

# EDCI METRICS REPORTING GUIDANCE

2026 Reporting Year



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## INTRODUCTION



This document shares guidance for sustainability data reporting within private markets as proposed by the ESG Data Convergence Initiative, a consortium of General Partners (GPs) and Limited Partners (LPs).

The guiding mission of the initiative has been to establish meaningful, performance-based sustainability data from private companies by converging around a standardized, foundational set of sustainability metrics for private investors. This convergence towards a core set of metrics allows GPs and portfolio companies to understand current performance vs. peers, drive sustainability-linked value creation, and provide greater transparency and comparable portfolio information for LPs.

In the spirit of the initiative, this document is intended to facilitate standardization in sustainability data reporting. To do this, we have provided a brief but thorough set of recommendations alongside a glossary of relevant terms, definitions, and clarifications. We encourage you to consult this document as needed to streamline your sustainability reporting process and address common data-related questions.

Note, the use of General Partner (GP) throughout this document refers to Private Equity, Infrastructure, and Private Credit GPs, unless otherwise noted.

## DATA COLLECTION PROCESS AND GOVERNANCE



### Data Collection

GPs will collect data annually through their existing data collection systems. We ask that once collected from portfolio companies (PortCos), GPs input the sustainability key performance indicators and relevant normalization metrics into the EDCI Data Submission Template or share directly via the participating APIs so that LPs can receive the data in comparable form from underlying GPs. Data will be used in two ways:

Firstly, as it typically happens, GPs will provide the data directly to any LPs invested in its fund(s) - either by sharing the EDCI Fully Validated Data template in Excel or using the EDCI GP-to-LP data sharing functionality, which streamlines this process.

Secondly, for data collected in a given calendar year, GPs will provide their data at the company level to BCG Expand, a wholly owned subsidiary of BCG which specializes in data benchmarking. BCG has a data privacy agreement which is signed by both the GP and BCG to ensure data privacy, confidentiality, and use limited to this effort. BCG Expand will aggregate the data into appropriate benchmarks (controlling for industry, geography, region, etc.). Benchmarks will only be generated if enough data points exist (i.e., minimum of ten datapoints from different PortCos) to ensure that no single



portfolio company or fund can be extrapolated from the data. BCG may also perform research and analysis on the aggregated data. The research will be reviewed by the Steering Committee before being used publicly in any way, and it will not isolate or identify a GP, fund, or specific portfolio company.

The benchmark will not be publicly published. It will be shared directly via the EDCI website portal (and through participating tech platforms) only with formal participants in the initiative.

Data for each cycle of the benchmark will be due April 30<sup>th</sup> (e.g., submissions for the 2026 benchmark utilizing 2025 portfolio company data will be due on April 30<sup>th</sup>, 2026). This is to ensure that BCG Expand has enough time to conduct data validation and construct the benchmark by late summer. We appreciate that some funds may not have all of their data (e.g., GHG emissions) available by April 30<sup>th</sup> - in this case we encourage funds to make two submissions, one with whatever data is available by April 30<sup>th</sup>, and one (as soon as possible after that) with the full dataset. Please note that BCG Expand cannot guarantee that data submitted after the deadline will be incorporated into the benchmark, but it will make every effort to do so.

## DATA VALIDATION



BCG Expand will thoroughly review data submissions and return to GPs with questions (e.g., confirming correct units, missing data, year-over-year (YoY) variances, etc.), but the responsibility for data quality and integrity rests with the GPs.

In particular, in your submission please clearly indicate and differentiate between any areas where i) data is not available, ii) the field is not applicable, and/or iii) the intended data input is zero. All options are contemplated and available in the data submission template. We suggest that if data is not available it is left blank. If data is not applicable, choose N/A using the drop-down menu options or leave blank.

## Guidance on fund selection and reporting

Each GP will decide which underlying funds will report data for each edition of the initiative. While it is understood that GPs may need to pilot with a subset of existing funds after joining the initiative, it is expected that GPs will look to increase the number of funds reporting data each year, and that once a portfolio company submits data for a given year it will continue to submit data in future editions of the benchmark, unless there is a change of ownership that prevents them from doing so.

It is expected that GPs will report data for all majority owned PortCos (where data exists). Similarly, GPs are encouraged but not required to report data from companies over which they do not have direct control. Above all, if you, as a GP, have data that you are able to report on as part of your regular operations, we welcome these data submissions, regardless of whether you have a majority or minority stake in the PortCo.



It is also expected that data will be reported for portfolio companies who have entered the fund during the calendar year as soon as possible after this.

If a portfolio company is exited mid-year during the reporting year, we ask that GPs do not include the data for that year, as this could result in incomplete YoY data. GPs should only include data from companies that are in a fund as of 12/31 of that calendar reporting year (this would still include companies that are scheduled for sale in the following year). GPs are also recommended to provide an optional list of PortCos exited during the data validation process, which will allow BCG Expand to know whether to expect data submissions for these PortCos in the next reporting period.

## GUIDANCE ON DATA QUALITY

### Scope

For operational boundaries: GPs should submit data relating to the entire portfolio company and make no adjustments for equity or ownership stake (i.e., 100% of the emissions of the portfolio company for that given year should be reported). GPs should submit their equity / ownership stake separately using the Percent ownership (%) metric in the data submission template and delineate between GP and fund level ownership (where this differs). For additional guidance in defining operational boundaries, please refer to the GHG Protocol.

For temporal boundaries: data should be reported on a full calendar year basis (January - December), unless otherwise noted (e.g. for southern-hemisphere based companies, with a year end of June 30<sup>th</sup>).

### Quality and integrity

The following suggested activities represent leading practices that are necessary to produce accurate, investment grade data. Both the GP and PortCos should seek to implement these principles, and the principles should be communicated to all parties involved in the data collection and measurement process, as feasible.

Overall, entities should seek to consistently employ data quality principles to ensure information submitted is comparable and useful for decision-making. This includes:

- Existence - verifying that the underlying amounts are founded in reality
- Accuracy - there has been no overstatement or understatement
- Completeness - there are no omissions
- Consistency - employ the same methods to measure and estimate data
- Timeliness - reflects the defined scope

Best practices for implementing data governance (both within the PortCo and the GP



levels):

- Assign clear roles and responsibilities for data production and assembly
- Establish reporting boundaries including operational and temporal boundaries (see Scope)
- Determine data collection, validation, and consolidation process/workflow (both within the PortCo and at the GP). This should seek to include:
  - Collection sources, methods, and frequencies/timelines
  - Validation procedures (e.g., sign-off)
  - Consolidation process
  - Documentation and archival, access controls
- Review calculation and estimation methodologies to ensure a consistent approach
- Consider leveraging third-party validation and assurance

## DATA SUBMISSION FAQ

### Where can I submit data?

There are currently three ways to submit data:

- If your sustainability data is stored in a technology platform which is a EDCI Data Submission Participant or Tech Platform Partner, you can easily submit your EDCI dataset via a direct API. See our website for a [list of participating platforms](#).
- You can submit the completed EDCI template directly through BCG's secure file transfer system by logging in as a guest of [send.bcg.com](https://send.bcg.com). Please use [esgbenchmarkdata@bcg.com](mailto:esgbenchmarkdata@bcg.com) as the recipient for the file and note your GP name on the subject line.
- You can submit via your own proprietary file transfer systems - if you are doing this, please use [esgbenchmarkdata@bcg.com](mailto:esgbenchmarkdata@bcg.com) as the recipient for the file. Please include the name of your firm in the document title.

### How will the metrics be tracked and reported?

The metrics will be tracked and reported in a standardized format for the underlying portfolio companies in covered funds. BCG Expand will aggregate the data into an anonymized benchmark that will be shared with EDCI participants. GPs are the only ones who can see their own data submission within the portal, but to help reduce data sharing challenges, they now have the option (at their sole discretion) to share data with participating LPs and Private Credit funds directly through the EDCI portal.

### How often will the data be requested?

GPs are asked to report annually, by April 30th of each year. LPs are not responsible for reporting any data.



## Should GPs who can only collect some of the metrics still participate?

The EDCI is focused on an accessible core set of metrics, as we wanted to prioritize feasibility of collection, so we strongly encourage GPs to collect data for as many metrics as is possible. While a complete dataset is most helpful, a high-quality incomplete dataset will likely still be useful to the initiative and for participating LPs. Importantly, the EDCI also operates on a give-get basis, meaning that you will only receive the benchmarking data for the metrics you have submitted data for.

## Do portfolio companies typically have data readily available for the selected metrics?

We hope that focusing on a narrow set of metrics will allow all portfolio companies to collect robust and quality data. Indeed, >80% of underlying portfolio companies have been able to submit data for the majority of the core metrics. However, we appreciate that portfolio companies vary in their understanding of and ability to collect sustainability metrics. We have seen a significant increase in the completeness and quality of core metrics that have been part of the data collection since the beginning of the initiative, such as Scope 1 and 2 GHG emissions. That said, reporting rates remain lower on several metrics that have been added more recently, including women in the C-suite, renewable energy methodology, and employee satisfaction scores. We expect all portfolio companies to continue strengthening their ability to capture and submit data across metrics over time.

## Who is responsible for aggregating the data?

The data will be aggregated securely by BCG Expand, a wholly owned benchmarking subsidiary of BCG.

## Should the data be reported at the portfolio company level or fund level?

GPs will report data to BCG Expand at the portfolio company level. The benchmark can only be used in an aggregated fashion, and cannot be extracted at the GP, fund, or portfolio company level. The data shared with BCG Expand will be governed by the data privacy legal agreement and cannot be used for any other applications. Data privacy and security are of the utmost importance.

## How will we ensure anonymization of the data for the benchmark?

We have implemented several measures to ensure anonymization:

1. There are legal benchmarking agreements in place with all EDCI participants centered on data security and privacy.
2. All benchmark numbers shown in the portal are in an aggregated format with a minimum N (data population size) of 10 to prevent any individual company-



specific information being backed into.

3. GPs have the option to anonymize both the company and fund names when sending to BCG Expand.
4. BCG's research will be presented only in an aggregated format that highlights key trends (e.g., longitudinal, by industry, by region).

## What types of benchmarks will be developed and how will they be used?

EDCI participants will have access to a set of benchmarks showing industry averages, medians, and trends over time using normalizers. Benchmarks are customizable, with participants able to flexibly refine the various cuts they are interested in seeing via the online portal. For 2026, all EDCI members will have full access to the benchmark at detailed levels of granularity (with tailored heatmaps available for EDCI Analytics members). GPs can continue to use the benchmarks to understand where their portfolio companies stand relative to peers, and to identify opportunities for sustainable value creation. LPs will be able to use the standardized benchmark to compare data points across their portfolio, and to better understand their portfolio exposure and performance on sustainability.

## Where can I find information on data definitions?

You can find data definitions within this document and the data submission template. If you have any further questions, please feel free to contact [info@esgdc.org](mailto:info@esgdc.org).

## I am an Infrastructure Investor - how do I contribute data?

Infrastructure investors should report data the same as any GP would. However, starting in 2025, the initiative incorporated additional elements to make the EDCI benchmark more accessible for infrastructure investors. For example, infrastructure investors can now indicate the Growth stage for infrastructure assets (i.e., as “In development” or “Operational”). In addition, we have now allowed for greater granularity of infrastructure industries, leveraging TICCS (The Infrastructure Company Classification Standard). Lastly, we have included an infra-specific example to provide guidance on data calculation methodologies for the work-related injuries metrics, as infra-assets may experience slightly more complexity when reporting on this metric compared to standard portfolio companies. We know many infrastructure investors are interested in more detailed insights on the sustainability performance of their infrastructure assets, and we would recommend these investors consider participating in [GRESB's Infrastructure Asset Assessment](#).

## I am a Venture Capital Investor - how do I contribute data?

Venture Capital firms are encouraged to submit data on their investments like Private Equity GPs, on a best-efforts basis.



## I am a Private Credit Investor - how do I contribute data?

Private Credit (PC) GPs are invited to submit data to the EDCI across their portfolio using the EDCI data submission template. To avoid data-duplication, PC GPs are asked to clearly identify when data is sponsor-backed by an EDCI member (and therefore likely already included in the benchmark). The BCG Expand team will validate this data when possible, and non-sponsor backed data (or data backed by a sponsor that is not currently an EDCI member), will be added to the benchmark. All contributing PC GPs will have access to the benchmark, and be able to view their full data submissions within the portal.

Note: The EDCI appreciates the fact that EDCI metrics are at the heart of the Integrated Disclosure Project (IDP) template - to learn more about IDP please refer to their website [here](#).

## I am an LP - do I need to submit data anywhere?

We are not asking LPs to submit data directly, but we do ask that you (where feasible) encourage your GPs to commit to the initiative and contribute data from their portfolio companies.

## What if we don't have access to SICs industry codes for portfolio companies?

If your portfolio companies are currently not classified within SICs (Sustainable Industry Classification System), please see a [draft GICS \(Global Industry Classification Standard\) to SICs guide](#) for guidance and 'backfill' the SICs industry and sector selection using the existing GICS codes. If you do not have access to either GICS or SICs classifications for portfolio companies, please contact us at [info@esgdc.org](mailto:info@esgdc.org).

## What validation checks does the BCG Expand team do, and how can I minimize the need for follow ups in advance?

Data validation is the process of ensuring that each data point in the benchmark was collected using a methodology consistent with the EDCI Metrics Guidance and that the data points are free of any clear errors (for example, renewable energy consumption being higher than total energy consumption). The BCG Expand team reviews each submission to the EDCI, looking for inconsistent methodologies, outliers, large year-to-year swings, and other data points that could be a sign of a possible error.

1. Before and during data collection: It is important to check that you will be collecting data consistent with the definitions and methodology outlined in the EDCI Metrics Guidance, if you have any questions on this guidance please don't hesitate to reach out to [info@esgdc.org](mailto:info@esgdc.org).
- When filling out the data submission template: We have included validation tabs

which should help you identify any potential errors within your data. Please look through these carefully as these will highlight any data points which may be incorrect for any of the reasons briefly mentioned above in the Tailored Data Checks tab.

More on the EDCI’s data validation process:

### Data validation | Every member GP benefits from having their data validated by the EDCI to ensure consistent, high-quality data

**What | A robust validation process to ensure data accuracy**  
Have your sustainability data validated by BCG Expand through a structured process that improves accuracy and ensures consistency across member data

**Why | Receive validated data that can be shared with stakeholders**  
Receive a validated dataset ready to share with LPs, improving transparency and streamlining the data-sharing process

**The process has enabled validation of data at scale**

230K+	320+	~5K	~22K
Validated data points from over 9,000 PortCos	GPs with individual dialogues to refine and validate submissions	Iterative validation emails sent last year	Identified data points for review in collaboration with GPs

Other LPs that we have talked to have highlighted the huge value of getting access to validated data  
— EDCI LP member

The key to the differentiation is that the data is fully validated through going through the process  
— EDCI GP member

The EDCI is a fantastic way to reduce and streamline reporting burden on GPs to let us spend more time doing the actual work. I also LOVE the data validation component of membership, and it’s the one that gets peer GPs the most interested  
— EDCI GP member

### Are there any restrictions on submitting data from PortCos that have revenue from operations in countries that are currently sanctioned by the US or EU?

In order for BCG to comply with sanctions relating to the provision of benchmark services, it’s important that GPs don’t include data related to portfolio company operations and/or revenue that would violate comprehensive sanctions against certain countries/regions or benchmark-specific sanctions targeting Russia. If the portfolio company falls into either of the categories below, please consider the below further guidance in responding to the question in the template regarding “Operations and/or Revenue in Sanctioned Countries.” If you are not sure about which option to choose on the submission template, our data team can provide a sanctioned country flowchart to assist with the most accurate response to the sanctioned country question upon request.

### Portfolio companies with operations in or revenue from Cuba, Iran, North Korea or Syria

If any of your portfolio companies had operations in or completed transactions which generated revenue in these countries or regions in the benchmark year, GPs may select ‘no - the company has no operations in, or revenue from, sanctioned countries’ for that company if such operations and/or transactions were allowable under a license or other exception in the relevant regulations. The determination that operations or revenue



were allowable may be based on the GP’s own knowledge or the confirmation of its portfolio company. If there is not a license or other exception, please exclude any data related to operations in these countries before including in your EDCI submission and then select ‘No - any data related to operations in, or revenue from, sanctioned countries has been removed’.

### **Portfolio companies with operations in or revenue from Russia, Belarus, Crimea, or the Donetsk or Luhansk regions of Ukraine**

BCG will not process data for portfolio companies with operations in or revenue from Russia, Belarus, and Crimea, or the Donetsk or Luhansk regions of Ukraine (“Russia and related sanctioned countries/territories” below) if those portfolio companies could benefit from the benchmarking services provided by BCG. If any of your portfolio companies had operations in or completed transactions which generated revenue in Russia and related sanctioned countries/territories in the benchmark year, you have a few options. We have outlined those options below, along with the corresponding dropdown menu response that should be selected for each.

1. Exclude data stemming from any of the Portfolio Company’s affiliates located in Russia or from any affiliate or business unit which generates revenue from Russia and related sanctioned countries/territories. This will ensure that your submission for that portfolio company can be processed by BCG and included in the EDCI’s aggregated dataset without restriction. If you take this approach, you may select ‘No - any data related to operations in, or revenue from, sanctioned countries has been removed.’
2. Elect not to share any EDCI insights with any portfolio company that has operations in or revenue from Russia and related sanctioned countries/territories, which would ensure that the EDCI benchmarks are not benefitting such portfolio company. If you take this approach, then you may select ‘No - the company has no operations in, or revenue from, sanctioned countries’ (even though it does have such operations or revenue), and add a note to your submission to this effect.
3. Submit the portfolio company’s data without any exclusions and do not agree to withhold benchmarking insights from any portfolio company that has operations in or revenue from Russia and related sanctioned countries/territories. If you take this approach, you should select “Yes - there is data that relates to operations in, or revenue from, sanctioned countries” and that portfolio company’s data will not be included in the EDCI aggregated dataset. Alternatively, you can choose to exclude that company from your submission altogether.

## GLOSSARY

### 0. Common Variables

Metric	Definition	Units	Sources & Guidance
Company / Asset ID	Unique identifier for portfolio company that could be anonymized by the GP. Where relevant, this should be held consistent across data submissions for different years of the initiative.	String	
General Partner Name	Name of the general partner providing the data.	Name	
Fund ID	Unique identifier for fund that portfolio company is a part of, that could be anonymized by the GP. Where relevant, this should be held consistent across data submissions for different years of the initiative.	String	
Fund Classification - optional	If the fund is classified under SFDR as Article 6, Article 8, or Article 9 (if relevant).	String	<a href="https://blog.worldfavor.com/sfdr-what-is-article-6-8-9">https://blog.worldfavor.com/sfdr-what-is-article-6-8-9</a>  <a href="#">EU Commission</a>
Year of initial investment in company	Year of the first investment by your fund into the relevant portfolio company.	Date	
Co-invested GPs	GPs to list any other GPs that are invested in the portfolio company.	Name	
GP Sponsor	GP sponsor for each Private Credit firm's sponsor-backed investment.  This is important for PC members to include in their submitted data so that BCG Expand can deduplicate any datapoints in the validation process. For more information, see the <a href="#">FAQ for PC investors</a> .	Name	



	Private Credit GPs only.		
<b>Percent GP ownership</b>	Total holdings that you as a GP control through equity, between 0-100%. Note that percent GP ownership should include co-investment share with effective GP control.	%	
	PE and Infra GPs only.		
<b>Percent fund ownership</b>	Total holdings that you as a GP control via that specific fund, between 0-100%. In the majority of cases, this will be same as Percent GP ownership. Note that the sum of Percent fund ownership should not exceed Percent GP ownership.	%	
	PE and Infra GPs only.		
<b>Quantum of loan</b>	Principal of loan lent to company.		
	Private Credit GPs only.		
<b>Attribution factor</b>	Value of fund's equity and/or debt in PortCo divided by total enterprise value of the PortCo (PortCo's total equity & debt).	# (ratio)	<a href="#">Partnership for Carbon Accounting Financials</a>
<b>Country of domicile/ headquarters</b>	Country where company affairs are discharged. Please provide only one country (if more, provide explanation).	Country	
<b>Primary country of operations</b>	Country whose operations have the largest contribution to company revenue. Please provide only one country.	Country	
<b>Company / Asset structure - optional</b>	Private or Public	Name	



<b>Growth Stage of Company / Asset</b>	Description of company / asset growth stage: buyout, growth, seed, Series A, Series B, Series C or (for Infrastructure assets) in-development or operational.	String
	This is based on self-determination.	
	Note, this is not a description of the investment strategy.	
<b>Primary sector of operations (SICS)</b>	Sector according to SASB Sustainable Industry Classification System (SICS). Note that Sector is broader than Industry. Sector should remain consistent across years for the same PortCo unless there is a genuine shift in the nature of its business.	SICS Code - Sector <a href="#">SICS-Industry-List.pdf (sasb.org)</a> ; <a href="#">SASB Sector &amp; Industry Search Tool</a>
<b>Primary industry of operations (SICS)</b>	Industry according to SASB Sustainable Industry Classification System (SICS). Note that Industry is nested under Sector. Industry should remain consistent across years for the same PortCo unless there is a genuine shift in the nature of its business.	SICS Code - Industry <a href="#">SICS-Industry-List.pdf (sasb.org)</a> ; <a href="#">SASB Sector &amp; Industry Search Tool</a>
<b>Primary sub-industry (GICS / TICCS)</b>	Field to provide extra granularity on SICS industry of operations - using a combination of GICS sub-industries and TICCS industrial classes depending on which is best suited to the chosen industry.	GICS Name - Sub-Industry <a href="#">GICS® structure &amp; Sub-Industry definitions</a>
	Note: For EDCI reporting purposes it is possible to have no Primary sub-industry options available when selecting certain SICS Sector and Industry options on the submission template. This is either due to the SICS Sector and Industry selected not	TICCS Code - Industrial Class <a href="#">TICCS - The Infrastructure Company Classification Standard</a>



aligning with any sub-industries or aligning extremely closely to only one Primary sub-industry (GICS / TICCS), hence there is no additional value/granularity provided by any sub-industry. More information can be found in the Appendix.

Primary sub-industry should remain consistent across years for the same PortCo unless there is a genuine shift in the nature of its business.

<b>Currency</b>	Description of monetary unit using three letter code (ISO 4217 code).	ISO code	<a href="#">ISO - ISO 4217 – Currency codes</a>
<b>Revenue</b>	Annual gross revenue reported at the end of the calendar year, in reported currency. Please indicate if a different definition of revenue used due to an industry-specific default / standard.	#	
<b>Full-time equivalent (FTE) / Employee</b>	Number of full-time equivalent employees and contractors who are in permanent or long-term roles; temporary employment (fixed term, project based, task based, seasonal or casual) is not counted in line with the IRS definition of 120 days or less for seasonal/temporary employment.	#	<a href="#">IRS definition</a>
<b>Total number of Full Time Equivalents (FTE) at end of current year</b>	Number of Full-Time Equivalent (FTE) employees at the end of the calendar year for which data is being provided. Standardized metric to measure employed persons in a way that makes them comparable although they may work a different number of hours per week.	#	<a href="#">EU Commission</a>



**Average number of Full Time Equivalents (FTE) in current year**

Average number of Full Time Equivalent (FTE) employees in the calendar year for which data is being provided.

#

[EU Commission IRS definition](#)

Note: The Average number should be calculated either by using the total hours worked by all employees in a year and dividing by the annual hours of one full-time employee, or the sum of monthly FTE counts at the end of each month dividing by 12.

The Average number should not be calculated using the sum of Current year FTE and Previous year FTE dividing by 2.

**Total number of Full Time Equivalents (FTE) at end of previous year**

Number of Full Time Equivalent (FTE) employees at the end of the calendar year prior to the year for which data is being provided.

#

[EU Commission](#)

Note: If multiple years' worth of data is submitted, this value (previous year FTE count) should equal the Current Year FTE count value submitted for the previous year.

For example, the 2024 Current Year FTEs value submitted should be the same as the value submitted for the 2025 Previous Year FTE count field.

**Average number of Full Time Equivalents (FTE) in previous year**

Average number of Full Time Equivalent (FTE) employees in the calendar year prior to the year for which data is being provided.

#

[EU Commission IRS definition](#)

Note: The Average number should be calculated either by



using the total hours worked by all employees in a year and dividing by the annual hours of one full-time employee, or the sum of monthly FTE counts at the end of each month dividing by 12.

The Average number **should not** be calculated using the sum of Current year FTE and Previous year FTE dividing by 2.

<b>Paris-aligned</b>	Company alignment with net zero by 2050 with a commitment to limit global warming to no more than 1.5°C, in line with the latest science and higher end ambition of the Paris Agreement.	String	<a href="#">IIGCC - Paris Aligned Investment Initiative</a>
<b>Decarbonization/ climate strategy</b>	A time-bound action plan that clearly outlines how an organization will evolve its existing assets, operations, and entire business model towards a trajectory that aligns with climate science recommendations.	String	<a href="#">CDP - Climate Transition Plans</a>



<p><b>Turnover</b></p>	<p>The number of FTEs (Full Time Equivalents) leaving the business, excluding those from M&amp;A, over the course of the calendar year.</p> <p>In some contexts, turnover is defined as when an employee departs and their role is replaced, whereas attrition is defined as when an employee departs (voluntary and involuntary), and their role is not replaced. However, we do not require GPs to make this distinction when submitting data; we define turnover as the movement of people, given that open roles do not employ people, and there can be ambiguity surrounding role definitions that may be difficult to standardize.</p> <p>However, one nuance for turnover is that this is done on an FTE basis, i.e., Full Time Equivalent employees. For example, if an individual left who was employed half-time, they would count as half an FTE.</p>	<p>#, %</p>	<p><a href="#">GRI EMPL: Employment 202X</a> (click to download, see p. 18-21, 29)</p>
<p><b>Board member</b></p>	<p>Individuals belonging to the member-elected top governing body of the company (often including non-executive members).</p>	<p>#</p>	<p><a href="#">International Labour Organization (ILO) Board definition</a> (see p. 4)</p>
<p><b>C-suite employees</b></p>	<p>CEO and any senior executives or leadership roles reporting directly to the CEO, e.g., CFO, COO, CAO, Head of HR, etc. Does not include executive assistants.</p>	<p>#</p>	<p><a href="#">ILPA Diversity Metrics Template</a> (see Glossary in p. 4 of ILPA DDQ 2.0 pdf);</p> <p>See <a href="#">ILO ISCO-08 code: 1120</a> for example responsibilities of C-suite employees.</p>



# 1. GHG Emissions

Note: For Scopes 1, 2, and 3 emissions, EDCI will not accept top-down estimates or calculations using proxy methods not including emissions factors. Spend-based methods are currently accepted, but we encourage companies to move towards activity-based and direct emission methods going forward to increase accuracy of data reported.

