Sow.
Months of rent paid	Months of rent paid or not paid by your portfolio per year, based on how well your portfolio pays a living wage or not (data from Just Capital).
Packs of cigarettes destroyed	Packs of cigarettes destroyed or not destroyed by your portfolio per year, based on the weight of tobacco companies in your portfolio vs. a benchmark.
Rainforest trees saved	Hectares of rainforest trees saved or not saved per year, based on tropical deforestation ratings from Forest500.

Appendix: Causes and SDGs (continued)

Real-world metric	Description
Salary equality	The extent of salary equality or inequality in your portfolio, using CEO to median pay ratios.
Salmon saved	Salmon saved or not saved by your portfolio per year, based on a sustainable fishing rating from Ethos, which includes carbon emissions, plastic pollution, and environmental fines.
Tons of plastic removed from the ocean	Tons of plastic removed or not removed from the ocean per year, using a plastic brand audit performed annually by Break Free From Plastic.
Tons of waste avoided	Tons of waste avoided or not avoided by your portfolio per year, based on the weighted-average metric tons of waste generated by portfolio holdings, compared to a benchmark.
Tuna fish protected	Tuna saved or not saved by your portfolio per year, based on a sustainable fishing rating from Ethos, which includes carbon emissions, plastic pollution, and environmental fines.
Weapons destroyed	Weapons destroyed or not destroyed by your portfolio per year, based on the weight of weapons companies in your portfolio vs. a benchmark.
Wind turbines built	The number of wind turbines built by your portfolio per year, based on a rating of renewable energy production from Ethos.
Work-life balance	How much better or worse work-life balance is in your portfolio compared to a benchmark, based on employee reviews of work-life balance.

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Thank you