Offsets and “avoided emissions” should not be included in the submitted GHG emissions (in line with GHG protocol).

Space is included to provide optional commentary on the predominant methodology used to collect emissions data and whether emissions data has been reviewed by an external 3rd party (i.e. a review of GHG emissions inventory by an independent firm to assess your organization’s emissions data collection and reporting).

Please refer to the [Appendix: 1. GHG Emission Calculation](#) for more guidance on Scope 1, 2 and 3 calculations and the accepted methodologies, including a calculation example.

Metric	Definition	Units	Sources & guidance	Related frameworks
Scope 1 Emissions (tCO2e - metric tons of CO2 equivalent)	<p>Direct emissions due to owned, controlled sources accounted for using GHG Protocol;</p> <p>GPs should submit data relating to the entire portfolio company and make no adjustments for equity or ownership stake.</p> <p><i>Note: EDCI emissions data submissions are reported in metric tons CO<sub>2</sub> equivalent. For your ease with conversion, 1 metric ton (t) is equal to 1.1023122 Short/US tons.</i></p>	#, tCO2e, (metric tons of CO2 equivalent)	<a href="#">Corporate Standard   Greenhouse Gas Protocol (ghgprotocol.org)</a> (see p. 27 in pdf)	GRI 305:1-3, TCFD, GHG Protocol, SFDR, CDP, WEF, SASB



<p><b>Scope 2 Emissions (tCO2e - metric tons of CO2 equivalent)</b></p>	<p>Indirect emissions due to purchase of electricity, heat, steam, etc. accounted for using GHG Protocol;</p>	<p>#, tCO2e, (metric tons of CO2 equivalent)</p>	<p><a href="#">Scope 2 Calculation Guidance   Greenhouse Gas Protocol (ghgprotocol.org)</a></p>	<p>GRI 305:1-3, TCFD, GHG Protocol, SFDR, CDP, WEF, SASB</p>
	<p>GPs should submit data relating to the entire portfolio company and make no adjustments for equity or ownership stake.</p>			
	<p><i>Note: EDCI emissions data submissions are requested in metric tons CO2 equivalent. For your ease with conversion, 1 metric ton (t) is equal to 1.1023122 Short/US tons.</i></p>			
<p><b>Scope 3 Emissions (tCO2e - metric tons of CO2 equivalent) (non-core)</b></p>	<p>All other indirect emissions accounted for using GHG Protocol;</p>	<p>#, tCO2e, (metric tons of CO2 equivalent)</p>	<p><a href="#">Scope 3 Calculation Guidance   Greenhouse Gas Protocol (ghgprotocol.org)</a></p>	<p>GRI 305:1-3, TCFD, GHG Protocol, SFDR, CDP, WEF</p>
	<p>GPs should submit data relating to the entire portfolio company and make no adjustments for equity or ownership stake.</p>			
	<p><i>Note: EDCI emissions data submissions are requested in metric tons CO2 equivalent. For your ease with conversion, 1 metric ton (t) is equal to 1.1023122 Short/US tons.</i></p>			



Scope 3  
materiality  
(non-core)

Indicate whether the  
PortCo's Scope 3  
emissions represent  
over 40% of their  
total scope 1, 2 and  
3 emissions

Y/N

SBTi

N/A

## 2. Decarbonization

Please refer to the [Appendix: 2. Decarbonization](#) for guidance on how the EDCI metric relates to broader industry decarbonization / net zero frameworks (NZIF & PMDR), as well as reporting for Infrastructure assets

Metric	Definition	Units	Sources & guidance	Related frameworks
De-carbonization	Does this PortCo or asset have a decarbonization strategy/plan in place? <ul style="list-style-type: none"> <li>•No</li> <li>•Yes, but without board oversight</li> <li>•Yes, with board oversight</li> </ul>	String (Three drop-down options)	<a href="#">Net Zero Investment Framework (NZIF) Component for the Private Equity Industry</a> (pp.15-16); <a href="#">Private Markets Decarbonisation Roadmap (PMDR) 2.0</a> (pp. 50)	CDP, <a href="#">TCFD</a> (p. 16 for guidance on board oversight)
	Does the Portfolio Company or asset have a short-term (i.e., 5- to 10-years) GHG emission reduction target in place? <ul style="list-style-type: none"> <li>•No</li> <li>•Yes, but it is not Paris-aligned</li> <li>•Yes, and it is Paris-aligned (covering Scope 1, 2, &amp; material Scope 3*), and it has not been validated by a third party (e.g., SBTi)</li> <li>•Yes, and it is Paris-aligned, and it has been validated by a third party (e.g., SBTi)</li> </ul>	String (Four drop-down options)	<a href="#">Net Zero Investment Framework (NZIF) Component for the Private Equity Industry</a> (pp. 15-16); <a href="#">Private Markets Decarbonisation Roadmap (PMDR) 2.0</a> (pp. 50)	NZIF, PMDR, SBTi, Climate Action 100+

*Note: Tailored pathways by sector are published by*



organizations like SBTi to guide companies in the target-setting process. It is best in class for targets to be validated by external parties. [View guidance here.](#)

<p>Does the Portfolio Company or asset have a long-term net zero goal?</p> <ul style="list-style-type: none"> <li>• No - and no plan to set one (e.g., lack of viable pathway)</li> <li>• No - but we plan to establish this in the near term (&lt;2 years)</li> <li>• No - we have a long-term goal but not fully aligned with a net zero pathway (i.e., NZ emissions by 2050 or sooner)</li> <li>• Yes - aligned with a net zero pathway (i.e., NZ emissions by 2050 or sooner)</li> </ul>	<p>String (Four drop-down options)</p>	<p><a href="#">Net Zero Investment Framework (NZIF) Component for the Private Equity Industry</a> (pp. 15-16);  <a href="#">Private Markets Decarbonisation Roadmap (PMDR) 2.0</a> (pp. 50)</p>	<p>CDP, SBTi, Climate Action 100+</p>
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\*Scope 3 is only required to be included in a Paris aligned target if 40% or more of total emissions

Note: See definitions of ‘Paris-alignment’ and ‘Decarbonization strategy’ in [Glossary](#).

### 3. Renewable Energy Consumption

Please refer to the [Appendix: 3. Renewable Energy Consumption](#) for more guidance on renewable energy calculations and accepted methodologies.

Metric	Definition	Units	Sources & guidance	Related frameworks
<b>Total energy consumption in kWh</b>	<p>The scope of energy consumption includes only energy directly consumed by the entity during the reporting period.</p> <p>The scope of energy consumption includes energy from all sources, including energy purchased from sources external to the entity and energy produced by the entity itself (self-generated). For example, direct fuel usage, purchased electricity, and heating, cooling, and steam energy are all included within the scope of energy consumption.</p>	<p>#, kWh</p> <p><i>Note: Please convert data to kWh when different units are used locally</i></p>	<p>SASB CG-EC-130a.1.(1);</p> <p>CDP guidance on <a href="#">‘Conversion of fuel data to MWh’</a></p>	<p>GRI, SASB, CDP, TCFD, SFDR, CDSB</p>
<b>Renewable energy consumption in kWh</b>	<p>Total renewable energy consumed from: geothermal, solar, sustainably sourced biomass (including biogas), hydropower and wind energy sources. Accounting should follow best practices outlined in RE100 and GHG Protocol Scope 2 Guidance. Note that the EDCI will accept calculations based on</p>	<p>#, kWh</p> <p><i>Note: Please convert data to kWh when different units are used locally</i></p>	<p><a href="#">Scope 2 Guidance   Greenhouse Gas Protocol (ghgprotocol.org)</a>;</p> <p><a href="#">Technical Criteria   RE100 (there100.org)</a>;</p> <p>CDP guidance on <a href="#">‘Conversion of fuel data to MWh’</a></p>	<p>SASB, CDP, TCFD, SFDR, CDSB</p>



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either location averages or supplier-based decisions (see [Appendix 3: Renewable Energy Consumption](#))

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**Supplier-based methodology (Scope 2)** Requires companies to calculate their renewable energy consumption by counting only contracts the firm has made with energy suppliers

[GHG Protocol](#)

*Note: Supplier-based methodology aligns with RE100 and is the recommended method where possible*

[See Appendix 3: Renewable Energy](#) for more information.

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**Location average methodology (Scope 2)** Quantifies renewable energy consumption by defining the geographic location(s) where the company purchases energy from and taking the average renewable energy share of the total electricity mix for that geographic region.

[GHG Protocol](#)

[See Appendix 3: Renewable Energy](#) for more information

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## 4. Diversity

Note: For Portfolio Companies with different boards in different geographies, the



guidance is to collect aggregated board data across countries. In the UK and Europe, GDPR and other privacy laws apply to both the employee’s location and where the company operates and may impact a company’s ability to share certain diversity information. Given this scenario, we ask PortCos in the UK and Europe not to share data on the proportion of Under-represented groups on boards.

Please refer to the [Appendix: 4. Diversity](#) for more guidance on best practices and some local guidelines on collecting Diversity data.

Metric	Definition	Units	Sources & guidance	Related frameworks
Total number of board members	Number of people on the Board at end of Calendar Year ( <i>Board defined as the member-elected top governing body of the company and often includes non-executive members</i> ).	#	<a href="#">International Labour Organization (ILO) Board</a> (p. 4 in The Effective Employers’ Organization: Guide One Governance)	GRI 405-1b, SASB, WEF
Number of women board members	Number of women on board of directors at end of Calendar Year ( <i>For US, and other countries where legally accepted, women defined as female-identifying individuals, not exclusively cisgender individuals</i> ).	#	<a href="#">ILPA Diversity Metrics Template</a> (see ‘Definitions’ tab in Excel template)	GRI 405-1b, SASB, WEF, SFDR



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<p>Number of board members from under-represented groups (core metric for US, Canada and Australia PortCos; non-core elsewhere)</p>	<p>Number of people self-identified as belonging to an under-represented group (i.e., belonging to an ethnic minority within a given country's context).</p> <p>Given the varying local contexts, this metric is not designed to be compared across geographies, but can provide helpful insights within a given country.</p> <p>PortCos outside of US, Canada or Australia are encouraged to adopt governmental guidelines or, in absence of this, local convention; no data is expected where local jurisdictions prohibit collection or sharing (e.g. in the UK and Europe).</p> <p>Please note that all definitions of race and ethnicity within this document are aligned with ILPA's Diversity in Action framework.</p> <p>See appendix section '<a href="#">4. Diversity</a>' for more specific guidance on under-represented groups for companies based in the US, Canada and Australia.</p>	#	<p><a href="#">ILPA Diversity Metrics Template</a> (see 'Definitions' tab in Excel template)</p>	<p>GRI 405-1b, SASB, WEF</p>
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<b>Total number of C-suite employees</b>	Number of people in C-suite positions at end of Calendar Year ( <i>CEO and any senior executives reporting directly to the CEO, e.g. CFO, COO, CAO, Head of HR etc.as defined in ILPA’s Diversity Metrics Template</i> ). Does not include executive assistants.	#	<a href="#">ILPA Diversity Metrics Template DDQ 2.0</a> (see Glossary on page 4)	N/A
<b>Number of women C-suite employees</b>	Number of women in C-suite positions at end of Calendar Year ( <i>For US, and other countries where legally accepted, women defined as female-identifying individuals, not exclusively cisgender individuals</i> ). Does not include executive assistants.	#	<a href="#">ILPA Diversity Metrics Template</a> (see ‘Definitions’ tab in Excel template)	N/A

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## 5. Work Related Injuries

Note: When EDCI guidance cannot be followed, adhere to local regulation on reporting injuries consistent with PortCo reporting.

Please refer to the [Appendix: 5. Work Related Injuries - Local Guidance](#) for more guidance on best practices and some local guidelines on collecting Work Related Injuries data.

Metric	Definition	Units	Sources & guidance	Related frameworks
Number of work-related injuries	Total number of work-related injuries, as defined by local jurisdiction. Injury records could come from national systems as part of a primary data source (e.g., labor inspection records and annual reports, insurance and compensation records, death registers), supplemented by surveys.	#	Others: <a href="#">Recording and Notification of Occupational Accidents (ILO)</a> (click to download, see pp. 3, 59-66)	GRI:2018 403-9a&b, GRI:2018 403-6a WEF
	Please follow local regulations where outlined. Where no local guidance is specified, please refer to the Guidance of ILO below.			
	More specific guidance on number of work-related injuries for companies based in the US, Europe, UK and Others is detailed in appendix section ' <a href="#">5. Work Related Injuries – Local Guidance</a> '.			

### ILO Guidance



**(Others):** An “occupational injury” occurs due to an “occupational accident,” which is an occurrence arising out of or in the course of work that results in either a fatal or non-fatal occupational injury, within the last calendar year.

See Recording and Notification of Occupational Accidents and Diseases (ILO) pages 59-66 for accepted types of work-related injuries resulting from occupational accidents.

For the sake of clarity, note that injuries resulting from accidents occurring on the commute to or from the workplace outside of working hours should be excluded.

<b>Number of work-related fatalities</b>	Total number of work-related fatalities as defined by local jurisdiction, within the last calendar year.	#	<b>Others:</b> <a href="#">Recording and Notification of Occupational Accidents (ILO)</a> (click to download, see p.3)	GRI:2018 403-9a&b, GRI:2018 403-6a WEF, SASB
	Fatality records could come from national systems as part of primary data source (e.g., labor inspection records and annual reports; insurance and compensation records,			



death registers),  
supplemented  
by surveys.

Please follow local regulations where outlined. Where no local guidance is specified, please refer to the Guidance of ILO below. More specific guidance on number of work-related fatalities for companies based in the US, Europe, UK and Others is detailed in appendix section ‘[5. Work Related Injuries – Local Guidance](#)’.

**ILO Guidance (Others):**  
A “fatal occupational injury” is an occupational injury which leads to death.

<b>Days lost due to injury (temporary incapacity)</b>	<p>Total days lost due to work-related injury.</p> <p>Note that “days lost due to injury (temporary incapacity)” <u>excludes</u> the day of the accident, temporary medical absences, or “sick days” allotted in advance by the employer and any injuries which resulted in a permanent incapacity to work or a fatality. (For these exclusions, please record 0 days lost).</p>	#, days	<p><b>Others:</b> <a href="#">Recording and Notification of Occupational Accidents (ILO)</a> (click to download, see pp. 3, 25, 59-66)</p> <p><a href="#">Statistics of occupational injuries (ILO)</a> (pp. 18-19)</p>	International Labor Organization, OSHA
Please follow local regulations where				



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outlined. Where no local guidance is specified, please refer to the Guidance of ILO below.

More specific guidance on number of days lost due to injury for companies based in the US, Europe, UK and Others is detailed in appendix section '[5. Work Related Injuries – Local Guidance](#)'.

**ILO Guidance (Others):**  
Number of days for which the employee is incapable of performing the “normal duties of work” as a result of an occupational injury, excluding the day of the accident.

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## 6. Net New Hires and Turnover

Note: FTE refers to Full Time Equivalent (at the end of the calendar year), not absolute headcount to enable comparisons taking into account part-time labor.

Please note that Total Net New Hires and Organic Net New Hires can be automatically calculated, as carried out in the submission template. See the [Appendix: 6. Net New Hires Calculation](#) for more guidance on calculations including an example.

Metric	Definition	Units	Sources & guidance	Related frameworks
Net Change due to M&A	<p>Any FTE growth or decline due to a business acquisition or business unit divestiture.</p> <p>For example, company A acquired another firm in 2024. Company A's <i>Previous Year FTE</i> is 100, and <i>Current Year FTE</i> is 500; hence the <i>Total Net New Hires</i> is <math>500 - 100 = 400</math>.</p> <p>However, 250 out of the 400 net new hire FTEs are due to the acquisition. Therefore, <i>Net change due to M&amp;A</i> should be reported as 250. Additionally, <i>Organic Net New Hires</i> is <math>400 - 250 = 150</math>, accurately reflecting company A's FTE growth.</p> <p>The <i>Previous year FTE</i> of the most recent reporting year should</p>	#		GRI, WEF



align with the *Current year FTE* of the prior year (i.e. *Previous year FTE* in 2025 should align with *Current year FTE* in 2024).

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<b>Organic Net New Hires</b>	<i>New hires</i> (the number of FTE joining the company) less <i>turnover</i> (the number of FTE leaving the company) during a given calendar year, with any changes due to M&A excluded.  <b>Excludes</b> Net change due to M&A.	#	GRI, WEF
<b>Total Net New Hires</b>	<i>New hires</i> (the number of FTE joining the company) less <i>turnover</i> (the number of FTE leaving the company) during a given calendar year.  <b>Includes</b> Net change due to M&A.	#	GRI, WEF

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**Annual  
Turnover**

*Turnover* (the number of FTEs leaving the business excluding those from M&A) over the course of the calendar year.

#, %

[GRI EMPL:  
Employment 202X](#)  
(click to  
download, see p.  
18-21, 29)

GRI, WEF, SASB

*Annual % Turnover*  
calculations:

= *Annual # Turnover /  
Average Current Year  
FTEs*, or

= *Annual # Turnover /  
Previous Year FTEs*  
(if *Average Current  
Year FTEs* is  
unavailable)



## 7. Employee Engagement

Please refer to the [Appendix: 7. Employee Engagement - Satisfaction Scores](#) for more guidance on employee satisfaction score calculations and accepted methodologies.

Metric	Definition	Units	Related frameworks
Do you conduct an employee survey regularly (Y/N)?	<p>Y/N response indicating whether a company issues an employee feedback survey regularly.</p> <p>An employee feedback survey can include, but is not limited to, questions related to company culture, company values, employee job satisfaction, employee engagement and training.</p> <p>Regularly means that an employee survey is conducted at least every other year, although it is typically more frequently than this.</p>	Y/N	Not applicable
% employees responding to survey (non-core)	Total number of employees/FTEs responding to survey divided by total number of employees/FTEs surveyed.	%	Not applicable
Employee satisfaction (non-core)	<p>Does the PortCo currently collect an employee satisfaction score (e.g., Employee Net Promotor Score (eNPS) or Employee Satisfaction Index (ESI)? If so, which?</p> <p>Note that if an employee satisfaction score is collected, it is considered an employee survey.</p> <p>GPs may track and report employee satisfaction using the metric of their choice; however, the EDCI observes that eNPS is</p>	<p>Y/N</p> <p>Free text</p>	<a href="#">eNPS</a> , <a href="#">ESI</a>



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the most widely adopted methodology. Accordingly, we can only provide benchmark insights based on eNPS scores.

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**Employee satisfaction score (non-core)**

If the PortCo collects an employee satisfaction score, what was the most recent score?

Free text [eNPS](#), [ESI](#)



## 8. Cybersecurity

For 2026, the EDCI Steering Committee have decided to introduce a new metric focused on Cybersecurity. This metric has been consistently elevated by members as an important metric to measure a critical element of business governance.

Metric	Definition	Units	Sources & Guidance
<b>Testing (non-core)</b>	<p>Which of the following activities does your organization conduct as part of a proactive cyber vulnerability management program? Please select all that apply.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Scheduled vulnerability scans</li> <li><input type="checkbox"/> Penetration testing (i.e., human-facilitated testing)</li> <li><input type="checkbox"/> Software development lifecycle security testing (e.g., static/dynamic code analysis, software composition analysis, etc.)</li> <li><input type="checkbox"/> Other (please specify)</li> <li><input type="checkbox"/> We do not have a cyber vulnerability management program</li> </ul> <p>See <a href="#">Appendix 9: Cybersecurity</a> for definitions of cybersecurity testing methods.</p>	String (Multi-select)	Refer to <a href="#">NIST Special Publication 800-115, Technical Guide to Information Security Testing and Assessment (2021)</a> for guidance on cybersecurity testing

# APPENDIX - CALCULATION GUIDE AND LOCAL REGULATIONS

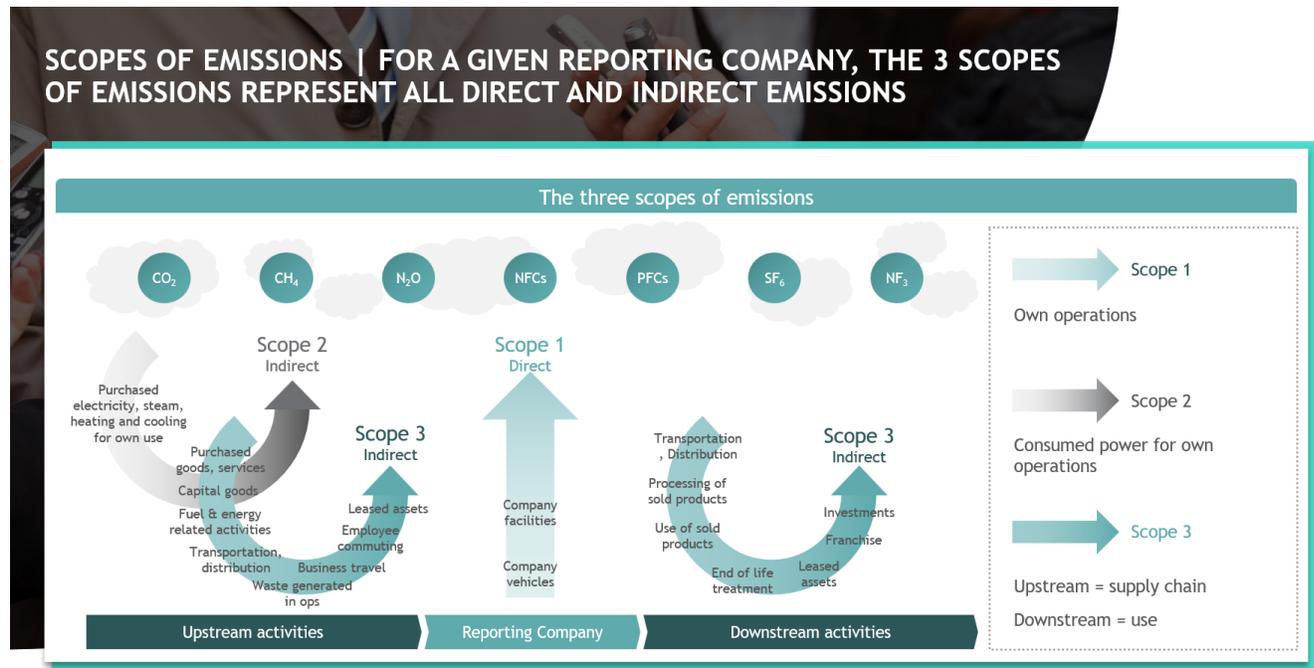
## 1. GHG Emission Calculation

Please note that for Scopes 1, 2, and 3 emissions, EDCI will not accept top-down estimates or calculations using proxy methods not including emissions factors. Spend-based methods are currently accepted, but we encourage companies to utilize activity-based and direct emission methods going forward to increase accuracy of data reported.

Also note the following regarding emission calculations:

- Scope 3 emissions are split into 15 upstream and downstream categories (see slide below for details)

Refer to slides below for details on EDCI accepted methodologies





## EDCI ACCEPTED METHODOLOGIES | EDCI WILL NOT ACCEPT HIGH LEVEL PROXY METHODOLOGIES FOR EMISSIONS CALCULATIONS

	Rejected	Accepted Methodologies (varies by scope)		
	<b>High-level proxy method</b> Avg. emissions provided for industries or geographies  Sector/industry/region average emissions based on overall revenue, cost, or FTE count  Emissions factors not applicable	<b>Spend-based method</b> Average for CO <sub>2</sub> emissions based on units of economic output  Cost of an airline ticket Spend on airline tickets (\$) * emissions factor (CO <sub>2</sub> /\$)  Global sub-sectoral average emissions factors with low granularity  Data available for most economic sub-sectors through Environmentally extended economic input output models (EElO)	<b>Activity-based method<sup>1</sup></b> Average for CO <sub>2</sub> emissions based on units of physical activity  Distance travelled on an aircraft Distance travelled (kilometers) * emissions factor (CO <sub>2</sub> /Kilometer)  Averaged factors with some granularity e.g., type of seating class  Data available for sectors with homogeneous activity e.g., miles flown, harder for others e.g., CPG	<b>Direct/Supplier methods</b> CO <sub>2</sub> emissions intensity data (actual data, either internal calculation or from supplier)  Emissions intensity of steel Volume of steel (kg) * supplier emissions factor (CO <sub>2</sub> /kg)  De-averaged factors specific to emitting activity  Data requires actual calculation of emissions or input from suppliers
<b>Data required</b>	Avg. emissions provided for industries or geographies	Average for CO <sub>2</sub> emissions based on units of economic output	Average for CO <sub>2</sub> emissions based on units of physical activity	CO <sub>2</sub> emissions intensity data (actual data, either internal calculation or from supplier)
<b>Example</b>	Sector/industry/region average emissions based on overall revenue, cost, or FTE count	Cost of an airline ticket Spend on airline tickets (\$) * emissions factor (CO <sub>2</sub> /\$)	Distance travelled on an aircraft Distance travelled (kilometers) * emissions factor (CO <sub>2</sub> /Kilometer)	Emissions intensity of steel Volume of steel (kg) * supplier emissions factor (CO <sub>2</sub> /kg)
<b>Type of emissions factor</b>	Emissions factors not applicable	Global sub-sectoral average emissions factors with low granularity	Averaged factors with some granularity e.g., type of seating class	De-averaged factors specific to emitting activity
<b>Data access</b>		Data available for most economic sub-sectors through Environmentally extended economic input output models (EElO)	Data available for sectors with homogeneous activity e.g., miles flown, harder for others e.g., CPG	Data requires actual calculation of emissions or input from suppliers

**Progression from left to right on our list of accepted methodologies leads to:**

- ✓ Higher accuracy of baselining
- ✓ Greater ability to identify & target true hotspots
- ✓ Opportunity to recognize de-averaged impact of interventions



1. The EDCI also accepts emissions estimates based on square footage  
Sources: GHG Protocol, CDP

When using a building’s area to determine indirect emissions from electricity use it is common to use the square footage data to estimate the total energy consumption. Once it is estimated it can be used in the respective location-based or market-based method. In case no information on building electricity use is available, average electricity consumption per square footage can be used, taken from secondary data. (For more details, see the Indirect Emissions from Electricity Use in the [Registry’s General Reporting Protocol](#), page C-12).

## SCOPE 2 CALCULATION | THERE ARE TWO DIFFERENT SCOPE 2 ACCOUNTING METHODS DEPENDING ON DATA AVAILABILITY

Method	Definition	Pros/Cons
<p>Location-based</p> 	<ul style="list-style-type: none"> <li>Quantifies Scope 2 GHG emissions based on average energy generation emission factors for defined geographic locations</li> <li><b>Type of GHG emissions method:</b> Activity-based method</li> </ul>	<ul style="list-style-type: none"> <li>✓ Emission factors are generally easy to obtain</li> <li>✗ Less accurate method to reflect Scope 2 GHG emissions as average location factors are used</li> <li>✗ It doesn't reflect renewable energy agreements or RECs made by the company</li> </ul>
<p>Market-based</p> 	<ul style="list-style-type: none"> <li>Quantifies Scope 2 GHG emissions based on the specific contractual agreements that the company has with its suppliers</li> <li>Emission factors are obtained directly from the suppliers and reflects individual corporate procurement purchases</li> <li><b>Type of GHG emissions method:</b> Activity-based or direct/supplier method</li> </ul>	<ul style="list-style-type: none"> <li>✓ Higher accuracy of Scope 2 GHG emissions</li> <li>✓ Reflects individual corporate procurement actions and RECs (e.g., renewable off-take agreements)</li> <li>✗ Difficult to obtain all emission factors from suppliers in case of many players and locations</li> </ul>

GHG Protocol recommends reporting both market-based and location-based emissions if supplier-specific data is available

EDCI Sources: GHG Protocol, CDP

## SCOPE 3 EMISSIONS ARE SPLIT INTO 15 UPSTREAM AND DOWNSTREAM CATEGORIES

<p><b>1</b> Purchased good and services</p> <p>Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year</p>	<p><b>4</b> Upstream transport &amp; distribution</p> <p>Transportation and distribution of products purchased by the reporting company in the reporting year</p>	<p><b>7</b> Employee commuting</p> <p>Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company)</p>	<p><b>10</b> Processing of sold products</p> <p>Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers)</p>	<p><b>13</b> Downstream leased assets</p> <p>Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in Scope 1 and Scope 2-reported by lessor</p>
<p><b>2</b> Capital Goods</p> <p>Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year</p>	<p><b>5</b> Waste generated</p> <p>Disposal &amp; treatment of waste generated in the reporting company's operations in the reporting year (in facilities not owned or controlled by the reporting company)</p>	<p><b>8</b> Upstream leased assets</p> <p>Operation of assets leased by the reporting company (lessee) in the reporting year and not included in Scope 1 and Scope 2-reported by lessee</p>	<p><b>11</b> Use of sold products</p> <p>End use of goods and services sold by the reporting company in the reporting year</p>	<p><b>14</b> Franchises</p> <p>Operation of franchises in the reporting year, not included in Scope 1 and Scope 2-reported by franchisor</p>
<p><b>3</b> Fuel and energy activities</p> <p>Extraction, production, and transportation of fuels and energy purchased or acquired by the reporting company in the reporting year, not already accounted for in Scope 1 or Scope 2</p>	<p><b>6</b> Business travel</p> <p>Transportation of employees for business-related activities during the reporting year (in vehicles not owned or operated by the reporting company)</p>	<p><b>9</b> Downstream transport &amp; dist.</p> <p>Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer</p>	<p><b>12</b> End of life of sold products</p> <p>Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life</p>	<p><b>15</b> Investments</p> <p>Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in Scope 1 or Scope 2</p>

EDCI Sources: GHG Protocol, CDP

● Upstream ● Downstream



The following example shows how to calculate Scope 2 emissions incorporating renewable energy and RECs:

1. Multiply activity data (megawatt hours purchased) by the emission factor for that activity for each applicable greenhouse gas. Some electricity emission factor sets may include emission rates for CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O; others may only provide CO<sub>2</sub> emission rates.
2. Multiply [global warming potential \(GWP\) values](#) by the GHG emissions totals to calculate total emissions in CO<sub>2</sub> equivalent (CO<sub>2</sub>e).
3. Report final Scope 2 emissions in metric tons of CO<sub>2</sub>e.

Total Energy Consumption	Quantity of Energy	Contractual Instrument	Emissions Factors	Calculated Emissions
20,000 KWh	5,000 KWh	PPA with RECs	0 t CO <sub>2</sub> e/KWh	0 t CO <sub>2</sub> e
	1,000 KWh	On-site Generation	0 t CO <sub>2</sub> e/KWh	0 t CO <sub>2</sub> e
	2,000 KWh	REC purchase - unbundled	0 t CO <sub>2</sub> e/KWh	0 t CO <sub>2</sub> e
	2,000 KWh	Green power program with RECs	0 t CO <sub>2</sub> e/KWh	0 t CO <sub>2</sub> e
	10,000 KWh (remaining energy without RECs)	Grid Average (eGRID)	0.5 t CO <sub>2</sub> e/KWh	5,000 t CO <sub>2</sub> e
<b>Total Scope 2 Emissions</b>				<b>5,000 t CO<sub>2</sub>e</b>

Source: Adapted from <https://www.leveltenenergy.com/post/recs-sustainability-reports>



For assistance calculating GHG emissions, members may consider leveraging a third-party data platform. Please reach out directly to companies such as those below or listed on our [website](#) for information on any emissions calculation solutions they may offer.

**EDCI Benchmark Partners**



**Inbound API Participants**

















































## 2. Decarbonization

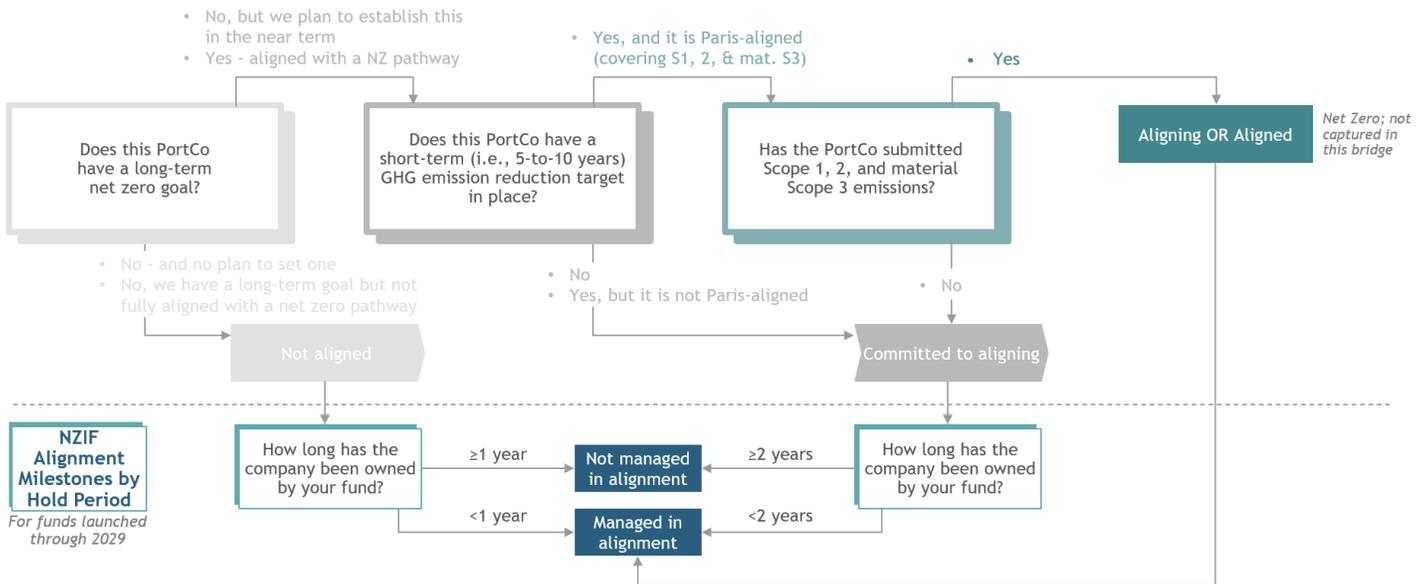
The EDCI decarbonization metric has been carefully designed in line with the EDCI's guiding principles to ensure it is meaningful, straightforward, comparable, actionable, and globally accepted. It is designed to provide clear, benchmarkable insight, while being easy for GPs to answer, and clearly dovetailing with the Net Zero / Decarbonization guidance developed by IIGCC (The Institutional Investors Group on Climate Change) and iCI (Initiative Climat International). In particular, both the NZIF (Net Zero Investment Framework) and the PMDR (Private Markets Decarbonisation Roadmap) frameworks provide significantly more detailed and comprehensive guidance about how private equity funds can engage on driving decarbonization and the path towards net zero.

As a result, any private equity fund engaging with either the NZIF or PMDR frameworks will find they have the full set of information they need for the EDCI decarbonization metric. Furthermore, based on a portfolio company's EDCI submission, the EDCI is able to generate a hypothesis on which NZIF and PMDR stage the company is currently at. These hypotheses will be directional, as the EDCI does not capture data to distinguish between the 'Aligning', 'Aligned' or 'Net Zero' stages in the NZIF or the 'Aligning' or 'Aligned to net zero' stages in the PMDR. Moreover, for PMDR, the bridge only addresses the framework's first question and is not able to collect information that relate to the questions on a set transition pathway or aligned operations.

The EDCI hopes these hypotheses are helpful for our members, but we encourage GPs to engage directly with these industry frameworks and independently ensure accurate reporting.

**Decarbonization for Infrastructure** The EDCI's metrics are designed to be a core set of metrics that are globally accepted, meaningful, comparable, dynamic, straightforward, actionable and objective. As such, the EDCI decarbonization metric was designed to be broadly applicable across the private markets and be interoperable with the NZIF and PMDR frameworks for private equity; the metric is also largely interoperable with NZIF for Infra (but not perfectly so). We recommend Infrastructure Investors respond to the EDCI decarbonization metric questions to the best of their ability.

## Based on a PortCo’s EDCI submission, the EDCI will be able to generate a hypothesis on which NZIF stage it is currently at



This bridge will only generate a hypothesis of the NZIF framework stage for a given PortCo, as EDCI does not collect data on whether emissions reductions are tracking in line with planned reductions, disclosure of emissions to investors, quantified capex and opex plans to achieve emissions reductions targets, etc.

## Context: NZIF alignment scale

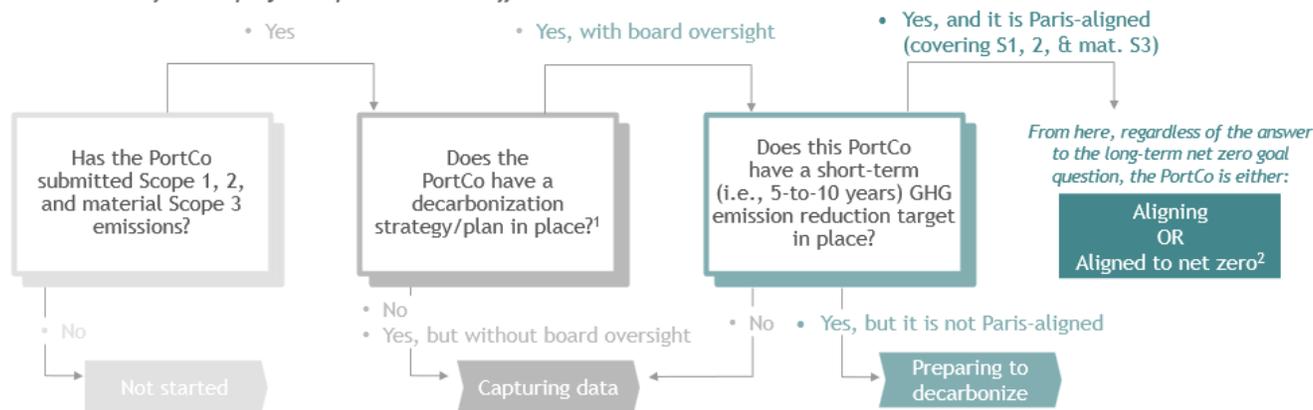
- NZIF recommends GPs collect a binary “Yes/No” assessment for each PortCo on their status of being “managed in alignment with net zero” based on the milestones in the table
- NZIF aligns PortCos to the milestones Committed, Aligning, Aligned, and Net Zero
- Capital invested will count towards coverage targets established by GPs
- Lends to the LP calculations of invested capital managed in alignment with net zero

Category	Criteria	Managed in Alignment with			
		Committed to Aligning	Aligning	Aligned	Net Zero
<b>Ambition</b>	Long-term goal for the company to be net zero emissions by 2050 or sooner.	X <sup>2</sup>	X	X	
<b>Governance</b>	Board oversight for climate risk and execution of climate strategy. Climate risk and management are discussed by the Board at least once a year.	X	X	X	<i>Company with emissions intensity required by the sector regional pathway for 2050 and ongoing Investment plan or business model to maintain this performance</i>
<b>Disclosure</b>	Annual disclosure to investors of scope 1, 2, and material scope 3 <sup>1</sup> absolute GHG emissions. Public disclosure is best practice but not an expectation.		X	X	
<b>Targets</b>	A 5- to 10-year Paris-aligned GHG emissions reduction target (Scope 1, 2, & mat. Scope 3 <sup>1</sup> ).		X	X	
<b>Emissions Performance</b>	Cumulative YoY reduction meets or exceeds the linear annual reduction established as the target for Scope 1, 2, and material Scope 3 <sup>1</sup> emissions.			X	
<b>Climate Strategy</b>	A proportionate plan is established that sets out the measures to deliver the target. For high impact sectors, the strategy should be quantified and include capex and opex required to achieve targets.			X	
<b>Fund Vintage Alignment Milestones</b>	Funds launched through 2029	1 Year after deal close	2 years after deal close	By exit	Not required
	Funds launched from 2030 to 2050	1 Year after deal close	2 years after deal close	4 years after deal close	No later than 2050

EDCI 1. Material Scope 3 as defined by leading guidance such as SBTi 2. For the Committed to Aligning milestone the board should acknowledge the importance for the company to take action toward a net zero future and encourage the company to begin exploring pursuit of Aligning and Aligned criteria

## Based on a PortCo's EDCI submission, the EDCI is able to generate a hypothesis on which PMDR stage it is currently at

Estimated Portfolio Company PMDR placement based off EDCI data submission



Note: While the PMDR does not require reporting material Scope 3 emissions, it is recommended and will be reflected in the labeling of PortCo company PMDR placement:  
 • Where 1) scope 3 emissions are not submitted and 2) not reported to be immaterial, the portfolio company may still progress to caveated stages 'Capturing data (Scopes 1 & 2)' or 'Preparing to decarbonize (Scope 1 & 2),' following PMDR guidance that these PortCos will not be eligible to reach the 'Aligning or Aligned to Net Zero Stage'

1. The PMDR defines 'decarbonization plans' as having minimum requirements, incl. quantitative reduction targets, ≥5-year interim target, ongoing reporting/KPIs, analysis of materiality, and board review 2. The EDCI hypothesis does not distinguish between whether a PortCo is 'Aligning' or 'Aligned' to net zero since the EDCI does not collect if trending emissions reductions are in line with the company's relevant science-based pathway

Source: PMDR 'Private Markets Decarbonisation Roadmap 2.0', November 2024; EDCI metrics guidance; BCG analysis

## Context: PMDR 2.0 'Private Markets Alignment Scale'

	Not started	Capturing Data	Preparing to Decarbonise	Aligning	Aligned to Net Zero
<b>Q1: What measures has the PortCo taken to reduce its GHG emissions?</b>	<p><b>Definition:</b> Not started to measure emissions or plan how to reduce them</p> <p><b>Criteria:</b></p> <ul style="list-style-type: none"> <li>Minimal or no emissions data</li> <li>No decarbonisation plan in place</li> </ul>	<p><b>Definition:</b> Reporting emissions data but currently no plan in place to reduce emissions</p> <p><b>Criteria:</b></p> <ul style="list-style-type: none"> <li>Measuring scope 1 and 2 emissions from operations, alongside material scope 3 emissions, and making data available to fund<sup>1</sup></li> </ul>	<p><b>Definition:</b> Planning to reduce emissions in-line with an approach agreed with the GP</p> <p><b>Criteria:</b></p> <ul style="list-style-type: none"> <li>Decarbonisation plan meeting minimum requirements in place but level of ambition not aligned to NZ pathway<sup>3</sup></li> </ul>	<p><b>Definition:</b> Committed to a decarbonisation plan aligned to a transition pathway</p> <p><b>Criteria:</b></p> <ul style="list-style-type: none"> <li>Committed to near-term science-based target aligned to a long-term NZ-pathway</li> </ul>	<p><b>Definition:</b> Delivering against a NZ plan and operations aligned to science-based target</p> <p><b>Criteria:</b></p> <ul style="list-style-type: none"> <li>Demonstrated YoY emissions profile in line with pathway</li> </ul>
<b>Q2: Is there a recognised transition pathway for this PortCo?</b>	<p><b>No Current Pathway to Align</b></p>			<p><b>Cannot progress past "Preparing to Decarbonise"</b></p>	
<b>Q3: Do the PortCo's operations enable the NZ transition?</b>	<p><b>Decarbonisation Enablers</b></p>				
	<p><b>Definition:</b> PortCos working to support a subset of Climate Solutions<sup>4</sup> related to the transition to a low carbon economy</p> <p><b>Criteria for Decarbonisation Enabler:</b> Greater 50% of revenue is related to an economic activity that is enabling NZ transition</p> <p><b>Criteria for Emerging Decarbonisation Enabler:</b> Greater than 10% of revenue is related to an economic activity that is enabling net zero transition and less than 50% of revenue from high-emitting assets</p>				

Notes: (1) Emissions criteria apply across all subsequent stages (2) To progress to this stage companies must have reasonable scope to reduce emissions from their operations; companies operating in thermal coal and exploration of new oil/tar sands production sites cannot progress to this stage (3) See Section 3.2.3. for minimum requirements; pathway can be sector pathway or company-specific reduction trajectory aligned to net zero (4) Climate Solutions as defined by GFANZ as one of their four core financing strategies



### 3. Renewable Energy Consumption

Renewable energy consumption calculations should include renewable energy from both grid-purchased electricity and other mechanisms. Other mechanisms include on-site renewable energy assets (e.g., rooftop solar plant, wind turbine, etc.) and renewable energy purchase agreements, such as RECs (renewable energy credits), PPAs (power purchase agreements), lease agreements, ESAs (energy service agreements), BOO (build-own-operate) agreements, and BOT (build-operate-transfer) agreements.

There are two primary methodologies for calculating Renewable Energy Consumption:

- 1) Supplier-based calculations
- 2) Location averages

The supplier-based methodology is widely regarded as best practice, and its use is highly encouraged by the EDCI. It aligns with global frameworks such as SBTi and RE100, is often preferred by LPs, and more accurately reflects the impact of a company's energy procurement actions, whether through RECs, PPAs, GOs, or on-site generation. By tying renewable energy claims directly to contractual instruments, it delivers more accurate and transparent reporting than location-based averages, while enabling firms to demonstrate real decarbonization progress.

In practice, this **methodology** requires companies to calculate their renewable energy consumption by counting only contracts the firm has made with energy suppliers. For example in the US: under supplier-based methodologies, a company can use RECs in their renewable energy usage claims. To be 100% renewable, a corporation must acquire - and retire - one REC for every megawatt hour of energy that they purchased. RECs are not required to prove use of renewable energy at this stage as you can use other instruments to quantify emissions in the supplier-based methodology, but they are highly recommended, as RECs and equivalents are the most precise instrument in the market-based data hierarchy.

By contrast, the **location-average methodology** quantifies renewable energy consumption by defining the geographic location(s) where the company purchases energy from and taking the average renewable energy share of the total electricity mix for that geographic region, regardless of supplier. Companies using location-average methodology should use the same indirect emissions data used to calculate Scope 2 and multiply this by the average renewable energy share for that geographic region to determine how much of your grid energy consumption is derived from renewable sources. For companies using location average methodologies, Scope 2 emissions are typically calculated using the average emission intensity of the local grid where the company sources power. A location average method does not factor in any corporate energy procurement actions (e.g., PPAs), energy attribute certificates or equivalent instruments (RECs, GOs, etc.). While this method is easier to calculate than a supplier-based methodology, it is generally less accurate as the renewable energy share is averaged across the geographic area, and this doesn't take into account supplier-based actions by other companies (see more information here: [EPA Power Profiler](#)).



See more information on the difference between location averages and supplier-based here: [Level Ten Energy](#)

**More on RECs:** The owner of a REC (bundled or unbundled) has exclusive rights to the attributes of the renewable electricity generated, including the emissions profile of that generation, and to characterize it as zero-emissions electricity. This holds true for other energy attribute certificates, such as Guarantees of Origin (EU) and any other certificate instruments that meet Scope 2 Quality Criteria.

For a REC to be retired, it must first be registered in a recognized tracking system. In the U.S., this is done through various regional registries, while globally the International Tracking Standard ([I-TRACK](#)) Foundation provides the framework for attribute tracking. In the EU, Guarantees of Origin are issued by [AIB](#), which oversees the market across the whole of the continent. All issuing and cancellation happens via AIB member organizations. If RECs are used in the market-based estimate they should be retired, according to the Scope 2 Quality Criteria.

Note: For both methodologies, energy consumed from Scope 1 activities should also be included in the calculation so that the share of renewable energy calculation is based on the total energy consumption.

The following example shows how to calculate emissions using a supplier-based methodology in the US (incorporating renewable energy and RECs):

$$\text{Renewable Percentage} = (\text{Average Renewable Energy} / \text{Average Energy Consumption}) * 100$$

For example, if your average on-site renewable energy generation accounts for 40 MWh and you have an average of 10 MWh represented by retired RECs, and your total energy consumption is 100 MWh, your renewable percentage is  $[(40 \text{ MWh} + 10 \text{ MWh}) / 100 \text{ MWh}] * 100 = 50\%$ .

If you have a second site, you can add that to the above calculation, for example: if your second site generates an average of 20 MWh renewable energy and you have 5 MWh represented by retired RECs, and your total energy consumption for this site is 200 MWh, your renewable percentage is  $[(40 \text{ MWh} + 10 \text{ MWh} + 20 \text{ MWh} + 5 \text{ MWh}) / (100 \text{ MWh} + 200 \text{ MWh})] * 100 = 25\%$

$$\text{OR } [( \text{Site 1 renewables} + \text{Site 1 retired RECS} ) + ( \text{Site 2 renewables} + \text{Site 2 retired RECS} )] / ( \text{Site 1 total energy consumption} + \text{Site 2 total energy consumption} ) * 100 = \% \text{ renewables consumption}$$

Finally, RECs are not offsets: RECs represent the attributes of 1 MWh of renewable electricity, while offsets represent 1 metric ton of avoided/reduced emissions and should not be included in a renewable energy consumption percentage. : ).



Please see below for links to tools enabling easier energy calculations.

- [US EPA zip code tool](#) (US-only): for calculations utilizing a passive approach
- [ENTSO-E Transparency Platform](#) (EU-only): provides standardized, real-time, and historical data on Europe's electricity market, incl. electricity generation mix



## 4. Diversity

Please note that for Portfolio Companies with various boards in different geographies, the guidance is to collect aggregated board data across all applicable countries.

When collecting these data, please keep in mind the following points regarding best practices (guidance provided from [Diversio](#) and [FairHQ](#) :

1. Be sure to clearly explain why this data is being requested (e.g., as part of the commitment to the EDCI)
2. Always provide an option of “Prefer Not To Answer” when requesting information directly from employees/FTEs.
3. Use alphabetical order of options offered in your survey to avoid perceived preference or popularity.
4. Maintain strict data security measures to protect the information and ensure individual data is never disclosed or identifiable. Ask for company level data in aggregate rather than at the individual level to ensure compliance with data privacy.
5. In the UK and Europe in particular, GDPR and other privacy laws may impact a company’s ability to collect and share certain diversity information. Given this scenario, we ask PortCos in the UK and Europe not to provide data on % of Under-represented groups on boards. Consider engaging with an independent third party to collect this data to ensure compliance with location legislation and data privacy standard.

Again, given the varying local contexts, this metric is not designed to be compared across geographies, but can provide helpful insights within a given country. See below for more specific guidance on under-represented groups for companies based in the US, Canada and Australia.



Local guidance:

Metric	Definition (local guidance)	Units	Sources & guidance	Related frameworks
<p>Number of board members from under-represented groups (core metric for US, Canada, and Australia PortCos; non-core elsewhere)</p>	<p>US: The US' Equal Employment Opportunity Commission (EEOC) highlights four particular under-represented groups (minorities) who share a race, color, or national origin. These four groups are:</p> <ul style="list-style-type: none"> <li>• <b>American Indian or Alaskan Native:</b> A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community.</li> <li>• <b>Asian or Pacific Islander:</b> A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa.</li> </ul>	#	<p><a href="#">ILPA Diversity Metrics Template</a> (see 'Definitions' tab in Excel template)</p> <p><a href="#">U.S. Equal Employment Office definitions</a> (See definition of "Minority")</p>	



- **Black (except Hispanic):** A person having origins in any of the black racial groups of Africa.
- **Hispanic:** A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- **Two or More** refers to people who chose more than one of these categories.

The EEOC highlights that “the many peoples with origins in Europe, North Africa, or the Middle East make up the dominant white population. Of course, many more minority groups can be identified in the American population. However, they are not classified separately as minorities under EEO law.”

**Canada:** As per the Canada Business Corporations Act (CBCA), Canadian corporations are required to report diversity of their board of directors and members of senior management including “Indigenous peoples” and members of “visible minorities”, which are defined in the Employment Equity Act and highlighted below.

- **Indigenous Peoples:** First Nations, Inuits and Métis
- **Visible Minority:** A person (other than an Indigenous person as defined

[Corporations](#)  
[Canada Diversity Disclosure Guidelines](#);  
[Canadian Business Corporations Act](#)  
(See part XIV.1 “Disclosure Relating to Diversity”);  
[Government of Canada Employment Equity Act definitions](#) (See sections on “Aboriginal peoples” and



above) who is non-white in colour/race, regardless of place of birth. The visible minority group includes: Black, Chinese, Filipino, Japanese, Korean, South Asian-East Indian (including Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.), Southeast Asian (including Burmese; Cambodian; Laotian; Thai; Vietnamese; etc.); non- white West Asian, North African or Arab (including Egyptian; Libyan; Lebanese; etc.), non- white Latin American (including indigenous persons from Central and South America, etc.), person of mixed origin (with one parent in one of the visible minority groups listed above), other visible minority group.

“Members of Visible Minorities”)

[Australian Standard Classification of Cultural and Ethnic Groups \(ASCCEG\) \(2019\)](#)

**Australia:** The Australian Standard Classification of Cultural Ethnic Groups uses the term “ethnicity” to refer to the “shared identity” of a group of people which stems from commonalities in culture, geography, and tradition, among other similarities, as well as from minority status (and often having experienced oppression due to this shared identity).

For more specific guidance on how to categorize ethnicities in Australia, please see the list below.



- **Asian:** South-East Asian, North-East Asian (inc. Chinese Asian), Southern and Central Asian
- **Sub-Saharan African:** Central and West African, Southern and East African
- **Oceanian:** Australian peoples (Aboriginal and Torres Strait Islander peoples), New Zealand peoples, Melanesian and Papuan, Micronesian, Polynesian - note includes Australian and New Zealander not defined as Indigenous
- **North African and Middle Eastern:** Arab, Jewish, Peoples of the Sudan, Other North African and Middle Eastern

## 5. Work Related Injuries – Local Guidance

Some Infrastructure PortCos or assets may have a significant portion of their



workforce made up of contract workers due to the seasonality or unique demands of their work (e.g., construction, transportation & logistics, utilities, etc.). We encourage you to rely on local and industry guidance to report injuries as accurately as possible.

Metric	Definition	Units	Sources & guidance	Related frameworks
<b>Number of work-related injuries</b>	<p><b>For US (OSHA Guidance):</b> An injury is “work-related” if “an event...in the work environment either caused or contributed to the resulting condition or significantly aggravated a pre-existing condition” and results in loss of consciousness, days away from work, restricted work activity or job transfer, and/or medical treatment (beyond first aid).</p> <p>See OIICS manual Division 1: <i>Traumatic Injuries and Disorders</i> (p. 10) for accepted types of work-related injuries. Note that Sections 2-8 would be excluded because they refer to work-related <i>illnesses</i>.</p> <p><b>For EU (EU-OSHA Guidance):</b> “Accident at work” is defined as a “discrete occurrence [...] while engaged in an occupational activity or during the time spent at work”. This explicitly excludes commuting accidents.</p>	#	<p><b>US:</b> <a href="#">Occupational Health and Safety Administration Occupational Injury and Illness Classification (OIICS) Manual</a> from the US Bureau of Labor Statistics (see Division 1: Traumatic Injuries and Disorders on p. 10)</p> <p><b>EU:</b> <a href="#">European Statistics on accidents at work methodology</a></p>	GRI:2018 403-9a&b, GRI:2018 403-6a WEF



**For UK (HSE Guidance):**

An accident is “work-related” if “they happen ‘out of or in connection with work’”, meaning the “work activity itself must contribute to the accident”.

**For Others (ILO Guidance):**

An “occupational injury” occurs due to an “occupational accident,” which is an occurrence arising out of or in the course of work that results in either a fatal or non-fatal occupational injury, within the last calendar year.

See *Recording and Notification of Occupational Accidents and Diseases (ILO)* pages 59-66 for accepted types of work-related injuries resulting from occupational accidents.

For the sake of clarity, note that Injuries resulting from accidents occurring on the commute to or from the workplace outside of working hours should be excluded

**UK:** [Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\)](#)

key definitions;  
[RIDDOR legislation](#)  
(Regulation 4)

**Others:** [Recording and Notification of Occupational Accidents and Diseases \(ILO\)](#)

(click to download, see pp. 3, 59-66)



<p><b>Number of work-related fatalities</b></p>	<p><b>For US (OSHA Guidance):</b> A “work-related fatality” is defined as a “work-related injury which results in death”.</p> <p><b>For EU (EU-OSHA Guidance):</b> A “fatal accident at work” is defined as an accident at work “which leads to the death of a victim within one year of the accident”.</p> <p><b>For UK (HSE Guidance):</b> A “work-related fatality” is defined as an incident “where any person dies as a result of a work-related accident” or “any person dies as a result of occupational exposure to a biological agent”.</p> <p><b>For Others (ILO Guidance):</b> A “fatal occupational injury” is an occupational injury which leads to death.</p>	<p>#</p>	<p><b>US:</b> <a href="#">Occupational Health and Safety Administration</a> definitions GRI:2018 403-9a&amp;b, GRI:2018 403-6a WEF</p> <p><b>EU:</b> <a href="#">European Statistics on accidents at work methodology</a></p> <p><b>UK:</b> <a href="#">Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)</a> key definitions; <a href="#">RIDDOR legislation</a> (Regulation 6)</p> <p><b>Others:</b> <a href="#">Recording and Notification of Occupational Accidents and Diseases (ILO)</a> (click to download, see p. 3)</p>
<p><b>Days lost due to injury (temporary incapacity)</b></p>	<p><b>For US (OSHA Guidance):</b> Defined as cases involving days away from work or days of restricted job transfer, or both. Cases involving days away from work include at least one day away from work; job transfer or restriction cases occur when an employer or health care</p>		<p><b>US:</b> <a href="#">Occupational Health and Safety Administration</a> International Labor Organization, OSHA</p>



professional mandates or recommends an employee/FTE refrain from completing his/her full work routine or the full workday as a result of a work-related injury.

**For EU (EU-OSHA Guidance):**

“Days lost” is defined as “number of full calendar days where the victim is unfit for work due to an accident at work”.

**For UK (HSE Guidance):**

“Working days lost” are defined as full-day equivalent days and includes “days lost due to non-fatal injuries (excluding injuries caused by road accidents) and all work-related illness (new and long-standing cases)”

**For Others (ILO Guidance):** Number of days for which the employee/FTE is incapable of performing the “normal duties of work” as a result of an occupational injury, excluding the day of the accident.

**EU:** [European Statistics on accidents at work methodology](#)

**UK:** [Working days lost definitions and formulae](#)

**Others:**  
[Recording and Notification of Occupational Accidents \(ILO\)](#)  
(click to download, see pp. 3, 25, 59-66)  
[Statistics of occupational injuries \(ILO\)](#) (pp. 18-19)

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### Example for an Infrastructure Asset Collecting Injury Data:

Reporting injuries for a large-scale wind farm asset. The asset employs both full-time (1 FTE) and part-time (less than 1 FTE, often ~0.5 FTE) workers. Some common work-related injuries for an asset of this kind could include falls from heights,



electrocution, exposure to hazardous materials, and burns. Within the EDCI framework, each of these injuries would be counted as 1 whole injury regardless of an employee's FTE status. This means that the total number of injuries reported for a calendar year should be a whole number.

The EDCI is also asking for members to report the count of days lost due to injury (which can serve as a proxy for severity level of injuries). Note that, under EDCI guidance, the full-time employees each count as 1 FTE while the part time employees are scaled accordingly (i.e. someone on a 50% schedule would be counted as 0.5 FTEs). We would multiply the number of days lost due to injury by these factors for each group, and then add both results together to get the injury count over the calendar year.

As an example, a part-time worker sustains an injury while onsite at the windfarm after dropping heavy equipment on their foot on a Monday. They seek medical attention that afternoon and are diagnosed with a minor sprain. The doctor advises to avoid putting weight on the injured foot for approximately three weeks, which would prevent the employee from performing their duties at full capacity. The worker returns to work 17 business days after the incident, excluding the day of the accident. This results in 17 lost workdays due to the injury. However, since the worker is employed part-time and works approximately half the hours of a full-time construction worker in the same role, the 17 days lost would be adjusted by multiplying by 0.5, yielding a total of 8.5 days lost due to the injury.

## 6. Net Change due to M&A

*Net change due to M&A* is the difference between *Organic net new hires* and *Total net new hires*, making it an important element to ensure the EDCI reflects the meaningful turnover rate of a PortCo. This section will provide worked examples of how a merger might be treated for EDCI reporting.

Scenario 1: If PortCo A merged with PortCo B in 2025 and the post-merger entity continued business as PortCo A:

Reporting metric	2025 data
<b>Company fundamentals</b>	<ul style="list-style-type: none"> <li>• Submit PortCo A with the same company fundamentals as in 2024</li> <li>• Do not submit PortCo B</li> </ul>
<b>Previous year FTE</b>	<ul style="list-style-type: none"> <li>• PortCo A's 2025 <i>Previous year FTE</i> should align with PortCo A's 2024 <i>Current year FTE</i></li> </ul>
<b>Net change due to M&amp;A</b>	<ul style="list-style-type: none"> <li>• PortCo A's 2025 <i>Net change due to M&amp;A</i> should reflect the FTE changes as a result of the merger with PortCo B</li> </ul>
<b>Current year FTE</b>	<ul style="list-style-type: none"> <li>• PortCo A's 2025 <i>Current year FTE</i> should reflect the post-merger, end-of-year FTE in 2025</li> </ul>

Note: This enables YoY trending analysis on PortCo A and accounts for the impacts on other metrics due to the change of the merger or acquisition.

Scenario 2: If PortCo A merged with PortCo B in 2025 and the post-merger formed a new entity under the name PortCo C:

Reporting metric	2025 data
<b>Company fundamentals</b>	<ul style="list-style-type: none"> <li>• Submit PortCo C with the new company fundamentals</li> <li>• Do not submit PortCo A or PortCo B</li> </ul>
<b>Previous year FTE</b>	<ul style="list-style-type: none"> <li>• At GP's discretion. This could be either PortCo A's or PortCo B's <i>Current year FTE</i> in 2024, or leave it blank</li> </ul>
<b>Net change due to M&amp;A</b>	<ul style="list-style-type: none"> <li>• At GP's discretion. If PortCo A's <i>Current year FTE</i> in 2024 is used above on PortCo C's <i>Previous year FTE</i> in 2025, then this should reflect the FTE changes of PortCo B as a result of the merger.</li> </ul>
<b>Current year FTE</b>	<ul style="list-style-type: none"> <li>• PortCo C's 2025 <i>Current year FTE</i> should reflect the company's end-of-year FTE in 2025</li> </ul>

Note: No YoY trending analysis is available as PortCo A, B, and C are considered different, standalone business entities.

## 7. Net New Hires and Turnover

You can automatically calculate the values for Total Net New Hires, Organic Net New



Hires, and Annual % Turnover (as carried out in the submission template) using the logic below.

As per the definition in the [Glossary](#):

Metric	Formula	Units
Net change due to M&A	GP to provide	#
Total Net New Hires	= Current Year FTE - Previous Year FTE	#
Organic Net New Hires	= Total Net New Hires - Net change due to M&A	#
Annual # Turnover	GP to provide	#
Annual % Turnover	= Annual # Turnover / Average Current Year FTE, or = Annual # Turnover / Previous Year FTE (if Average Current Year is unavailable)	%

**Common calculation errors flagged during data validation:**

- Annual # Turnover less than Organic Net New Hires:** If a PortCo submits -100 Organic Net New Hires, it indicates that *at least* 100 FTEs have left the firm during the year. However, if Annual # Turnover is less than 100, this creates a logical inconsistency and requires the data to be revised.
- Annual % Turnover less than Organic Net New Hires:** If a PortCo provides Annual % Turnover and Average Current Year FTE (or Previous Year FTE), the Annual # Turnover can be calculated by multiplying the Annual % Turnover by the relevant FTE figure:

$$\therefore \text{Annual \% Turnover} = \text{A \# T} / \text{Average Current Year FTE (or Previous Year FTE)}$$

$$\therefore \text{Annual \# Turnover} = \text{A \% T} \times \text{Average Current Year FTE (or Previous Year FTE)}$$

If this calculated Annual # Turnover is less than the reported Organic Net New Hires (similar to the bullet point above), this creates a logical inconsistency and requires the data to be revised.



## 8. Employee Engagement - Satisfaction Scores

Employee satisfaction is an important indicator linked to commercial outcomes such as employee turnover, safety, motivation, and productivity. For this reason, it is considered best practice for GPs to collect and report on employee satisfaction.

Multiple metrics exist for measuring and reporting employee satisfaction (e.g., eNPS, ESI). However, the EDCI observes that eNPS is the most commonly utilized methodology across the industry and as such is the metric on which GPs can receive EDCI benchmark insights to understand how they compare to peers.

eNPS is Employee Net Promoter Score, which is typically measured by asking employees to respond to the following question on a scale of 0 to 10, “Would you recommend to your family and friends that they work for [company]?”

A response of 0 indicates they would not recommend the company where 10 indicates it is highly recommended.

Employees are then categorized by their responses according to the following:

- Promoters = answers of 9 or 10
- Neutrals = answers of 7 or 8
- Detractors = answers from 0 to 6

eNPS is then calculated using the following formula:

$$\text{eNPS} = \% \text{ of promoter employees} - \% \text{ of detractor employees}$$

While the EDCI observes that eNPS is the primary measure of employee satisfaction across the industry, guidance on how to calculate ESI is provided here as an alternative option for firms that choose not to use eNPS. ESI refers to the Employee Satisfaction Index, which is often measured via the below questions and formula. Each question is answered on a scale from 1 to 10, with 1 being the lowest/worst rating and 10 being the highest/best rating.

1. How satisfied are you with your current workplace?
2. How well does your current workplace meet your expectations?
3. How close is your current workplace to the ideal one?

Then, ESI is calculated using the formula:  $\text{ESI} = (\text{sum of scores} / \text{maximum possible score}) * 100$

A higher number signals a more satisfied workforce, and the results are in the range of 0 to 100.



## 9. Cybersecurity - Definitions

Metric	Topic	Definition	Sources & guidance
Testing	Scheduled vulnerability scans	Type of testing that involves using software tools to automatically and routinely scan computers, servers, or networks for weaknesses, such as missing patches, insecure settings, or known vulnerabilities	<a href="#">NIST Special Publication 800-53 Revision 5: Security and Privacy Controls for Information Systems and Organizations</a> p. 242, RA-5
	Penetration testing	Assessment conducted on systems or individual system components to identify vulnerabilities that could be exploited by adversaries  More active than automated vulnerability scanning, penetration testing is usually conducted by individuals or teams with relevant skills and experience including technical expertise in network, operating system, and/or application-level security	<a href="#">NIST Special Publication 800-53 Revision 5: Security and Privacy Controls for Information Systems and Organizations</a> p. 93, CA-8
	Software development lifecycle security testing	The process of checking software for security flaws during its development, including test methods such as reviewing the code or scanning for known vulnerabilities to ensure the software is secure before it is released	<a href="#">NIST Special Publication 800-218: Secure Software Development Framework (SSDF) Version 1.1</a> See table with examples embedded on p. 5-19



## 10. SFDR Commentary

The EU SFDR (Sustainable Finance Disclosure Regulation) template is included in the EDCI Data Submission Template for GPs to consider reporting their SFDR Principal Adverse Indicators data on an optional basis. The template reflects the reporting for the PAIs (Principle Adverse Impact Indicators) and leverages the EDCI metrics for relevant inputs (e.g., GHG emissions).

Please be sure to read all definitions and instructions clearly. For more information, please consult the [SFDR framework](#).



## 11. Calculating Financed Emissions Using the Attribution Factor

The EDCI has added an optional field, the Attribution Factor, to the Data Submission Template, that enables members to calculate financed emissions in order to align with the PCAF (Partnership for Carbon Accounting Financials) methodology and iCI expectations for private equity emissions reporting.

The Attribution Factor reflects the proportion of a portfolio company's total capital structure (equity + debt) that is financed by your firm, not just equity ownership. It can be calculated using the formula below:

**Attribution Factor** = (Value of GP's equity and/or debt in the portfolio company) ÷ (Total company equity + debt)

For GPs to identify their firm's PCAF-aligned share of emissions, use this formula:

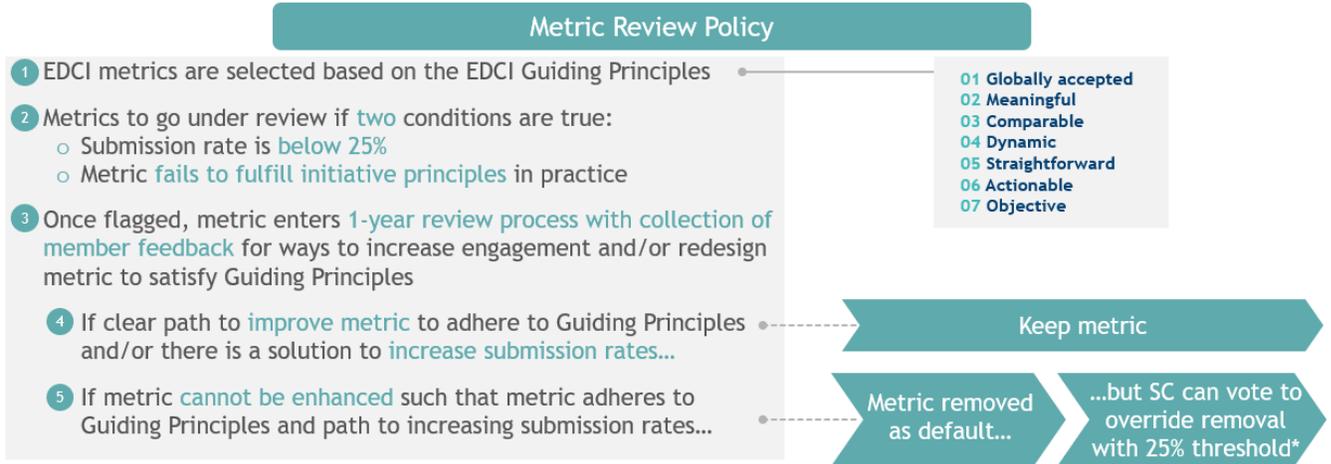
**Financed Emissions** = Attribution Factor × Total Company Emissions (in metric tons CO<sub>2</sub>e)

For more guidance, consult the full PCAF standard [here](#) (see page 40).



## 12. Metrics Review Policy

The Steering Committee voted to approve a metrics review policy for metrics with low engagement and data availability challenges.



### 13. EDCI Commercial Outcomes - Optional Extension

In 2025, the EDCI launched a Commercial Outcomes Working Group of ~70 GPs and LPs to explore how sustainability initiatives can drive both progress against EDCI metrics and measurable commercial value. Through full-group sessions and targeted 1:1 discussions, members shared case studies from their own portfolios and explored various methodologies linking performance on EDCI metrics to commercial outcomes such as cost savings, revenue growth, and risk reduction. The group’s findings helped inform a set of illustrative approaches leveraging existing industry tools and frameworks that members can use to estimate the financial impact of sustainability initiatives that impact EDCI metrics. In particular, we are grateful for NYU Stern who has pioneered the ROSI framework and has provided helpful contributions as we’ve worked to develop relevant guidance for EDCI members. We have included these below for reference. For access to the full set of findings from the working group, committed EDCI Members should email [esgmetrics@bcg.com](mailto:esgmetrics@bcg.com).

#### Methodologies | Optional methodologies to calculate cost savings and EBITDA impact driven by progress on select EDCI metrics

Translating EDCI Performance into Commercial Outcomes			
EDCI Metric	Logic	Formula	Result
A GHG Emissions/ Renewables: Energy efficiency	Calculate savings from improving energy efficiency	$\Delta$ in annual energy consumption $\times$ Average current year energy cost per kWh $+$ $\Delta$ in annual maintenance costs	 <b>Cost savings</b>
B GHG Emissions/ Renewables: Renewables uptake	Calculate savings from shifting the electricity mix toward renewables	$\Delta$ in renewable energy consumption (kWh) $\times$ [Conventional cost (\$/kWh) $-$ Renewable cost (\$/kWh)] $-$ Recurring costs	
C Injuries	Determine cost savings tied to a reduction in injuries, including both direct and indirect costs	YoY change in # of injuries $\times$ Avg. total cost per injury $-$ Recurring costs	
D Turnover	Quantify avoided recruiting, hiring, and onboarding costs, driven by improved employee retention	Avg. # of FTEs across year $\times$ $\Delta$ in annual turnover (%) $\times$ Avg. turnover cost (\$) $-$ Recurring costs	
E Employee satisfaction	Estimate savings captured through productivity gains from improved employee satisfaction, adjusted for the cost of initiatives introduced to promote employee wellbeing	# of impacted FTEs $\times$ Revenue per FTE $\times$ Productivity uplift (\$) $\times$ EBITDA margin (%) $-$ Recurring costs	
Improvements to employee turnover and employee satisfaction can both drive commercial benefits by jointly reducing costs related to new hires and improving productivity			

# Methodologies & benchmarking | Using the EDCI benchmark as a reference can help firms consider value at stake and value generated across the portfolio

Illustrative



A primary use case for GPs is to quantify the commercial value from PortCo sustainability initiatives over time, but members can also harness the EDCI benchmark to quantify gaps vs. areas of outperformance

### Performance vs. Benchmark

**Lagging peers** → Value at stake

Quantifying the value at stake from improving outcomes to the industry average motivates action by making the case to drive improvements

**Ahead of peers** → Value created through outperformance

Translating strong performance on EDCI metrics into financial outcomes for industry leaders can effectively communicate to key stakeholders

### Methodology for calculating financial value using the injuries metric

# of employees × Injury rate Δ vs. benchmark × Average cost per injury = Value at stake OR Value created

*Refer to slide 22*

#### Trailing the benchmark

PortCo A: 330 employees, 30 injuries per 1,000 FTEs  
 Benchmark rate: 20 injuries per 1,000 FTEs  
 Δ vs. benchmark: +10

$\frac{330}{1,000} \times 10 \times \$60,000 = \$198K \text{ in value at stake}$

#### Outperforming the benchmark

PortCo B: 800 employees, 15 injuries per 1,000 FTEs  
 Benchmark rate: 25 injuries per 1,000 FTEs  
 Δ vs. benchmark: -10

$\frac{800}{1,000} \times 10 \times \$60,000 = \$480K \text{ in outperformance}$



Source: EDCI 'Commercial Outcomes' working group, BCG analysis

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GHG emissions / Renewables

## Quantification methodology | Energy - efficiency

A

Context

This approach offers a high-level quantifiable view of the financial implications of energy consumption reductions from initiatives such as increased energy efficiency and process improvements

### 1 Identify inputs

- Energy Consumed**
  - Total energy consumption
    - Previous year
    - Current year
- Costs**
  - Average current year energy cost per kWh<sup>1</sup>
  - Maintenance costs
- CapEx investments**
  - Total \$ amount put directly towards improvements in energy use, such as...
    - HVAC upgrades
    - LED light installation

### 2 Calculate financial impact

- Determine CapEx needed to realize the energy reduction goals
- Determine potential savings associated with reduced energy use & lower maintenance costs
- Calculate the ROI and payback period per initiative or per PortCo

**Cost Delta**

$\Delta \text{ in annual energy consumption} \times \text{Average energy cost per kWh} + \Delta \text{ in annual maintenance costs}$

### Worked Example

#### 1 Identify inputs

PortCo records a total energy consumption of 15,000,000 kWh, which was 20% above EDCI industry benchmarks— signaling an opportunity to go deeper with operational improvements

Avg energy cost is estimated at \$0.13<sup>1</sup> per kWh and current maintenance costs are \$200k per year

To reduce energy consumption & capture potential savings, PortCo invests \$750k in replacing outdated warehouse lighting with LED fixtures and upgrading legacy HVAC systems

Results in 12,000,000 kWh consumed in the following year and requiring just \$130k in annual maintenance costs going forward

#### 2 Calculate financial impact

Energy consumption Δ = 15,000,000 kWh - 12,000,000 kWh = 3,000,000 kWh saved

- Cost Δ = (3M kWh × \$0.13) + (\$70k) = \$460k saved per year
- CapEx invested = \$750,000
- ROI = (\$460,000 ÷ \$750,000) × 100 = 61%
- Payback period = \$750,000 ÷ \$460,000 = 1.6 years



1. Suppose a company spends \$1,950,000 on electricity in a year and consumes 15,000,000 kWh. Dividing total spend by total consumption gives an average cost of \$0.13 per kWh, which can then be used as the benchmark energy price for cost-savings calculations. Note: In addition to self-funding CapEx, PortCo can pursue CapEx-light options for improving energy efficiency, such as though ESCO contracts, where the contractor finances upgrades and costs are shifted into annual OpEx. Source: U.S. Energy Information Administration; NYU Stern

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## Quantification methodology | Energy - renewables uptake

**B Context** This approach offers a high-level quantifiable view of the financial implications of shifting to renewable energy usage from initiatives such as sourcing electricity from on-site solar

1 Identify inputs	2 Calculate financial impact	Worked Example
<p><b>Energy Consumed</b></p> <ul style="list-style-type: none"> <li>Increase in renewable energy consumption</li> </ul> <p><b>Energy Costs</b></p> <ul style="list-style-type: none"> <li>Average cost of conventional energy being displaced and of renewables going forward (e.g., PPA rate if applicable)</li> </ul> <p><b>Spend required</b></p> <ul style="list-style-type: none"> <li>Upfront Capex (if any)</li> <li>Ongoing maintenance costs (if any)</li> </ul>	<ul style="list-style-type: none"> <li>Determine if any CapEx and ongoing maintenance costs needed to increase renewables adoption</li> <li>Determine expected savings associated with increased renewable energy usage</li> <li>Calculate the ROI and payback period per initiative or per PortCo</li> </ul> <p><b>Annual savings</b></p> $\Delta \text{ in renewable energy consumption (kWh)} \times (\text{Conventional energy cost (\$/kWh)} - \text{Renewable energy cost (\$/kWh)}) - \text{Recurring costs (e.g., maintenance)}$ <p>Note - Some renewables projects will not require any CapEx or ongoing maintenance (e.g., PortCo signs a PPA with developer)</p>	<p><b>1 Identify inputs</b></p> <p>PortCo looks to EDCI industry benchmarks and sees an opportunity to increase renewable energy consumption and reduce Scope 2 emissions.</p> <p>PortCo therefore identifies a value creation opportunity as they can install on-site solar panels for \$1.2M with \$40k in an ongoing maintenance OpEx. The annual generation is 2,000,000 kWh which will displace load from the grid which has a cost of \$0.12 per kWh.</p> <p><b>2 Calculate financial impact</b></p> <ul style="list-style-type: none"> <li>Δ in renewable energy consumption: +2,000,000 kWh</li> <li>Δ in energy unit costs: -\$0.12 per kWh (as no ongoing per kWh costs in this model where installation is owned)</li> <li>Recurring savings: (2,000,000 kWh x \$0.12 per kWh) - \$40k maintenance = \$200k</li> <li>Annual ROI is 17% (\$200k savings / \$1.2M CapEx) with payback period 6 years (\$1.2M CapEx/\$200k annual savings)</li> </ul>



Source: NYU Stern; International Renewable Energy Agency (IRENA); Eurostat; BCG analysis

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## Quantification methodology | Injuries

**C Context** This approach estimates the financial impact of workplace injuries (ideally using portfolio company specific data, but industry-average benchmarks can also be harnessed as a proxy where needed)

1 Identify inputs	2 Calculate financial impact	Worked example
<ul style="list-style-type: none"> <li>Determine the YoY change in # of injuries</li> <li>Determine the total average injury cost, incl:                             <ul style="list-style-type: none"> <li>Direct costs (e.g., medical expenses, claim management, legal costs, etc.)</li> <li>Indirect costs (e.g., lost productivity, training replacement workers, insurance premiums, etc.)</li> </ul> </li> <li>Determine any one-time and/or recurring costs towards achieving the reduction in injuries (e.g., facility modifications or ongoing safety audits)</li> </ul>	<p><b>Avg. direct costs<sup>1</sup></b></p> <p>Note: PortCos which do not have quality estimates or historical data on direct injury costs can refer to OSHA's Injury Type Index<sup>2</sup> which approximates direct costs by injury type, ranging from ~\$10k-\$200k USD<sup>3</sup>. This figure is based on U.S. data with equivalent costs in other regions likely to differ</p> <p><b>Avg. indirect costs<sup>1</sup></b></p> <p>Note: PortCos which do not have quality estimates or historical data on indirect injury costs can refer to OSHA's indirect cost multiplier of 1.1</p> <p><b>Avg. total injury cost</b> = average direct + average indirect injury costs</p> <p><b>Recurring Savings</b></p> $\Delta \text{ in number of injuries} \times \text{Average total cost per injury} - \text{Recurring costs}$	<p><b>1 Identify inputs</b></p> <p>PortCo recorded 300 injuries this year, a reduction from 360 in the prior year— reflecting the impact of targeted workplace safety initiatives launched over the last ~12 months, incl. enhanced training, process redesign, and upgraded PPE</p> <p>PortCo estimates the average cost (covering both direct and indirect costs) associated with each injury is \$12,500 per injury. (with actual costs potentially varying based on severity mix).</p> <p>To sustain these improvements, PortCo B incurs recurring safety costs of \$200,000 per year (e.g., ongoing safety audits, refresher training, and PPE replenishment)</p> <p><b>2 Calculate financial impact</b></p> <p>Recurring savings = (60 x \$12,500) - \$200,000 = ~\$550k</p> <p>This decrease in injuries translates to ~\$0.6 million in annual cost savings, after accounting for recurring safety expenses. This highlights both the financial benefits of fewer injuries and the importance of continued investment in safety programs to sustain these gains</p>



1. A more detailed bottom-up approach can be applied to calculate portfolio company-specific direct and indirect injury costs by leveraging NYU Stern's ROSI framework 2. OSHA relies on average direct cost data from the National Council on Compensation Insurance (NCCI), with direct injury costs ranging from \$9.7k-\$202k, depending on injury type, and primarily reflects Lost Time Injuries (LTIs). Actual costs for general recordables (e.g., slips, cuts) are typically lower. Portfolio companies should adjust assumptions based on their injury severity mix. 3. 1.1 is the indirect cost multiplier used in OSHA's Safety Pays Individual Injury Estimator, based on research by the Stanford University Department of Civil Engineering, to estimate the additional indirect costs associated with workplace injuries. Source: [OSHA Safety Pays](#)

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## Quantification methodology | Employee turnover

**D Context** This high-level approach uses EDCI metric data to estimate the financial impact of reducing annual employee turnover  
*Note: For guidance on quantifying productivity uplift that can occur alongside reductions in turnover, see Employee Satisfaction methodology slides (p. 24-25)*

1 Identify inputs	2 Calculate financial impact	3 Worked Example
<p><b>A</b> Average # of FTEs across the year</p> <p><b>B</b> Change in annual employee turnover %<sup>1</sup></p> <ul style="list-style-type: none"> <li>Δ in annual turnover (%) = Current year turnover rate (%) - last year's turnover rate (%)</li> </ul> <p><b>C</b> Estimated average employee turnover cost<sup>2</sup></p> <ul style="list-style-type: none"> <li>Includes total estimated costs related to an employee leaving, including temporary replacements &amp; overtime, any discharge costs, hiring costs, and onboarding / training costs</li> </ul> <p><b>D</b> One-time costs to drive improvement</p> <ul style="list-style-type: none"> <li>Any one-time advisory or integration costs</li> </ul> <p><b>E</b> Recurring cost to drive improvement</p> <ul style="list-style-type: none"> <li>Any changes to compensation &amp; benefits, office expenses, technology, or incremental personnel</li> </ul>	<p>Recurring savings from turnover reduction</p> <p>Reduction in turnover costs</p> <ul style="list-style-type: none"> <li><b>A</b> Avg. # of FTEs across year x</li> <li><b>B</b> Δ in annual turnover (%) x</li> <li><b>C</b> Avg. turnover cost (\$)</li> </ul> <p>—</p> <p>Recurring spend enabling turnover reduction</p> <p>=</p> <p>Recurring savings from turnover improvement</p>	<p>Identify inputs</p> <p>PortCo had an average of 1,900 FTEs over the past year. It reduced its employee turnover rate from 25% the prior year to 18% this year through improving employee onboarding and training for managers which required \$200k in one-time costs and \$320k in recurring OpEx for incremental personnel and office expenses. The average employee turnover cost is \$20k.</p> <p>Calculate financial impact</p> <p>Recurring savings from turnover improvement = [1,900 FTEs x 7% reduction in turnover cost x \$20k avg. turnover cost] - \$200k recurring OpEx = \$2.2M</p> <p>Pay-back period = \$2.2M recurring savings / \$200k CapEx = 0.1 years</p>

1. Cost savings from reduced turnover are meaningful when the turnover prevented is undesirable - typically reflected in voluntary exits; to account for this in savings calculations, PortCos can replace the annual employee turnover % with the annual voluntary employee turnover % if tracked separately 2. While PortCos should aim to directly estimate this, as a proxy NYU Stern estimates turnover costs as 10 - 30% of annual salary for entry-level employees (0 - 3 years), 90 - 150% for mid-level (5 - 10 years, team mgmt.), and up to 200% for high-level employees (VP, Senior)  
 Source: SHRM, NYU Stern, BCG analysis

## Quantification methodology | Employee satisfaction

**E Context** This approach offers guidance on measuring financial benefits from a more engaged, more motivated workforce  
*Note: For guidance on quantifying reduced costs from lower turnover tied to improved employee satisfaction rates, see Turnover methodology slide (p. 23)*

1 Identify inputs	Context	Worked Example												
<p><b>Employee satisfaction</b></p> <ul style="list-style-type: none"> <li>Employee satisfaction scores (e.g., eNPS) before &amp; after interventions</li> <li>Count of FTEs reporting improved satisfaction from interventions</li> </ul> <p><i>Deep dive to follow</i></p> <p><b>Productivity</b></p> <ul style="list-style-type: none"> <li>Revenue per FTE*</li> <li>Productivity uplift %</li> <li>EBITDA margin %</li> </ul> <p><i>*Productivity metrics are industry dependent (examples on next slide)</i></p> <p><b>Costs</b></p> <ul style="list-style-type: none"> <li>One-time and recurring costs to drive uplift</li> </ul>	<p>PortCo A, a specialty retail chain with ~80 locations, found in its annual employee engagement survey that employee satisfaction was modest (eNPS<sup>1</sup> of 28)</p> <p>PortCo A launched a chain-wide initiative to improve employee value proposition, including:</p> <ul style="list-style-type: none"> <li>Flexible scheduling pilots</li> <li>Structured training programs with clear internal promotion pathways</li> <li>Team-building events to foster culture and morale</li> </ul>	<p><b>1 Identify inputs</b></p> <table border="1"> <tr> <th>Employee satisfaction</th> <th>Productivity</th> <th>Costs to drive improvements</th> </tr> <tr> <td> <ul style="list-style-type: none"> <li>1,900 FTEs reporting improved eNPS</li> <li>eNPS before: 28</li> <li>eNPS after: 37</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>Revenue per FTE: \$263k</li> <li>Productivity uplift: 1.5%</li> <li>EBITDA margin = 12%</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>One-time costs: \$1.5M</li> <li>Recurring costs: \$350k</li> </ul> </td> </tr> </table> <p><b>2 Calculate financial impact</b></p> <table border="1"> <tr> <th>Increased revenues</th> <th>Increased EBITDA</th> <th>Impact</th> </tr> <tr> <td> <ul style="list-style-type: none"> <li>1,900 impacted FTEs x \$263k revenues per FTE x 1.5% productivity uplift</li> </ul> <p>=</p> <p>\$7.5M in revenue uplift</p> </td> <td> <ul style="list-style-type: none"> <li>12% EBITDA margin</li> <li>\$350k new recurring OpEx</li> </ul> <p>=</p> <p>\$550k in recurring EBITDA uplift</p> </td> <td> <ul style="list-style-type: none"> <li>EBITDA uplift: \$550k</li> <li>CapEx invested = \$1.5M</li> <li>Annual ROI: 37%</li> <li>Payback period: 2.7 years</li> </ul> </td> </tr> </table>	Employee satisfaction	Productivity	Costs to drive improvements	<ul style="list-style-type: none"> <li>1,900 FTEs reporting improved eNPS</li> <li>eNPS before: 28</li> <li>eNPS after: 37</li> </ul>	<ul style="list-style-type: none"> <li>Revenue per FTE: \$263k</li> <li>Productivity uplift: 1.5%</li> <li>EBITDA margin = 12%</li> </ul>	<ul style="list-style-type: none"> <li>One-time costs: \$1.5M</li> <li>Recurring costs: \$350k</li> </ul>	Increased revenues	Increased EBITDA	Impact	<ul style="list-style-type: none"> <li>1,900 impacted FTEs x \$263k revenues per FTE x 1.5% productivity uplift</li> </ul> <p>=</p> <p>\$7.5M in revenue uplift</p>	<ul style="list-style-type: none"> <li>12% EBITDA margin</li> <li>\$350k new recurring OpEx</li> </ul> <p>=</p> <p>\$550k in recurring EBITDA uplift</p>	<ul style="list-style-type: none"> <li>EBITDA uplift: \$550k</li> <li>CapEx invested = \$1.5M</li> <li>Annual ROI: 37%</li> <li>Payback period: 2.7 years</li> </ul>
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1. Employee Net Promoter Score  
 Source: NYU Stern ROSI Employee Wellbeing Monetization Tool

# Productivity | Productivity calculations to be customized by GP to PortCo

Sample productivity metrics for select industries in the EDCI benchmark

Illustrative examples

Technology (Software/SaaS)	Professional Services	Manufacturing	Retail	Logistics & Distribution
<ul style="list-style-type: none"> <li>Revenue per employee</li> <li>Product features shipped per developer</li> <li>Bug fix rate per engineer</li> <li>Customer tickets closed per support rep</li> <li>Sprint velocity per engineering team</li> </ul>	<ul style="list-style-type: none"> <li>Billable hours per employee</li> <li>Revenue per FTE</li> <li>Utilization rate (% of time billed vs. total time)</li> <li>Client deliverables completed per FTE</li> <li>Average project margin per team member</li> </ul>	<ul style="list-style-type: none"> <li>Units produced per labor hour<sup>1</sup></li> <li>Overall Equipment Effectiveness (OEE) per operator</li> <li>Labor cost per unit</li> <li>Downtime per shift (caused by labor factors)</li> <li>Scrap/rework rate per employee</li> </ul>	<ul style="list-style-type: none"> <li>Sales per employee per hour</li> <li>Transactions handled per shift</li> <li>Conversion rate (browsers to buyers per associate)</li> <li>Inventory moved per staff hour</li> <li>Customer satisfaction or NPS per employee</li> </ul>	<ul style="list-style-type: none"> <li>Packages/pallets processed per labor hour</li> <li>On-time shipments per warehouse employee</li> <li>Orders picked/packed/shipped per shift</li> <li>Fuel or delivery cost per driver</li> <li>Idle time per driver or sorter</li> </ul>



1. Standard US BLS definition of labor productivity is defined as output per hour worked  
Source: U.S. Bureau of Labor Statistics; Desktop research; BCG analysis

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# Wellbeing | Sample employee wellbeing initiatives

## NYU|STERN NYU Stern framework

NYU Stern's ROSI framework highlights examples of employee well-being initiatives and specific sub-practices implemented within the retail industry

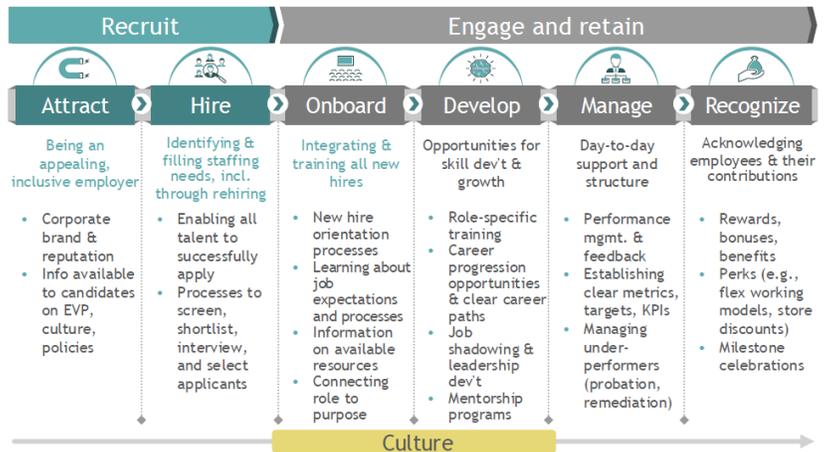
- Ensure fair compensation to employees**
  - Increase salaries/wages
  - Close pay equity gap across workforce
  - Promote flexible scheduling
- Implement employee friendly leave policies**
  - Longer parental leave
  - Paid or unpaid leave of absence
- Offer talent enhancement opportunities**
  - Invest in training and worker skills
  - Offer clear paths for career progression
- Improve direct and indirect benefits**
- Improve workforce diversity**
  - Hiring more diverse talent
  - Creating a more inclusive environment in the workplace



Source: NYU Stern; BCG analysis

## BCG BCG framework

PortCos can focus on enhancing employee well-being throughout the entire end-to-end employee lifecycle



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## Quantification methodology | Sustainability-linked revenues

Context 

This approach offers a high-level quantifiable view of the proportion of a company's revenues linked to sustainability considerations

Identify inputs

1 Estimated % of total revenues with sustainability-related inquires<sup>1</sup>

1a Estimated % of sustainability-linked revenues with formal requirements (vs. preference-based requests)<sup>2</sup>

1b Estimated new revenues won with sustainability-related inquires

*Note: 1a and 1b are a subset of 1, but not mutually exclusive to each other*

Worked Example

GP PortCo is leading specialty chemicals manufacturer with \$500M in annual revenues, with all revenues B2B from competitive bidding processes

1 Looking to existing revenues, PortCo estimates that 40% of total revenues are linked to sustainability-related inquires in RFPs on metrics including GHG emissions, renewables usage, and work-related injuries - implying that PortCo has \$200M in sustainability-linked revenues

1a Of sustainability linked revenues, PortCo estimates that 55% (\$110M) are tied to formal requirements including disclosing Scope 1 - 3 emissions, a net zero target, and a 3<sup>rd</sup> party sustainability rating (e.g., Ecovadis)

1b Additionally, PortCo estimated that \$15M of new revenues were won this year with clients including sustainability-related inquiries in the commercial process



## PORTFOLIO COMPANY CLASSIFICATION GUIDANCE

In order to enable granular benchmarking and insights, PortCo data submission includes SICS sector and industry level classifications, alongside more detailed sub-industry classifications using GICS (The Global Industry Classification Standard) and TICCS ([The Infrastructure Company Classification Standard](#)), where feasible. Note, GICS offers granular classifications across sectors, while TICCS is specific for assets with Infrastructure-like characteristics. In instances where there is overlap between the SICS and GICS classifications or GICS and TICCS, the GICS option was removed. In most cases, the industry classification is expected to be the same across years for the same PortCo, unless the PortCo has genuinely shifted the nature of their business. Please see the below mappings between the classifications to support your data submission.

Please note that GICS sub-industries with asterisk (\*) signs indicate that they are mapped to more than one SICS sector and industry classifications.

### GICS sub-industry classifications and SICS mapping

SICS Code	SICS Industry	GICS Code	GICS Name
CG-AA	Apparel, Accessories & Footwear	25203010	Apparel, Accessories & Luxury Goods
		25203020	Footwear
		25203030	Textiles
CG-AM	Appliance Manufacturing	25201010	Consumer Electronics
		25201040	Household Appliances
CG-HP	Household & Personal Products	25201020	Home Furnishings
		30301010	Household Products
		25201050	Housewares & Specialties
		30302010	Personal Care Products
CG-MR	Multiline and Specialty Retailers & Distributors	25504010	Apparel Retail
		25504050	Automotive Retail
		25503030	Broadline Retail
		25504020	Computer & Electronics Retail



		30101040	Consumer Staples Merchandise Retail*
		25501010	Distributors
		25504030	Home Improvement Retail
		25504060	Home Furnishing Retail
		25504040	Other Specialty Retail
		45203030	Technology Distributors
EM-MM	Metals & Mining	15104010	Aluminum
		15104025	Copper
		15104020	Diversified Metals & Mining
		15104030	Gold
		15104040	Precious Metals & Minerals
		15104045	Silver
EM-EP	Oil & Gas - Exploration & Production	10101010	Oil & Gas Drilling
		10102020	Oil & Gas Exploration & Production
EM-SV	Oil & Gas - Services	10102010	Integrated Oil & Gas
		10101020	Oil & Gas Equipment & Services
FN-CB	Commercial Banks	40101010	Diversified Banks
		40101015	Regional Banks
		40201040	Specialized Finance*
FN-CF	Consumer Finance	40202010	Consumer Finance
		40201040	Specialized Finance*
FN-MF	Mortgage Finance	40201040	Specialized Finance*
		40201050	Commercial & Residential Mortgage Finance
		40204010	Mortgage REITs
FN-IN	Insurance	40301010	Insurance Brokers
		40301020	Life & Health Insurance
		40301030	Multi-line Insurance
		40301040	Property & Casualty Insurance
		40301050	Reinsurance



FB-AB	Alcoholic Beverages	30201010	Brewers
		30201020	Distillers & Vintners
FB-FR	Food Retailers & Distributors	30101040	Consumer Staples Merchandise Retail*
		30101020	Food Distributors
		30101030	Food Retail
HC-BP	Biotechnology & Pharmaceuticals	35201010	Biotechnology
		35202010	Pharmaceuticals
HC-DY	Health Care Delivery	35102020	Health Care Facilities
HC-MS	Medical Equipment & Supplies	35101010	Health Care Equipment
		35101020	Health Care Supplies
		35203010	Life Sciences Tools & Services*
IF-EN	Engineering & Construction Services	20103010	Construction & Engineering
IF-RE	Real Estate	60108050	Data Center REITs
		60101010	Diversified REITs
		60105010	Health Care REITs
		60103010	Hotel & Resort REITs
		60102510	Industrial REITs
		60106010	Multi-Family Residential REITs
		60104010	Office REITs
		60108010	Other Specialized REITs
		60107010	Retail REITs
		60108020	Self-Storage REITs
		60106020	Single-Family Residential REITs
		60108030	Telecom Tower REITs
		60108040	Timber REITs
IF-RS	Real Estate Services	60201010	Diversified Real Estate Activities
		60201030	Real Estate Development
		60201020	Real Estate Operating Companies
		60201040	Real Estate Services



IF-GU	Gas Utilities & Distributors	55102010	Gas Utilities
IF-WM	Waste Management	20201050	Environmental & Facilities Services
RT-CH	Chemicals	15101010	Commodity Chemicals
		15101020	Diversified Chemicals
		15101030	Fertilizers & Agricultural Chemicals
		15101040	Industrial Gases
		35203010	Life Sciences Tools & Services*
		15101050	Specialty Chemicals
RT-CP	Containers & Packaging	15103010	Metal, Glass & Plastic Containers
		15103020	Paper & Plastic Packaging Products & Materials
RT-EE	Electrical & Electronic Equipment	45203015	Electronic Components*
		45203010	Electronic Equipment & Instruments
		35203010	Life Sciences Tools & Services*
		20104010	Electrical Components & Equipment
RT-IG	Industrial Machinery & Goods	20106015	Agricultural & Farm Machinery
		20106010	Construction Machinery & Heavy Transportation Equipment
		20104020	Heavy Electrical Equipment
		20106020	Industrial Machinery & Supplies & Components
SV-PS	Professional & Commercial Services	20201010	Commercial Printing
		20201060	Office Services & Supplies
		20201070	Diversified Support Services
		20201080	Security & Alarm Services
		25302020	Specialized Consumer Services
		20202010	Human Resource & Employment Services
		20202020	Research & Consulting Services
SV-ME	Media & Entertainment	50201020	Broadcasting
		50201030	Cable & Satellite
		50202020	Interactive Home Entertainment
		50203010	Interactive Media & Services



		50202010	Movies & Entertainment
		50201040	Publishing
TC-SC	Semiconductors	45203015	Electronic Components*
		45301010	Semiconductor Materials & Equipment
		45301020	Semiconductors
TC-HW	Hardware	45201020	Communications Equipment
		45203015	Electronic Components*
		45202030	Technology Hardware, Storage & Peripherals
TC-SI	Software & IT Services	45103010	Application Software
		20202030	Data Processing & Outsourced Services
		35103010	Health Care Technology
		45102010	IT Consulting & Other Services
		35203010	Life Sciences Tools & Services*
		45103020	Systems Software
		40201060	Transaction & Payment Processing Services*
TC-TL	Telecommunication Services	50101010	Alternative Carriers
		50101020	Integrated Telecommunication Services
		50102010	Wireless Telecommunication Services
TR-AP	Auto Parts	25101010	Automotive Parts & Equipment
		25101020	Tires & Rubber
TR-AU	Automobiles	25102010	Automobile Manufacturers
		25102020	Motorcycle Manufacturers
TR-MR	Marine Transportation	20303010	Marine Transportation
TR-RA	Rail Transportation	20305020	Railtracks (removed Highways which is captured in TICCS)
TR-RO	Road Transportation	20304030	Cargo Ground Transportation
		20304040	Passenger Ground Transportation

## Duplicative GICS codes

The following GICS codes are not included as they map very closely to the existing SICS classification (or TICCS is being utilized instead).

GICS Code	GICS Name	GICS Code	GICS Name
20102010	Building Products	30101010	Drug Retail
25202010	Leisure Products	25201030	Homebuilding
10102050	Coal & Consumable Fuels	55101010	Electric Utilities
15102010	Construction Materials	55104010	Water Utilities
15104050	Steel	20101010	Aerospace & Defense
10102040	Oil & Gas Storage & Transportation	45203020	Electronic Manufacturing Services
10102030	Oil & Gas Refining & Marketing	25302010	Education Services
40203010	Asset Management & Custody Banks	25301010	Casinos & Gaming
40203020	Investment Banking & Brokerage	25301020	Hotels, Resorts & Cruise Lines
40203040	Financial Exchanges & Data	25301030	Leisure Facilities
20305010	Airport Services	50201010	Advertising
30201030	Soft Drinks & Non-alcoholic Beverages	45102030	Internet Services & Infrastructure
30202010	Agricultural Products & Services	20301010	Air Freight & Logistics
25301040	Restaurants	20304010	Rail Transportation
30203010	Tobacco	20302010	Passenger Airlines
20305030	Marine Ports & Services	20305020	Railtracks (note, only Railtracks was preserved; Highways was captured under TICCS)
55105010	Independent Power Producers & Energy Traders	15105020	Paper Products
35102015	Health Care Services	15105010	Forest Products
35102030	Managed Health Care		
35102010	Health Care Distributors		

## Broader GICS codes

The following GICS codes are not included as they provide a broader definition than the existing SICS classification, which can be mapped to more than one SICS industry. If PortCo falls under one of these GICS sub-industry classifications, please select the SICS sector and industry based on the main operation which has the largest contribution to company revenue.

GICS Code	GICS Name	GICS Code	GICS Name
40203030	Diversified Capital Markets	40201020	Diversified Financial Services
40201030	Multi-Sector Holdings	55103010	Multi-Utilities
55105020	Renewable Electricity	20107010	Trading Companies & Distributors
30202030	Packaged Foods & Meats	20105010	Industrial Conglomerates

## TICCS sub-industry classifications and SICS mapping

SICS Sector	SICS Code	SICS Industry	TICCS Code	TICCS Industrial Class
Technology & Communications	TC-TL	Telecommunication Services	IC5010	Data Transmission
			IC8060	Data Distribution Companies
Extractives & Minerals Processing	EM-MD	Oil & Gas - Midstream	IC4010	Natural Resources Transportation Companies
			IC4020	Energy Resource Processing Companies
			IC4040	Energy Resource Storage Companies
Infrastructure	IF-WM	Waste Management	IC2010	Waste Treatment
	IF-WU	Water Utilities and Services	IC2020	Water Supply and Treatment
			IC2030	Wastewater Treatment
			IC1020	Independent Water and Power Producers
		IC8040	Water and Sewerage Companies	
	IF-EN	Engineering & Construction Services	IC2040	Environmental Management
	IF-EU	Electric Utilities & Power Generators	IC8010	Electricity Distribution Companies
			IC8020	Electricity Transmission Companies
			IC8030	District Cooling/Heating Companies
			IC1010	Independent Power Producers
IF-GU	Gas Utilities & Distributors	IC8050	Gas Distribution Companies	
-	Other	IC8070	Smart Metering Companies	
Real Estate	IF-RE	Real Estate	IC5020	Data Storage [Data Centers]
Renewable Resources & Alt Energy	RR-WT	Wind Technology & Project Developers	IC7010	Wind Power Generation
	RR-ST	Solar Technology & Project Developers	IC7020	Solar Power Generation
	-	Other	IC7030	Hydroelectric Power Generation
			IC7060	Hydrogen power generation
			IC7040	Other Renewable Power Generation
			IC7050	Other Renewable Technologies
Services	SV-PS	Professional & Commercial Services	IC3030	Government Services
	-	Other	IC3010	Defense Services
Health Care	HC-DY	Health Care Delivery	IC3040	Health and Social Care Services
Transportation	TR-RO	Road Transportation	IC6020	Car Park Companies
			IC6050	Road Companies / Highways
	TR-MT	Marine Transportation	IC6030	Port Companies



	TR-RA	Rail Transportation	IC6040	Rail Companies
			IC6060	Urban Commuter Companies
	-	Other	IC6010	Airport Companies

For more information, click [here](#) or contact [info@esgdc.org](mailto:info@esgdc.org)

## SASB INDUSTRY CLASSIFICATION (SICS) CODES

We have included the SASB Industry Classification codes for Sectors, Sub-Sectors, and Industries below for your reference.

Sector Code	Sector	Sub-Sector Code	Sub-Sector	Industry Code	Industry	Definition
CG	Consumer Goods	CG.1	Apparel & Textiles	CG-AA	Apparel, Accessories & Footwear	The Apparel, Accessories & Footwear industry includes companies involved in the design, manufacturing, wholesaling, and retailing of various products, including men's, women's, and children's clothing, handbags, jewelry, watches, and footwear. Products are largely manufactured by vendors in emerging markets, thereby allowing companies in the industry to primarily focus on design, wholesaling, marketing, supply chain management, and retail activities.
				CG-AM	Appliance Manufacturing	The Appliance Manufacturing industry includes companies involved in the design and manufacturing of household appliances and hand tools. The industry sells and manufactures products around the world, primarily selling products to consumers through retail locations.
		CG.2	Consumer Discretionary Products	CG-BF	Building Products & Furnishings	The Building Products & Furnishings industry comprises companies involved in the design and manufacturing of home improvement products, home and office furnishings, and structural wood building materials. The industry's products include flooring, ceiling tiles, home and office furniture and fixtures, wood trusses, plywood, paneling, and lumber. Companies typically sell their products through distribution channels to retail stores or through independent or company-owned dealerships.
				CG-HP	Household & Personal Products	The Household & Personal Products industry comprises companies that manufacture a wide range of goods for personal and commercial consumption, including cosmetics, household and industrial cleaning supplies, soaps and detergents, sanitary paper products, household batteries, razors, and kitchen utensils. Household and personal products companies operate globally and typically sell their products to mass merchants, grocery stores, membership club stores, drug stores, high-frequency stores, distributors, and e-commerce retailers. Some companies sell products through independent representatives rather than third-party retail establishments.



				CG-TS	Toys & Sporting Goods	<p>The Toys &amp; Sporting Goods industry comprises two distinct segments that produce leisure products: companies that manufacture toys and games, and companies that manufacture sporting and athletic goods, such as bicycles, golf clubs, fitness equipment, and other similar products.</p> <p>Companies in this industry primarily sell their products to consumers through retail stores. The level of manufacturing integration varies among and within segments of the industry; manufacturing is based primarily in Asia, with China accounting for a majority of production.</p>
		CG.3	Consumer Goods Retail	CG-MR	Multiline and Specialty Retailers & Distributors	<p>The Multiline and Specialty Retailers &amp; Distributors industry encompasses a variety of retailing categories such as department stores, mass merchants, home products stores, and warehouse clubs, as well as a smaller segment of distributors like electronics wholesalers and automotive wholesalers. Common to these companies (except for the distribution segment) is that they manage global supply chains to anticipate consumer demands, keep costs low, and keep products stocked in their brick-and-mortar storefronts. This is a highly competitive industry, in which each company category generally has a small number of key players, characterized by generally low margins. The relatively substitutable nature of retail makes companies in this industry especially susceptible to reputational risks.</p>
				CG-EC	E-commerce	<p>The E-Commerce industry is composed of firms that provide an online marketplace for other firms or individuals to sell their goods and services, as well as retailers and wholesalers that provide an exclusively web-based platform for consumers to buy goods and services. Firms in this industry sell to consumers as well as to other businesses. Because of the accessibility of e-commerce sites, the industry is a global marketplace for buyers and sellers. Note: The industry scope exclusively applies to “pure-play” e-commerce operations and does not address the manufacturing or brick-and-mortar retail operations of companies. Many consumer goods manufacturers and retailers have incorporated, or are in the process of incorporating, an e-commerce component to their business. SASB has separate standards for the Multiline and Specialty Retailers &amp; Distributors (CG-MR); Apparel, Accessories &amp; Footwear (CG-AA); and Toys &amp; Sporting Goods (CG-TS) industries.</p> <p>Depending on the specific activities and operations of firms in the aforementioned industries, disclosure topics and accounting metrics associated with the E-Commerce industry standard may also be relevant.</p>



EM	Extractives & Minerals Processing	EM.1	Coal	EM-CO	Coal Operations	The Coal Operations industry includes companies that mine coal and those that manufacture coal products. Mining activity covers both underground and surface mining, and thermal and metallurgical coal.
		EM.2	Construction Materials	EM-CM	Construction Materials	Construction materials companies have global operations and produce construction materials for sale to construction firms or wholesale distributors. These primarily include cement and aggregates, but also glass, plastic materials, insulation, bricks, and roofing material. Materials producers operate their own quarries, mining crushed stone or sand and gravel. They may also purchase raw materials from the mining and petroleum industries.
		EM.3	Metals & Mining	EM-IS	Iron & Steel Producers	The Iron & Steel Producers industry consists of steel producers with iron and steel mills and companies with iron and steel foundries. The steel producers segment consists of companies that produce iron and steel products from their own mills. These products include flat-rolled sheets, tin plates, pipes, tubes, and products made of stainless steel, titanium, and high alloy steels. Iron and steel foundries, which cast various products, typically purchase iron and steel from other firms. The industry also includes metal service centers and other metal merchant wholesalers, which distribute, import, or export ferrous products. Steel production occurs via two primary methods: the Basic Oxygen Furnace (BOF), which uses iron ore as an input, and the Electric Arc Furnace (EAF), which uses scrap steel. Many companies in the industry operate on an international scale. Note: With a few exceptions, most companies do not mine their own ore to manufacture steel and iron products. There are separate SASB standards for the (EM-MM) industry.
				EM-MM	Metals & Mining	The Metals & Mining industry is involved in extracting metals and minerals, producing ores, quarrying stones, smelting and manufacturing metals, refining metals, and providing mining support activities. It also produces iron ores, rare earth metals, and precious metals and stones. Larger companies in this industry are vertically integrated - from mining across global operations to wholesaling metals to customers.
		EM.4	Oil & Gas	EM-EP	Oil & Gas - Exploration & Production	(E&P) companies explore for, extract, or produce energy products such as crude oil and natural gas, which comprise the upstream operations of the oil and gas value chain. Companies in the industry develop conventional and unconventional oil and gas reserves; these include, but are not limited to, shale oil and/or gas reserves, oil sands, and gas hydrates. Activities covered by this standard include the development of both on-shore and off-shore reserves. The E&P industry creates contracts with the industry to conduct



					several E&P activities and to obtain equipment and oilfield services.	
				EM-MD	Oil & Gas - Midstream	The industry consists of companies involved in the transportation or storage of natural gas, crude oil, and refined petroleum products. Midstream natural gas activities involve gathering, transport, and processing of natural gas from the wellhead, as well as the removal of impurities, production of natural gas liquids, storage, pipeline transport, and shipping, liquefaction, or regasification of liquefied natural gas. Midstream oil activities mainly involve transport of crude oil and refined products over land, using a network of pipes and pumping stations, as well as trucks and rail cars, and over seas and rivers via tanker ships or barges. Companies that operate bulk stations and terminals, as well as those that manufacture and install storage tanks and pipelines, are also part of this industry.
				EM-RM	Oil & Gas - Refining & Marketing	(R&M) companies refine petroleum products, market oil and gas products, and/or operate gas stations and convenience stores, all of which comprise the downstream operations of the oil and gas value chain. The types of refinery products and crude oil inputs influence the complexity of the refining process used, with different expenditure needs and intensity of environmental and social impacts.
				EM-SV	Oil & Gas - Services	Oil and gas services companies provide support services, manufacture equipment, or are contract drillers for oil and natural gas exploration and production (E&P) companies. The drilling and drilling-support segment comprises companies that drill for oil and natural gas on-shore and off-shore on a contract basis. Companies in this segment may also manufacture jack-up rigs, semisubmersible rigs, and drill ships. Companies in the oilfield services segment manufacture equipment that is used in the extraction, storage, and transportation of oil and natural gas. They also provide support services such as seismic surveying, equipment rental, well cementing, and well monitoring. These services are commonly provided on a contractual basis, and the customer will purchase or lease the materials and equipment from the service provider. Service companies may also provide personnel or subject matter expertise as part of their scope of service. The contractual relationship between oil and gas services companies and their customers plays a significant role in determining the material impacts of their sustainability performance. Besides the rates charged, companies compete on the basis of their operational and safety performance, technology and process offerings, and reputation.



FN	Financials	FN.1	Capital Markets	FN-AC	<p>Asset Management &amp; Custody Activities</p> <p>The Asset Management &amp; Custody Activities industry is comprised of companies that manage investment portfolios on a commission or fee basis for institutional, retail, and high net-worth investors. In addition, firms in this industry provide wealth management, private banking, financial planning, and investment advisory and retail securities brokerage services. Investment portfolios and strategies may be diversified across multiple asset classes, which include, but are not limited to, equities, fixed income, and hedge fund investments. Specific companies are engaged in venture capital and private equity investments. The industry provides an essential service in assisting a range of customers from individual retail investors to large, institutional asset owners to meet specified investment goals. Companies in the industry range from large multi-national asset managers with a wide range of investable products, strategies, and asset classes to small boutique firms providing services to a very specific market niche. While large firms generally compete on the basis of management fees charged for their services as well as their potential to generate superior investment performance, the smaller firms generally compete on their ability to provide products and services geared towards individual clients to satisfy their diversification needs. The 2008 financial crisis and subsequent regulatory developments highlight the social impact of the industry in terms of providing fair advice to customers and managing risks at the entity, portfolio, and economy-wide levels. In addition, the collective impact of the industry on the allocation of capital creates a responsibility to integrate sustainability factors in investment decisions and management.</p>
				FN-IB	<p>Investment Banking &amp; Brokerage</p> <p>The Investment Banking &amp; Brokerage industry consists of firms performing a wide range of functions in the capital markets, including assisting with the capital-raising and allocation process, and providing market-making and advisory services for corporations, financial institutions, governments, and high net-worth individuals. Specific activities include financial advisory and securities underwriting services conducted on a fee basis; securities and commodities brokerage activities, which involves buying and selling securities or commodities contracts and options on a commission or fee basis for investors; and trading and principal investment activities, which involves the buying and selling of equities, fixed income, currencies, commodities, and other securities for client-driven and proprietary trading. Investment banks also originate and securitize loans for infrastructure and other projects. Companies in the industry generate their revenues from global markets and,</p>



					therefore, are exposed to various regulatory environments. The industry continues to face regulatory pressure to reform and disclose aspects of operations that present systemic risks. Specifically, firms are facing new capital requirements, stress testing, limits on proprietary trading, and increased scrutiny on compensation practices.	
				FN-EX	Security & Commodity Exchanges	Security and commodity exchanges operate marketplaces in the form of physical trading floors or electronic platforms for trading financial securities, commodities, or other financial instruments. Companies in the industry primarily generate revenue from fees on trades and for clearing transactions as well as listing fees. Competition for fees continues to increase with the advent of alternative trading platforms that offer less expensive trades and provide listing services. Recent trends in the regulatory environment suggest a greater focus on transparency, risk management, and market stability. As new policies and market transformations encourage more responsible management of social capital and strong governance, firms that can address all forms of capital—not just financial—will be better positioned to protect shareholder value in the future.
		FN.2	Corporate & Retail Banking	FN-CB	Commercial Banks	Commercial banks accept deposits and make loans to individuals and corporations as well as engage in lending for infrastructure, real estate, and other projects. By providing these services, the industry serves an essential role in the functioning of global economies and in facilitating the transfer of financial resources to their most productive capacity. The industry is driven by the volume of deposits, quality of loans made, the economic environment, and interest rates. It is further characterized by risk from mismatched assets and liabilities. The regulatory environment that governs the commercial banking industry saw significant changes in the wake of the financial crisis of 2008 and continues to evolve today. These and other regulatory trends have the potential to impact shareholder value and sustainability performance. Commercial banks with global operations must manage new regulations in multiple jurisdictions that are creating regulatory uncertainty, particularly around consistent application of new rules.
				FN-CF	Consumer Finance	The Consumer Finance industry provides loans to consumers. The largest segment of the industry is comprised of revolving credit loans through credit card products. Additional loan services include auto, micro lending, and student loans. Some companies in the industry also provide consumer-to-consumer money transfers, money orders, prepaid debit cards, and bill payment services. Industry performance is



						<p>determined by consumer spending, rates of unemployment, per capita GDP, income, and population growth. Recent shifts toward consumer protection and transparency have aligned and will continue to align the interests of society with those of long-term investors. Companies that effectively manage their social capital will therefore be better positioned to maximize their financial capital.</p>
				FN-MF	Mortgage Finance	<p>The Mortgage Finance industry provides an essential public good in enabling consumers to purchase homes, and contributes to the overall home ownership rate. Companies in the industry lend capital to individual and commercial customers with property as collateral. The primary products are residential and commercial mortgages, while other services offered include: mortgage servicing, title insurance, closing and settlement services, and valuation. In addition, mortgage finance firms own, manage, and finance real estate related investments such as mortgage pass-through certificates and collateralized mortgage obligations. Recent trends in the regulatory environment indicate a significant shift toward consumer protection, disclosure, and accountability. Legislation passed in response to the 2008 mortgage crisis demonstrates the potential for further alignment between the interests of society and those of long-term investors.</p>
		FN.3	Insurance	FN-IN	Insurance	<p>The Insurance industry provides both traditional and nontraditional insurance-related products. Traditional policy lines include property, life, casualty, and reinsurance. Nontraditional products include annuities, alternative risk transfers, and financial guarantees. Companies in the insurance industry also engage in proprietary investments. Insurance companies generally operate within a single segment in the industry, e.g., property and casualty, although there are some large insurance companies with diversified operations. Similarly, companies may vary based on the level of their geographic segmentation. While large companies may underwrite insurance premiums in multiple countries, smaller companies generally operate at a national or even local level. Insurance premiums, underwriting revenue, and investment income drive industry growth, while insurance claim payments present the most significant cost and source of uncertainty for profits. Insurance companies provide products and services that enable the transfer, pooling, and sharing of risk necessary for a well-functioning economy. Insurance companies, through their products, can also create a form of moral hazard, lowering incentives to improve underlying behavior and performance, and thus contributing to sustainability impacts. Similar to other financial institutions, insurance companies face risks associated with credit and</p>



					<p>financial markets. Within the industry, companies that engage in non-traditional or non-insurance activities, including credit default swaps (CDS) protection and debt securities insurance, have been identified by regulators as being more vulnerable to financial market developments, and subsequently, more likely to amplify or contribute to systemic risk. As a result, insurance companies face the potential of being designated as Systemically Important Financial Institutions, thus exposing them to enhanced regulation and oversight.</p>
FB	Food & Beverage	FB.1	Food	FB-AG	<p>Agricultural Products</p> <p>The Agricultural Products industry is engaged in processing, trading, and distributing vegetables and fruits, and producing and milling agricultural commodities such as grains, sugar, consumable oils, maize, soybeans, and animal feed. Agricultural products are sold directly to consumers and to businesses for use in consumer and industrial products. Companies in the industry typically purchase agricultural products from entities that grow such products (either directly or indirectly) to then conduct value-adding activities (e.g., processing, trading, distributing, and milling). Agricultural products companies are also involved in wholesale and distribution. Companies in the industry may source a substantial portion of agricultural commodities from third-party growers in various countries. Therefore, managing sustainability risks within the supply chain is critical to securing a reliable supply of raw materials and reducing the risk of price increases and volatility over the long term.</p>
				FB-MP	<p>Meat, Poultry &amp; Dairy</p> <p>The Meat, Poultry &amp; Dairy industry produces raw and processed animal products, including meats, eggs, and dairy products, for human and animal consumption. Key activities include animal raising, slaughtering, processing, and packaging. The industry's largest companies have international operations, and companies are vertically integrated to varying degrees, depending on the type of animal produced. Large industry operators typically rely on contract or independent farmers to supply their animals, and may have varying degrees of control over their operations. The industry sells products primarily to the Processed Foods industry and to retail distributors that distribute finished products to key end markets including restaurants, livestock and pet feed consumers, and grocery retailers.</p>
				FB-PF	<p>Processed Foods</p> <p>The Processed Foods industry includes companies that process and package foods such as bread, frozen foods, snack foods, pet foods, and condiments for retail consumer consumption. Typically, these products are made ready to consume, are marketed for retail consumers, and can be found on food retailers' shelves. The</p>



					industry is characterized by large and complex ingredient supply chains, as many companies source ingredients from around the world. Large companies operate globally, and international opportunities are driving growth.	
		FB.2	Beverages	FB-AB	Alcoholic Beverages	The Alcoholic Beverages industry includes companies that brew, distill, and manufacture various alcoholic beverages, including beer, wine, and liquor. Companies in this industry transform agricultural products, including sugar, barley, and corn, into finished alcoholic beverages. The largest companies have global operations, with portfolios of numerous branded products. Levels of vertical integration within the industry vary due to regulation in different markets. Breweries generally have multiple manufacturing facilities to provide access to different markets, while vintners and distillers are typically located where they have a history of production.
				FB-NB	Non-Alcoholic Beverages	The Non-Alcoholic Beverages industry produces a broad range of beverage products, including various carbonated soft drinks, syrup concentrates, juices, energy and sport drinks, teas, coffee, and water products. The industry is dominated by large, international companies. Companies partake in syrup manufacturing, marketing, bottling operations, and distribution, with larger companies typically being more vertically integrated into operations that bottle, sell, and distribute the finished products.
		FB.3	Food & Beverage Retail	FB-FR	Food Retailers & Distributors	The Food Retailers & Distributors industry consists of companies engaged in wholesale and retail sales of food, beverage, and agricultural products. Store formats include retail supermarkets, convenience stores, warehouse supermarkets, liquor stores, bakeries, natural food stores, specialty food stores, seafood stores, and distribution centers. Companies may specialize in one type of store format or have facilities that contain multiple formats. Products are typically sourced worldwide and include fresh meat and produce, prepared foods, processed foods, baked goods, frozen and canned foods, nonalcoholic and alcoholic beverages, and a wide selection of household goods and personal care products.
		FB.4	Restaurants	FB-RN	Restaurants	Companies in the Restaurants industry prepare meals, snacks, and beverages to customers' orders for immediate on- and off-premises consumption. Broadly divided into three sub-categories, the restaurant industry includes limited-service eating places, casual full-service eating places, and upscale full-service eating places. Limited-service restaurants provide services to customers who order and pay before



						<p>eating. Fast-food restaurants represent the largest share of the limited-service restaurants segment. Full-service restaurants offer more service, food for consumption primarily on-premise, and typically reflect higher quality food and prices.</p>
		FB.5	Tobacco	FB-TB	Tobacco	<p>The Tobacco industry is comprised of companies that manufacture tobacco products including cigarettes, cigars, and smokeless tobacco products. Many large tobacco companies operate globally. Companies may obtain or sell exclusive rights to sell certain brands of cigarettes in diverse markets. Most tobacco is grown by independent tobacco farmers, who typically sell their crops to tobacco merchants or to manufacturers under contract.</p>
HC	Health Care	HC.1	Biotechnology & Pharmaceuticals	HC-BP	Biotechnology & Pharmaceuticals	<p>The Biotechnology &amp; Pharmaceuticals industry develops, manufactures, and markets a range of brand-name and generic medications. A significant portion of the industry is driven by research and development, a high risk of product failure during clinical trials, and the need to obtain regulatory approval. Concerns over pricing practices and consolidation within the sector have created downward pricing pressures. Demand for the industry's products is largely driving by population demographics, rates of insurance coverage, disease profiles, and economic conditions.</p>
		HC.2	Health Care Retail	HC-DR	Drug Retailers	<p>The Drug Retailers industry comprises companies that operate retail pharmacies and distribution centers that supply retail stores. Stores may be company-owned or franchised. Large companies operate mainly in the U.S. and source drugs and other merchandise through wholesalers and distributors. The majority of the industry's revenues are derived from consumer sales of prescription and over-the-counter pharmaceutical products; other goods sold include household goods, personal care products, and a limited selection of groceries. Additionally, the pharmacy retailer segment is expanding its health-focused services by offering clinics at various retail locations, which adds to the industry's shifting sustainability landscape.</p>
		HC.3	Health Care Providers	HC-DY	Health Care Delivery	<p>The Health Care Delivery industry owns and manages hospitals, clinics, and other health care-related facilities. Companies provide a range of services, including inpatient and outpatient care, surgery, mental health, rehabilitation, and clinical laboratory services. Demand for health care delivery services is driven largely by rates of insurance coverage, demographics, illness, and injury rates. The U.S. Patient Protection and Affordable Care Act (PPACA) increased the number of individuals with insurance, however, the future of this legislation remains uncertain. The industry</p>



					is characterized by high fixed labor and facilities costs, and an increased regulatory emphasis on reduced costs of care and improved outcomes. Health care delivery companies also face significant competition for patients and resources from private, nonprofit, and religious health care systems.	
				HC-DI	Health Care Distributors	Health care distributors purchase, inventory, and sell pharmaceutical products and medical equipment to hospitals, pharmacies, and physicians. Demand for the industry's services is driven largely by rates of insurance, pharmaceutical spending, illness, and demographics. Increased enrollment in government insurance programs under the U.S Patient Protection and Affordable Care Act, electronic health records, and consolidation throughout the Health Care sector will likely continue to shape the industry. The health care sector continues to face an emphasis on reduced costs and improved efficiencies, which will also impact the Health Care Distributors industry. Companies in this industry face challenges from consolidation and partnerships between pharmacies, payers, and manufacturers.
				HC-MC	Managed Care	The Managed Care industry offers health insurance products for individual, commercial, Medicare, and Medicaid members. Companies also provide administrative services and network access for self-funded insurance plans and manage pharmacy benefits. Enrollment in managed care has traditionally been correlated with employment rates, while revenues are driven by the inflation of medical costs. The Patient Protection and Affordable Care Act reduced the percentage of uninsured adults, and created additional demand for the industry's plans. However, legislative uncertainty and a focus on reducing health care costs may create downward pricing pressure and continue to drive consolidation within the industry. In addition, a focus on patient outcomes and plan performance continue to shape the industry's sustainability risks and opportunities.
	HC.4	Medical Technology	HC-MS	Medical Equipment & Supplies	The Medical Equipment & Supplies industry researches, develops, and produces medical, surgical, dental, ophthalmic, and veterinary instruments and devices. Products are used in settings, including hospitals, clinics, and laboratories, and range from disposable items to highly specialized equipment. The increased prevalence of diseases associated with unhealthy lifestyles and an aging population are important factors that may impact growth in this industry. Emerging markets and the expansion of health insurance in	



						the U.S. will contribute to further growth. However, the extension of government insurance programs, provider and payer consolidation, and regulatory emphasis on reduced costs in all markets may result in downward pricing pressure.
IF	Infrastructure	IF.1	Utilities	IF-EU	Electric Utilities & Power Generators	<p>The Electric Utilities &amp; Power Generators industry is made up of companies that generate electricity; build, own, and operate transmission and distribution (T&amp;D) lines; and sell electricity. Utilities generate electricity from a number of different sources, commonly including coal, natural gas, nuclear energy, hydropower, solar, wind, and other renewable and fossil fuel energy sources. The industry comprises companies operating in both regulated and unregulated business structures. Regulated utilities maintain a business model in which they accept comprehensive oversight from regulators on their pricing mechanisms and their allowed return on equity, among other types of regulation, in exchange for their license to operate as a monopoly. Unregulated companies, or merchant power companies, are often independent power producers (IPPs) that generate electricity to sell to the wholesale market, which includes regulated utility buyers and other end-users. Furthermore, the industry is divided across regulated and deregulated power markets—referring to how far up the value chain regulated utility operations span. Regulated markets typically contain vertically integrated utilities that own and operate everything from the generation of power to its retail distribution. Deregulated markets commonly split generation from distribution, designed to encourage competition at the wholesale power level. Overall, companies in the industry are challenged with the complex mission of providing reliable, accessible, low-cost power while balancing the protection of human life and the environment.</p>
				IF-GU	Gas Utilities & Distributors	<p>The Gas Utilities &amp; Distributors industry is made up of gas distribution and marketing companies. Gas distribution involves operating local, low-pressure pipes to transfer natural gas from larger transmission pipes to end users. Gas marketing companies are gas brokers that aggregate natural gas into quantities that fit the needs of their different customers and then deliver it, generally through other companies' transmission and distribution lines. A relatively smaller portion of this industry is involved in propane gas distribution; therefore this standard is focused on natural gas distribution. Both types of gas are commonly used for heating and cooking by residential, commercial, and industrial customers. In structurally regulated markets, the utility is granted a full monopoly over the distribution and sale of natural gas. A regulator must approve the rates utilities charge to avoid the abuse</p>



					<p>of their monopoly position. In deregulated markets, distribution and marketing are legally separated and customers have a choice of which company to buy their gas from. In this case, a utility is guaranteed a monopoly only over distribution and is legally required to transmit all gas equitably along its pipes for a fixed fee. Overall, companies in the industry are tasked with providing safe, reliable, low-cost gas, while effectively managing their social and environmental impacts, such as community safety and methane emissions.</p>
				IF-WU	<p>Water Utilities &amp; Services</p> <p>Companies in the Water Utilities &amp; Services industry own and operate water supply and wastewater treatment systems (generally structured as regulated utility businesses), or provide operational and other specialized water services to system owners (usually market-based operations). Water supply systems include the sourcing, treatment, and distribution of water to residences, businesses, and other entities such as governments. Wastewater systems collect and treat wastewater, including sewage, graywater, industrial waste fluids, and stormwater runoff, before discharging the resulting effluent back into the environment.</p>
	IF.2	Infrastructure		IF-EN	<p>Engineering &amp; Construction Services</p> <p>The Engineering &amp; Construction Services industry provides engineering, construction, design, consulting, contracting, and other related services that support various building and infrastructure projects. The industry is primarily made up of four major segments: engineering services, infrastructure construction, non-residential building construction, and building sub-contractors and construction-related professional services. The infrastructure construction segment includes companies that design and/or build infrastructure projects such as power plants, dams, oil and gas pipelines, refineries, highways, bridges, tunnels, railways, ports, airports, waste treatment plants, water networks, and stadiums. The non-residential building construction segment includes companies that design and/or build industrial and commercial facilities such as factories, warehouses, data centers, offices, hotels, hospitals, universities, and retail spaces like malls. The engineering services segment includes companies that provide specialized architectural and engineering services such as design and development of feasibility studies for many of the project types listed above. Finally, the building sub-contractors and other construction-related professional services segment includes smaller companies that provide ancillary services such as carpentry, electrical, plumbing, painting, waterproofing, landscaping, interior design, and building inspection. The industry's customers include infrastructure owners and developers in the public and private</p>



						sectors. Large companies in this industry operate and generate revenue globally and typically specialize in multiple segments.
		IF.3	Real Estate	IF-HB	Home Builders	The Home Builders industry is comprised of companies that develop new homes and residential communities. Development efforts generally include the acquisition of land, site preparation, the construction of homes, and home sales. The majority of industry activity is focused on the development and sale of single-family homes, which are typically part of company-designed residential communities. A smaller segment is centered on townhomes, condominiums, multi-family housing, and mixed-use development. Many companies in the industry offer financing services to individual homebuyers. The industry is fragmented, as there is a large number of developers of all sizes, which vary in company structure and geographic focus. Listed companies tend to be significantly larger, and more integrated than the numerous privately held home builders.
				IF-RE	Real Estate	The Real Estate industry is composed of companies that own, develop, and generally operate income-producing real estate assets. Companies in this industry are commonly structured as real estate investment trusts (REITs) and operate in a wide range of segments within the real estate industry, including residential, retail, office, health care, industrial, and hotel properties. REITs typically focus on the direct ownership of real estate assets, thereby providing investors with the opportunity to obtain real estate exposure without direct asset ownership and management. Although REITs are often concentrated in one segment of the Real Estate industry, many REITs are diversified through investment in multiple property types.
				IF-RS	Real Estate Services	The Real Estate Services industry is composed of companies that provide a range of services to real estate owners, tenants, investors, and developers. Primary services include property management, brokerage, appraisal, and information services for real estate owners. Property management services may include leasing, tenant relations, building maintenance, and building security. Many companies also provide brokerage services, facilitating sales and leasing transactions. Appraisals and other advisory or information services are other specialized services that are commonly provided to clients. Companies in the industry play important roles in the real estate value chain, which is a substantial part of the global economy.



		IF.4	Waste Management	IF-WM	Waste Management	The Waste Management industry includes companies that collect, store, dispose of, recycle, or treat various forms of waste from residential, commercial, and industrial clients. Types of waste include municipal solid waste, hazardous waste, recyclable materials, and compostable or organic materials. Major companies are commonly vertically integrated, providing a range of services from waste collection to landfilling and recycling, while others provide specialized services such as treating medical and industrial wastes. Waste-to-energy operations are a distinct industry segment. Certain industry players also provide environmental engineering and consulting services, mostly to large industrial clients.
RR	Renewable Resources & Alternative Energy	RR.1	Alternative Energy	RR-BI	Biofuels	The Biofuels industry consists of companies that produce biofuels and process raw materials for production. Biofuels are manufactured using organic feedstocks and are used primarily as transportation fuels. Companies typically source feedstocks, which include food, oil crops, and animal products, from agricultural product distributors. Ethanol and biodiesel are the most widely produced biofuels, while other types include biogas, biohydrogen, and synthetic biofuels, produced from a variety of organic feedstocks. Biofuels companies' customers are chiefly fuel-blending and fuel-supply companies, including major integrated oil companies. While biofuels are produced worldwide, the publicly listed companies in the Biofuels industry operate primarily in the U.S., though some have minor operations abroad, notably in India, Brazil, and South Korea. Government regulations related to the use of renewable fuel are a significant demand driver in the industry.
				RR-FC	Fuel Cells & Industrial Batteries	The Fuel Cells & Industrial Batteries industry consists of companies that manufacture fuel cells for energy production and energy storage equipment such as batteries. Manufacturers in this industry mainly sell products to companies for varied energy-generation and energy-storage applications and intensities, from commercial business applications to large-scale energy projects for utilities. Companies in the industry typically have global operations and sell products to a global marketplace.
				RR-ST	Solar Technology & Project Developers	The Solar Technology & Project Developers industry comprises companies that manufacture solar energy equipment, including solar photovoltaic (PV) modules, polysilicon feedstock, solar thermal electricity-generation systems, solar inverters, and other related components. Companies may also develop, build, and manage solar energy projects and offer



					financing or maintenance services to customers. Two primary technologies are utilized in the industry: PV and concentrated solar power (CSP). Within solar PV, there are two main technologies: crystalline silicon-based solar and thin-film solar, which includes panels made using copper indium gallium selenide and cadmium telluride. The primary markets for solar panels are residential, non-residential (commercial and industrial), and utility-scale projects. Companies in the industry operate globally.	
				RR-WT	Wind Technology & Project Developers	The Wind Technology & Project Developers industry comprises companies that manufacture wind turbines, blades, towers, and other components of wind power systems. Companies that develop, build, and manage wind energy projects are also included within the scope of this industry. Manufacturers may also offer post-sale maintenance and support services. Turbines can be installed onshore or offshore, which can cause differences in wind-generating capacity and create challenges in project development for each type of installation. Most major wind technology companies operate globally.
		RR.2	Forestry & Paper	RR-FM	Forestry Management	The Forestry Management industry consists of companies that own and/or manage natural and planted forestry lands and timber tracts, or operate non-retail tree nurseries and rubber plantations . The industry conducts its operations on lands that can be company-owned or leased from public or private landowners. Companies typically sell timber to wood products manufacturers, pulp and paper producers, energy producers, and a variety of other customers. The industry’s largest companies operate primarily in and are domiciled in the U.S. and Canada. Some have international operations including in Brazil and New Zealand. While some integrated companies may also operate sawmills, wood products facilities, or pulp and paper facilities, sustainability issues arising from these activities are addressed in SASB’s Building Products & Furnishings (CG-BP) and Pulp & Paper Products (RR-PP) industry standards.
				RR-PP	Pulp & Paper Products	The Pulp & Paper Products industry consists of companies that manufacture a range of wood pulp and paper products, including pulp fiber, paper packaging and sanitary paper, office paper, newsprint, and paper for industrial applications. Companies in the industry typically function as business-to-business entities and may have operations in multiple countries, such as the U.S., Canada, and Brazil . While some integrated companies own or manage timber tracts and are engaged in forest management, sustainability issues arising from these activities are addressed in SASB’s Forestry Management (RR-FM)



						industry standard.
RT	Resource Transformation	RT.1	Industrials	RT-AE	Aerospace & Defense	Companies in the Aerospace & Defense industry include manufacturers of commercial aircraft, aircraft parts, aerospace and defense products, as well as defense prime contractors. Commercial aircraft manufacturers represent approximately one quarter of industry revenues and sell mainly to commercial airlines and governments. Aerospace and defense parts manufacturers represent the largest segment of the industry by total revenue, selling primarily to governments. Both aerospace and defense manufacturers operate globally and serve a global customer base. Defense primes represent approximately one quarter of total industry revenues and manufacture products including military aircraft, space vehicles, missile systems, ammunition, small arms, naval ships, and other commercial and military vehicles. Their customers consist of various government agencies and related businesses with global operations. The defense prime category also includes firearms manufacturers that sell to law enforcement agencies, businesses, distributors, retailers, and consumers. Key sustainability topics within the industry include the energy efficiency and emissions profile of products and management of manufacturing energy and waste.
				RT-CP	Containers & Packaging	The Containers & Packaging industry converts raw materials, including metal, plastic, paper, and glass, into semi-finished or finished packaging products. Companies produce a wide range of products, including: corrugated cardboard packaging, food and beverage containers, bottles for household products, aluminum cans, steel drums, and other forms of packaging. Companies in the industry typically function as business-to-business entities and many operate globally.
				RT-EE	Electrical & Electronic Equipment	The Electrical & Electronic Equipment industry consists of companies that develop and manufacture a broad range of electric components, including power generation equipment, energy transformers, electric motors, switchboards, automation equipment, heating and cooling equipment, lighting, and transmission cables. These include: non-structural commercial and residential building equipment, such as Heating, Ventilation, and Air Conditioning (HVAC) systems, lighting fixtures, security devices, and elevators; electrical power equipment; traditional power generation and transmission equipment; renewable energy equipment; industrial automation controls; measurement instruments; and electrical components used for industrial purposes, such as coils, wires, and cables.



						Companies in this mature and competitive industry operate globally and typically generate a significant portion of their revenue from outside the country of their domicile.
				RT-IG	Industrial Machinery & Goods	The Industrial Machinery & Goods industry manufactures equipment for a variety of industries including construction, agriculture, energy, utility, mining, manufacturing, automotive, and transportation. Products include engines, earth-moving equipment, trucks, tractors, ships, industrial pumps, locomotives, and turbines. Machinery manufacturers utilize large amounts of raw materials for production, including steel, plastics, rubber, paints, and glass. Manufacturers may also perform the machining and casting of parts before final assembly. Demand in the industry is closely tied to industrial production, while government emissions standards and customer demand are driving innovations to improve energy efficiency and limit air emissions during product use.
		RT.2	Chemicals	RT-CH	Chemicals	Companies in the Chemicals industry transform organic and inorganic feedstocks into more than 70,000 diverse products with a range of industrial, pharmaceutical, agricultural, housing, automotive, and consumer applications. The industry is commonly segmented into basic (commodity) chemicals, agricultural chemicals, and specialty chemicals. Basic chemicals, the largest segment by volume produced, include bulk polymers, petrochemicals, inorganic chemicals, and other industrial chemicals. Agricultural chemicals include fertilizers, crop chemicals, and agricultural biotechnology. Specialty chemicals include paints and coatings, agrochemicals, sealants, adhesives, dyes, industrial gases, resins, and catalysts. Larger firms may produce basic, agricultural, and specialty chemicals, while most companies are specialized. Chemicals companies typically manufacture and sell products globally.
SV	Services	SV.1	Media	SV-AD	Advertising & Marketing	The industry is comprised of companies that create advertising campaigns for use in media, display, or direct mail advertising and related services including market research. Advertising and marketing companies are engaged primarily by businesses selling consumer products, entertainment, financial services, technology products, and telecommunication services. Larger advertising companies are structured as holding companies, owning multiple agencies across the globe that provide a wide range of services such as custom publishing, brand consultancy, mobile and online marketing, and public relations. For any advertising campaign, the same company may be engaged in all aspects,



					from graphic arts and content creation to data analytics, marketing research, and media planning and buying, or the company may be in charge only of certain aspects.
				SV-ME	Media & Entertainment Media and entertainment companies create content and/or acquire rights to distribute content over cable or broadcast media, including entertainment programs, news, music, and children's programming. Companies in this industry also publish books, newspapers, and periodicals, and broadcast radio and local television programming.
		SV.2	Hospitality & Recreation	SV-CA	Casinos & Gaming Publicly held casinos and gaming companies operate gambling facilities and/or platforms, including brick-and-mortar casinos, riverboat casinos, online gambling websites, and racetracks. The broader industry in the U.S. is dominated by privately held Native American casinos, which significantly outnumber publicly held casinos. Native American casinos are generally owned and operated by tribes, but sometimes can be managed by commercial casino operators or other management companies. The industry is characterized by high levels of regulatory oversight, which represents the main barrier to entry for new operators. Fewer than half of U.S. states have legalized commercial casinos in some form, although industry regulation varies significantly worldwide.
				SV-HL	Hotels & Lodging The Hotels & Lodging industry is composed of companies that provide overnight accommodation, including hotels, motels, and inns. It is a competitive industry that is primarily comprised of large hotel chains and in which customers base purchase decisions on a wide range of factors including quality and consistency of services, availability of locations, price, and loyalty program offers. Businesses are often structured in one or more of the following ways: direct revenue from hotel services, including room rental and food and beverage sales; management and franchise services with fee revenue from property management; and vacation residential ownership with revenue from sales of residential units.
				SV-LF	Leisure Facilities The industry is comprised of companies that operate entertainment, travel, and recreation facilities and services. Companies in this industry operate amusement parks, movie theaters, ski resorts, sports stadiums, and athletic clubs and other venues. Leisure facilities companies mainly generate revenue by providing live, digital, and/or interactive entertainment to millions of guests and customers annually across various locations.



				SV-ED	Education	The Education industry includes education institutions that are profit-seeking and generate revenue from student fees. At the primary and secondary levels, this includes mostly education management organizations (EMOs) and some businesses. At the tertiary (or higher) level, services are delivered on a full-time, part-time, distance-learning, and occasional basis across establishments such as junior colleges, business and secretarial schools, colleges, universities, and professional schools including medical, pharmaceutical, and veterinary programs. An increasing number of students in for-profit universities take courses online.
		SV.3	Consumer Services	SV-PS	Professional & Commercial Services	The industry includes companies that rely on the unique skills and knowledge of their employees to serve a range of clients. Services are often provided on an assignment basis, where an individual or team is responsible for the delivery of services to clients. Offerings include, but are not limited to, management and administration consulting services, such as staffing and executive search services; legal, accounting, and tax preparation services; and financial and non-financial information services. Non-financial information service providers may specialize in an array of topics such as energy, healthcare, real estate, technology, and science. Financial information service companies include credit and rating agencies as well as data and portfolio analytics providers. Customers of professional and commercial service providers include private and public for-profit institutions and non-profit organizations.
TC	Technology & Communications	TC.1	Technology	TC-ES	Electronic Manufacturing Services & Original Design Manufacturing	The Electronic Manufacturing Services (EMS) & Original Design Manufacturing (ODM) industry consists of two main segments. EMS companies provide assembly, logistics, and after-market services for original equipment manufacturers. The ODM segment of the industry provides engineering and design services for original equipment manufacturers and may own significant intellectual property. Although EMS & ODM companies produce equipment for a variety of sectors, the industry is closely associated with the Hardware industry, which consists of companies that design technology hardware products such as personal computers, consumer electronics, and storage devices for both personal consumers and businesses.



				TC-HW	Hardware	The Hardware industry consists of companies that design and sell technology hardware products, including computers, consumer electronics, communications equipment, storage devices, components, and peripherals. Many companies in the industry rely heavily on the Electronic Manufacturing Services & Original Design Manufacturing (EMS & ODM) industry for manufacturing services. The industry is expected to continue to grow as the use of technology rapidly grows, especially from consumers in emerging markets.
				TC-SI	Software & IT Services	The Software & Information Technology (IT) Services industry offers products and services globally to retail, business, and government customers, and includes companies involved in the development and sales of applications software, infrastructure software, and middleware. The industry is generally competitive, but with dominant players in some segments. While relatively immature, the industry is characterized by high-growth companies that place a heavy emphasis on innovation and depend on human and intellectual capital. The industry also includes IT services companies delivering specialized IT functions, such as consulting and outsourced services. New industry business models include cloud computing, software as a service, virtualization, machine-to-machine communication, big data analysis, and machine learning. Additionally, brand value is key for companies in the industry to scale and achieve network effects, whereby wide adoption of a particular software product leads to self-perpetuating growth in sales.
	TC.2	Internet Media & Services		TC-IM	Internet Media & Services	The Internet Media & Services industry consists of two main segments. The Internet Media segment includes companies providing search engines and internet advertising channels, online gaming, and online communities such as social networks, as well as content, usually easily searchable, such as educational, medical, health, sports, or news content. The Internet-based Services segment includes companies selling services mainly through the Internet. The industry generates revenues primarily from online advertising, on usually free content, with other sources of revenue being subscription fees, content sales, or sale of user information to interested third parties.
	TC.3	Semiconductors		TC-SC	Semiconductors	The Semiconductors industry includes companies that design or manufacture semiconductor devices, integrated circuits, their raw materials and components, or capital equipment. Some companies in the industry provide outsourced manufacturing, assembly, or other services for designers of semiconductor devices.



		TC.4	Telecommunications	TC-TL	Telecommunication Services	<p>The Telecommunication Services industry consists of wireless and wireline telecommunications companies, as well as companies that provide cable and satellite services. The wireless services segment provides direct communication through radio-based cellular networks and operates and maintains the associated switching and transmission facilities. The wireline segment provides local and long distance voice communication via the Public Switched Telephone Network. Wireline carriers also offer voice over internet protocol (VoIP) telephone, television, and broadband internet services over an expanding network of fiber optic cables. Cable providers distribute television programming from cable networks to subscribers. They typically also provide consumers with video services, high-speed internet service, and VoIP. These services are traditionally bundled into packages that provide subscribers with easier payment options than paying for each service separately. Satellite companies distribute TV programming through broadcasting satellites orbiting the Earth or through ground stations. Companies serve customers primarily in their domestic markets, although some companies operate in several countries.</p>
TR	Transportation	TR.1	Air Transportation	TR-AL	Airlines	<p>The Airlines industry is comprised of companies that provide air transportation globally to passengers for both leisure and business purposes. This includes commercial full-service, low-cost, and regional airlines. Full-service carriers typically use a hub-and-spoke model to design their routes within countries and internationally. Low-cost carriers usually offer a smaller number of routes as well as no-frills service to their customers. Regional carriers typically operate under contract to full-service carriers, expanding the network of the larger carriers. Many airline companies also have a cargo segment in their operations from which they generate additional revenue. It is common within the industry for companies to form partnerships or join alliances in order to increase network size. Operating as an alliance allows airlines to offer customers access to international or otherwise underserved itineraries on multiple airlines under one ticket. At the same time, airlines share some overhead costs and increase their competitive position in the global market without having to operate outside their home country.</p>



				TR-AF	Air Freight & Logistics	Air freight and logistics companies provide freight services and transportation logistics to both businesses and individuals. There are three main industry segments: air freight transportation, post and courier services, and transportation logistics services. Companies in the industry earn revenue from one or more of the segments and range from non-asset-based to asset-heavy. Transportation logistics services include contracting with road, rail, marine, and air freight companies to select and hire appropriate transportation. Services can also include customs brokerage, distribution management, vendor consolidation, cargo insurance, purchase-order management, and customized logistics information. The industry is key to global trade, granting it a degree of demand stability.
		TR.2	Automobiles	TR-AU	Automobiles	The Automobiles industry includes companies that manufacture passenger vehicles, light trucks, and motorcycles. Industry players design, build, and sell vehicles that run using a range of traditional and alternative fuels and powertrains. They sell these vehicles to dealers for consumer retail sales as well as sell directly to fleet customers, including car rental and leasing companies, commercial fleets, and governments. Due to the global nature of this industry, nearly all companies have manufacturing facilities, assembly plants, and service locations in several countries around the world. The Automobiles industry is highly concentrated, with a few large manufacturers and a diversified supply chain. Given the industry's reliance on natural resources and sensitivity to the business cycle, revenues are typically cyclical.
				TR-AP	Auto Parts	Companies in the Auto Parts industry supply motor vehicle parts and accessories to original equipment manufacturers (OEM). Auto parts companies typically specialize in the manufacturing and assembly of certain parts or accessories, such as engine exhaust systems, alternative drivetrains, hybrid systems, catalytic converters, aluminum wheels (rims), tires, rearview mirrors, and onboard electrical and electronic equipment. Although the larger automotive industry includes several tiers of suppliers that provide parts and raw materials used to assemble motor vehicles, the scope of SASB's Auto Parts industry includes only Tier 1 suppliers that supply parts directly to OEMs. The scope of the industry excludes captive suppliers, such as engine and stamping facilities, that are owned and operated by OEMs. Similarity, it excludes Tier 2 suppliers, which provide inputs for the Auto Parts industry.



				TR-CR	Car Rental & Leasing	Companies in this industry rent or lease passenger vehicles to customers. Car rentals are typically for periods of less than a month, while leases are for a year or more. The industry includes car-sharing business models where rentals are measured hourly and typically include subscription fees. Car rental companies operate out of airport locations, which serve business and leisure travelers, and out of neighborhood locations, which mostly provide repair-shop and weekend rentals. The industry is concentrated, with several dominant market players, who operate globally using a franchise model. The growth of public transit and ride-sharing services in major metropolitan areas may represent a threat to the long-term profitability of the Car Rental & Leasing industry if customers chose to hail rides or take public transit rather than rent vehicles.
		TR.3	Marine Transportation	TR-CL	Cruise Lines	The Cruise Lines industry comprises companies that provide passenger transportation and leisure entertainment, including deep sea cruises and river cruises. The industry is dominated by a few large companies. Cruises aim to provide a luxury resort experience for thousands of passengers at a time. The Cruise Lines industry has often been the fastest-growing segment of the travel industry, but is very cyclical.
				TR-MT	Marine Transportation	The Marine Transportation industry consists of companies that provide deep-sea, coastal, and/or river-way freight shipping services. It is of strategic importance to international trade and its revenues are tied to macroeconomic cycles. Key activities include transportation of containerized and bulk freight, including consumer goods and a wide range of commodities, and transportation of chemicals and petroleum products in tankers. Due to the global scope of the industry, companies operate in many countries and under diverse legal and regulatory frameworks.



		TR.4	Land Transportation	TR-RA	Rail Transportation	<p>The Rail Transportation industry consists of companies that provide rail freight shipping and support services. Key activities include shipping containerized and bulk freight, including consumer goods and commodities. Rail companies typically own, maintain, and operate their rail networks, which may require significant capital expenditures. The U.S. operates the longest railroad network in the world, followed closely by Russia, China, India, Canada, Germany, and France. The industry exhibits economies of density due to its network effects, lending itself to natural monopoly conditions. Together with the large sunk costs of rail infrastructure, this provides a competitive advantage to incumbent firms in the industry and creates barriers to entry for new firms.</p>
				TR-RO	Road Transportation	<p>The Road Transportation industry consists of companies that provide long- and short-haul freight trucking services. Key activities include the shipment of containerized and bulk freight, including consumer goods and a wide variety of commodities. The industry is commonly broken down into two categories: truckload (vehicles carrying the goods of only one customer) and less-than-truckload (vehicles carrying the goods of multiple customers). Owner-operators comprise the vast majority of the industry due to the relative ease of entry, while a few large operators maintain market share through contracts with major shippers. Large companies often subcontract with owner-operators to supplement their owned fleet.</p>

## GICS CLASSIFICATION CODES

We have included the GICS ([Global Industry Classification Standard](#)) codes for Sectors, Industry Groups, and Industries, and Sub-Industries below for your reference. Note, only the GICS Sub-Industry that are included in the benchmark are detailed below for reference.

Sector		Industry Group		Industry		Sub-Industry		Definitions
Code	Sector	Code	Industry Group	Code	Industry	Code	Sub-Industry	Definition
10	Energy	1010	Energy	101010	Energy Equipment & Services	10101010	Oil & Gas Drilling	Drilling contractors or owners of drilling rigs that contract their services for drilling wells.
						10101020	Oil & Gas Equipment & Services	Manufacturers of equipment, including drilling rigs and equipment, and providers of supplies such as fractured silica and services to companies involved in the drilling, evaluation and completion of oil and gas wells. This Sub-Industry includes companies that provide information and data services such as seismic data collection primarily to the oil & gas industry and distributors of oil & gas equipment products. This Sub-Industry excludes oil spill services companies classified in the Environmental & Facilities Services Sub-Industry.
						10102010	Integrated Oil & Gas	Integrated oil companies engaged in the exploration & production of oil and gas, as well as at least one other significant activity in either refining, marketing and transportation, or chemicals.
				10102020	Oil & Gas Exploration & Production	Companies engaged in the exploration and production of oil and gas, not classified elsewhere.		
				101020	Oil, Gas & Consumable Fuels	10102030	Oil & Gas Refining & Marketing	Companies engaged in the refining and marketing of oil, gas and/or refined products not classified in the Integrated Oil & Gas or Independent Power Producers & Energy Traders Sub-Industries. This Sub-Industry includes companies that produce ethanol, biodiesel, and eco-diesel fuels. This Sub-Industry excludes retail automotive stores and convenience stores that primarily sell gasoline (retail gas stations), automotive components, lubricants and related products classified in the Automotive Retail Sub-Industry under the Consumer Discretionary Sector and fuel dealers classified in the Oil & Gas Storage & Transportation Sub-Industry under the Energy Sector.



						10102040	Oil & Gas Storage & Transportation	Companies engaged in the storage and/or transportation of oil, gas and/or refined products, including diversified midstream natural gas companies, oil and refined product pipelines, coal slurry pipelines and oil & gas shipping companies. This Sub-Industry includes distributors and dealers of petroleum products. This Sub-Industry excludes natural gas transmission companies that operate gas pipeline systems and associated facilities designed for gas supply to end users that are classified in the Gas Utilities Sub-Industry under the Utilities Sector.
						10102050	Coal & Consumable Fuels	Companies primarily involved in the production and mining of coal, related products and other consumable fuels related to the generation of energy such as bituminous (thermal) coal, uranium, biomass, hydrogen, and petroleum coke. This Sub-Industry excludes companies primarily producing gases classified in the Industrial Gases Sub-Industry and companies primarily mining for metallurgical (coking) coal used for steel production classified in the Steel Sub-Industry under the Materials Sector.
15	Materials	1510	Materials	151010	Chemicals	15101010	Commodity Chemicals	Companies that primarily produce industrial chemicals and basic chemicals. This Sub-Industry includes plastics, synthetic fibers & filaments, synthetic rubber products, films, commodity-based paints & pigments, carbon black, explosives, petroleum lubricating oils, greases, and petrochemicals. This Sub-Industry excludes chemical companies classified in the Diversified Chemicals, Fertilizers & Agricultural Chemicals, Industrial Gases or Specialty Chemicals Sub-Industries.
						15101020	Diversified Chemicals	Manufacturers of a diversified range of chemical products not classified in the Industrial Gases, Commodity Chemicals, Specialty Chemicals or Fertilizers & Agricultural Chemicals Sub-Industries.
						15101030	Fertilizers & Agricultural Chemicals	Producers of fertilizers, pesticides, potash (including potash miners) or other agriculture-related chemicals, not classified elsewhere.
						15101040	Industrial Gases	Manufacturers of industrial gases such as Oxygen, Nitrogen, Hydrogen, Carbon Dioxide, Dry Ice, Helium, and Acetylene. This Sub-Industry excludes Hydrogen used for the production of energy



							classified in the Coal & Consumable Fuels Sub-Industry.
					15101050	Specialty Chemicals	Companies that primarily produce high value-added chemicals used in the manufacture of a wide variety of products, including but not limited to fine chemicals, additives, advanced polymers, adhesives, sealants, and specialty paints, pigments & coatings. This Sub-Industry includes manufacturers of fragrance and flavor chemicals used in the consumer goods industry and industrial enzyme manufacturers. This Sub-Industry excludes raw materials and chemicals used specifically for battery production classified in the Electrical Components and Equipment Sub-Industry.
		151020	Construction Materials		10102010	Construction Materials	Manufacturers of construction materials, including sand, clay, gypsum, lime, aggregates, cement, concrete, bricks, and refractory materials. This Sub-Industry excludes other finished or semi-finished building materials classified in the Building Products Sub-Industry.
		151030	Containers & Packaging		15103010	Metal, Glass & Plastic Containers	Manufacturers of metal, glass or plastic containers, including corks and caps. This Sub-Industry excludes manufacturers of glassware classified in the Housewares & Specialties Sub-Industry under the Consumer Discretionary Sector.
					15103020	Paper & Plastic Packaging Products & Materials	Manufacturers of paper and cardboard containers & packaging, plastic packaging materials, wood containers, and related packaging products.
		151040	Metals & Mining		15104010	Aluminum	Producers of aluminum and related products, including companies that mine or process bauxite and companies that recycle aluminum to produce finished or semi-finished products. This Sub-Industry excludes companies that primarily produce aluminum building materials classified in the Building Products Sub-Industry.
					15104020	Diversified Metals & Mining	Companies engaged in the diversified production or extraction of metals and minerals, not classified elsewhere. This Sub-Industry includes nonferrous metal mining (except bauxite), salt & borate mining, phosphate rock mining, sand & gravel mining, and other diversified mining operations. It



								also includes providers of on-site mining services to metal miners. This Sub-Industry excludes iron ore mining classified in the Steel Sub-Industry, bauxite mining classified in the Aluminum Sub-Industry, and coal mining classified in either the Steel or Coal & Consumable Fuels Sub-Industries.
						15104025	Copper	Companies involved primarily in copper ore mining and companies that manufacture primary and basic copper products such as rods, tubes, and wires. This Sub-Industry excludes manufacturers of copper wires used mainly for electrical purposes classified in the Electrical Components & Equipment Sub-Industry under the Industrials Sector.
						15104030	Gold	Producers of gold and related products, including companies that mine or process gold and the South African finance houses which primarily invest in, but do not operate, gold mines.
						15104040	Precious Metals & Minerals	Companies mining precious metals and minerals not classified in the Gold Sub-Industry. This Sub-Industry includes companies primarily mining platinum group metals, diamonds, and precious stones.
						15104045	Silver	Companies primarily mining silver. This Sub-Industry excludes companies classified in the Gold or Precious Metals & Minerals Sub-Industries.
						15104050	Steel	Producers of iron and steel and related products, including iron ore mining and metallurgical (coking) coal mining used for steel production. This Sub-Industry includes ferrous metal, iron and steel foundries.
				151050	Paper & Forest Products	15105010	Forest Products	Manufacturers of timber and related wood products. This Sub-Industry includes timber tract operations, forest nurseries, and manufacturers of lumber and plywood for the building industry such as wood panels.
						15105020	Paper Products	Manufacturers of all grades of paper. This Sub-Industry includes newsprint mills, converted paper product manufacturing, and pulp, paper & paperboard mills. This Sub-Industry excludes companies specializing in paper packaging classified in the Paper & Plastic Packaging Products & Materials Sub-Industry.
20	Industrials	2010	Capital Goods	201010	Aerospace & Defense	20101010	Aerospace & Defense	Manufacturers of civil or military aerospace and defense equipment, parts or products, such as defense electronics and space equipment. This Sub-Industry includes military



						shipbuilding and companies that offer services to the defense industry, including support services, infrastructure services, operational support services, and supply chain & logistics management. This Sub-Industry excludes companies that offer management & technology consulting services to government & defense organizations classified in the Research & Consulting Services Sub-Industry.		
				201020	Building Products	20102010	Building Products	Manufacturers of building components and home improvement products and equipment. This Sub-Industry excludes lumber and plywood classified in the Forest Products Sub-Industry and cement and other materials classified in the Construction Materials Sub-Industry.
				201030	Construction & Engineering	20103010	Construction & Engineering	Companies engaged in primarily non-residential construction. This Sub-Industry includes civil engineering companies and large-scale contractors. This Sub-Industry excludes companies classified in the Homebuilding Sub-Industry.
				201040	Electrical Equipment	20104010	Electrical Components & Equipment	Companies that produce electric cables and wires, electrical components or equipment not classified in the Heavy Electrical Equipment Sub-Industry. This Sub-Industry includes cables and wires, motors and generators (except automotive), wiring devices, electric lighting equipment, fuel cells, solar power systems, and batteries & light bulbs (except manufacturers of batteries and/or light bulbs who also market and distribute their products to end consumers). This Sub-Industry also includes raw materials and chemicals used specifically for battery production.
						20104020	Heavy Electrical Equipment	Manufacturers of power-generating equipment and other heavy electrical equipment, including power turbines, heavy electrical machinery intended for fixed-use and large electrical systems. This Sub-Industry includes manufacturers of engines, power transmission equipment, and turbines & turbine generator set units. This Sub-Industry excludes cables and wires classified in the Electrical Components & Equipment Sub-Industry.



				201050	Industrial Conglomerates	20105010	Industrial Conglomerates	Industrial companies with diversified business activities in three or more GICS Sectors, none of which contributes a majority of revenues. Stakes held are predominantly of a controlling nature and stake holders maintain an operational interest in the running of the subsidiaries. This Sub-Industry excludes companies with diversified business activities across three or more GICS Sectors, none of which contributes a majority of revenues and where stakes held are predominantly of a non-controlling nature. They are classified in the Multi-Sector Holdings Sub-Industry under the Financials Sector. This Sub-Industry also excludes mono holding companies that invest in only one specific industry and are classified in the respective Sub-Industries.
				201060	Machinery	20106010	Construction Machinery & Heavy Transportation Equipment	Manufacturers of heavy duty trucks, rolling machinery, earth-moving & construction equipment, and related parts. This Sub-Industry includes non-military shipbuilding.
			20106015			Agricultural & Farm Machinery	Companies manufacturing agricultural machinery, farm machinery, and related parts. This Sub-Industry includes machinery used for the production of crops & agricultural livestock, agricultural tractors, planting & fertilizing machinery, fertilizer & chemical application equipment, and grain dryers & blowers.	
			20106020			Industrial Machinery & Supplies & Components	Manufacturers of industrial machinery and industrial components. This Sub-Industry includes companies that manufacture presses, 3D printers & related supplies, machine tools, compressors, pollution control equipment, elevators, escalators, insulators, pumps, roller bearings and other metal fabrications.	
			201070	Trading Companies & Distributors	20107010	Trading Companies & Distributors	Trading companies and distributors of industrial equipment and products. This Sub-Industry includes distributors of chemicals, construction materials, containers & packaging products, metals & minerals such as coal & ores, paper & forest products, building products and electrical equipment. It also includes lessors of aircraft, railcars and other transportation equipment as well as companies that engage in industrial	



							<p>machinery rental to other businesses. This Sub-Industry also includes companies distributing or wholesaling industrial equipment and products to other businesses using a proprietary online platform/website.</p>
						20201010	<p>Commercial Printing</p> <p>Companies providing commercial printing services. This Sub-Industry includes printers primarily serving the media industry</p>
						20201050	<p>Environmental &amp; Facilities Services</p> <p>Companies providing environmental and facilities maintenance services. This Sub-Industry includes waste management, facilities management, pollution control services and carbon emission trading. This Sub-Industry excludes large-scale water treatment systems classified in the Water Utilities Sub-Industry.</p>
						20201060	<p>Office Services &amp; Supplies</p> <p>Providers of office services and manufacturers of office supplies and equipment, not classified elsewhere. This Sub-Industry includes distributors of office equipment, products and supplies.</p>
	2020	Commercial & Professional Services	202010	Commercial Services & Supplies		20201070	<p>Diversified Support Services</p> <p>Companies primarily providing labor oriented support services to businesses and governments. This Sub-Industry includes companies offering airline &amp; railway catering services, commercial cleaning services, equipment repair services, industrial maintenance services, industrial auction services, storage &amp; warehousing services, uniform rental services, and companies engaged in storage, indexing &amp; retrieval of physical documents. This Sub-Industry also includes debt recovery &amp; collection companies that are hired by companies for collection from defaulters. This Sub-Industry excludes debt collection companies that purchase debt portfolios at a discount from companies and subsequently recollect the same from the debtors and earn interest on debts, classified in the Consumer Finance Sub-Industry under the Financials Sector.</p>
						20201080	<p>Security &amp; Alarm Services</p> <p>Companies providing security and protection services to business and governments. This Sub-Industry includes companies providing services such as correctional facilities, security &amp; alarm services, armored transportation &amp; guarding. This Sub-Industry excludes companies providing security software classified in the Systems Software Sub-Industry and home security</p>



							services classified in the Specialized Consumer Services Sub-Industry. It also excludes companies manufacturing security system equipment classified in the Electronic Equipment & Instruments Sub-Industry.
						20202010	Human Resource & Employment Services Companies providing business support services relating to human capital management. This Sub-Industry includes employment agencies, employee training, payroll processing, benefit & retirement support services, corporate & job seeker recruitment services, and online job portals generating revenue from fees or commissions for offering recruitment services to companies or job seekers. This Sub-Industry excludes job portals that mainly publish job related information and generate revenue from advertising, classified in the Interactive Media & Services Sub-Industry under the Communication Services Sector.
			202020	Professional Services		20202020	Research & Consulting Services Companies primarily providing research and consulting services to businesses and governments, not classified elsewhere. This Sub-Industry includes credit bureaus & credit agencies and companies involved in management consulting services, architectural design, business information or scientific research, marketing, and testing & certification services. It also includes providers of data, content and tools for diverse industries but excludes those that provide such products primarily to the financials industry classified in the Financial Exchanges & Data Sub-Industry under the Financials Sector. This Sub-Industry excludes companies providing information technology consulting services classified in the IT Consulting & Other Services Sub-Industry and marketing consulting services & market research companies classified in the Advertising Sub-Industry under the Communication Services Sector.
						20202030	Data Processing & Outsourced Services Providers of commercial data processing and/or business process outsourcing services. This Sub-Industry includes companies providing services for customer experience management, back-office automation, call center management, and investor communications.



				203010	Air Freight & Logistics	20301010	Air Freight & Logistics	Companies providing air freight transportation, courier & logistics services, including package & mail delivery and customs agents. This Sub-Industry excludes companies classified in the Passenger Airlines, Marine Transportation, Cargo Ground Transportation and Passenger Ground Transportation Sub-Industries.	
				203020	Passenger Airlines	20302010	Passenger Airlines	Companies providing primarily passenger air transportation.	
				203030	Marine Transportation	20303010	Marine Transportation	Companies providing goods or passenger maritime transportation. This Sub-Industry excludes cruise-ships classified in the Hotels, Resorts & Cruise Lines Sub-Industry and oil & gas shipping companies classified in the Oil & Gas Storage & Transportation Sub-Industry.	
			2030	Transportation	203040	Ground Transportation	20304010	Rail Transportation	Companies providing primarily goods and passenger rail transportation.
			20304030				Cargo Ground Transportation	Companies providing ground transportation services for goods and freight.	
			20304040				Passenger Ground Transportation	Companies providing passenger ground transportation and related services, including bus, taxi, vehicle rental, ride sharing and on-demand ride sharing platforms, and other passenger logistics.	
			203050		Transportation Infrastructure	20305010	Airport Services	Operators of airports and companies providing related services such as air traffic control and other support activities for air transportation.	
						20305020	Railroads (Highways removed, captured in TICCS)	Owners and operators of railroads, including companies providing support activities for rail transportation.	
						20305030	Marine Ports & Services	Owners and operators of marine ports, including companies providing support activities for marine transportation.	
25	Consumer Discretionary	2510	Automobiles & Components	251010	Automobiles & Components	25101010	Automotive Parts & Equipment	Manufacturers of parts and accessories for automobiles and motorcycles. This Sub-Industry excludes companies classified in the Tires & Rubber Sub-Industry.	
						25101020	Tires & Rubber	Manufacturers of tires and rubber.	
				251020	Automobiles	25102010	Automobile Manufacturers	Companies that produce mainly passenger automobiles and light trucks. This Sub-Industry excludes companies producing mainly motorcycles and three-wheelers classified in the Motorcycle Manufacturers Sub-Industry and	



							heavy duty trucks classified in the Construction Machinery & Heavy Transportation Equipment Sub-Industry.
						25102020	Motorcycle Manufacturers Companies that produce motorcycles, scooters or three-wheelers. This Sub-Industry excludes bicycles classified in the Leisure Products Sub-Industry.
		2520	Consumer Durables & Apparel	252010	Household Durables	25201010	Consumer Electronics Manufacturers of consumer electronics products, including TVs, home audio equipment, game consoles, digital cameras, and related products. This Sub-Industry excludes manufacturers of smartphones, personal computers, laptops and notebooks classified in the Technology Hardware, Storage & Peripherals Sub-Industry and electric household appliances classified in the Household Appliances Sub-Industry.
						25201020	Homefurnishings Manufacturers of soft home furnishings or furniture, including upholstery, carpets and wallcoverings.
						25201030	Homebuilding Residential construction companies that mainly build residential units such as homes, apartments, and condominiums for the purpose of selling to homeowners. This Sub-Industry includes manufacturers of prefabricated houses & semi-fixed manufactured homes and contractors for residential plumbing, heating, air conditioning, painting and related services. This Sub-Industry excludes companies that develop real estate classified under the Real Estate Sector.
						25201040	Household Appliances Manufacturers of electric household appliances and related products. This Sub-Industry includes manufacturers of power and hand tools, including garden improvement tools. This Sub-Industry excludes TVs and other audio & video products classified in the Consumer Electronics Sub-Industry and personal computers classified in the Technology Hardware, Storage & Peripherals Sub-Industry.
						25201050	Housewares & Specialties Manufacturers of durable household products, including cutlery, cookware, glassware, crystal, silverware, utensils, kitchenware and consumer specialties, not classified elsewhere.



				252020	Leisure Products	25202010	Leisure Products	Manufacturers of leisure products and equipment, including sports equipment, bicycles, toys, and arcade game equipment.		
				252030	Textiles, Apparel & Luxury Goods	25203010	Apparel, Accessories & Luxury Goods	Manufacturers of apparel, accessories & luxury goods. This Sub-Industry includes companies primarily producing handbags, wallets, luggage, jewelry and watches. This Sub-Industry excludes shoes classified in the Footwear Sub-Industry.		
						25203020	Footwear	Manufacturers of footwear including sport and leather shoes.		
						25203030	Textiles	Manufacturers of textile and related products, not classified in the Apparel, Accessories & Luxury Goods, Footwear or Home Furnishings Sub-Industries.		
		2530	Consumer Services	253010	Hotels, Restaurants & Leisure	25301010	Casinos & Gaming	Owners and operators of casinos & gaming facilities and resorts. This Sub-Industry includes companies providing lottery & betting services, operators of online casino gaming & betting websites. It also includes companies that offer software for online casino gaming & betting websites and manufacturers of casino gaming equipment. This Sub-Industry excludes manufacturers of arcade game equipment classified in the Leisure Products Sub-Industry.		
								25301020	Hotels, Resorts & Cruise Lines	Owners and operators of hotels, resorts and cruise-ships. This Sub-Industry includes travel agencies, tour operators and companies that offer travel arrangement & reservation services, including online travel agencies that charge commission on each sale for travel tickets or hotel accommodation. It also includes online marketplaces for vacations rentals and travel related data processing & outsourced services. This Sub-Industry excludes travel information sites that mainly offer information and generate revenue mainly through advertising or subscriptions, classified in the Interactive Media & Services Sub-Industry. It also excludes casino hotels classified in the Casinos & Gaming Sub-Industry.
								25301030	Leisure Facilities	Owners and operators of leisure facilities, including sport & fitness centers, stadiums, golf courses and amusement parks, not classified in the Movies & Entertainment Sub-Industry.



						25301040	Restaurants	Owners and operators of restaurants, bars, pubs, fast-food or take-out facilities. This Sub-Industry includes food delivery companies and providers of food catering services to end consumers.
				253020	Diversified Consumer Services	25302010	Education Services	Companies providing educational services, either on-line or through conventional teaching methods. This Sub-Industry includes private universities, correspondence teaching, providers of educational seminars, educational materials and technical education. This Sub-Industry excludes companies providing employee education programs classified in the Human Resources & Employment Services Sub-Industry.
						25302020	Specialized Consumer Services	Companies providing consumer services such as home security services, consumer legal services, personal care services, residential renovation & interior design services, consumer auctions, day care centers and wedding & funeral services.
		2550	Consumer Discretionary Distribution & Retail	255010	Distributors	25501010	Distributors	Distributors and wholesalers of consumer merchandise, not classified elsewhere, including automobile distributors. This Sub-Industry includes companies distributing or wholesaling consumer merchandise to other businesses using a proprietary online platform/website.
				255030	Broadline Retail	25503030	Broadline Retail	Retailers offering a wide range of consumer discretionary merchandise. This Sub-Industry includes general and discount merchandise retailers, department stores and online retailers and marketplaces selling mostly consumer discretionary merchandise.
						25504010	Apparel Retail	Retailers of apparel, footwear, luggage and other accessories. This Sub-Industry includes apparel manufacturers that primarily sell through their own retail channels.
				255040	Specialty Retail	25504020	Computer & Electronics Retail	Retailers of consumer electronics, computers, smartphones, and related products.
						25504030	Home Improvement Retail	Retailers of home & garden improvement products, including building materials and related supplies. This Sub-Industry includes companies that offer household goods repair & maintenance services.



						25504040	Other Specialty Retail	Retailers of other consumer products, not classified elsewhere, such as jewelry, perfumes, cosmetics, toys, office supplies, health & vision care products, books and other entertainment products. This Sub-Industry includes tobacco retail, art dealers, manufactured (mobile) home dealers, duty free shops and companies that offer rental of miscellaneous consumer goods.
						25504050	Automotive Retail	Retailers of automobiles. This Sub-Industry includes automotive dealers, gas stations, and retailers of auto accessories, motorcycles & parts, automotive glass, and automotive equipment & parts.
						25504060	Homefurnishing Retail	Retailers of furniture and home furnishing products, including residential furniture, housewares, and interior design. This Sub-Industry excludes retailers of home and garden improvement products, classified in the Home Improvement Retail Sub-Industry.
30	Consumer Staples	3010	Consumer Staples Distribution & Retail	301010	Consumer Staples Distribution & Retail	30101010	Drug Retail	Retailers of drugs including operators of pharmacies.
						30101020	Food Distributors	Distributors of food products to other companies and not directly to the consumer. This Sub-Industry includes companies distributing or wholesaling food products to other businesses using a proprietary online platform/website.
						30101030	Food Retail	Retailers of food products.
						30101040	Consumer Staples Merchandise Retail	Retailers offering a wide range of consumer staples merchandise such as food, household, and personal care products. This Sub-Industry includes hypermarkets, super centers and other consumer staples retailers such as discount retail spaces and on-line marketplaces selling mostly consumer staples goods.
		3020	Food, Beverage & Tobacco	302010	Beverages	30201010	Brewers	Producers of beer and malt liquors, including breweries not classified in the Restaurants Sub-Industry.
						30201020	Distillers & Vintners	Distillers, vintners and producers of alcoholic beverages not classified in the Brewers Sub-Industry.
						30201030	Soft Drinks & Non-alcoholic Beverages	Producers of non-alcoholic beverages including mineral waters, sodas and natural bottled water. This Sub-Industry excludes producers of milk, coffee, tea and fruit juices, classified in the Packaged Foods & Meats Sub-Industry.



				302020	Food Products	30202010	Agricultural Products & Services	Producers of agricultural products. This Sub-Industry includes crop growers, owners of plantations, producers of animal feed and companies that produce & process food but do not package & market them. This Sub-Industry excludes companies classified in the Forest Products Sub-Industry and those that package & market the food products classified in the Packaged Foods & Meats Sub-Industry.
						30202030	Packaged Foods & Meats	Producers of packaged foods including dairy products, coffee, tea, fruit juices, meats, poultry, fish, and pet & fish food.
				302030	Tobacco	30203010	Tobacco	Manufacturers of cigarettes and other tobacco products such as e-cigarettes. This Sub-Industry excludes companies primarily engaged in producing cannabis related products, classified in Sub-Industries based on end use.
		3030	Household & Personal Products	303010	Household Products	30301010	Household Products	Producers of non-durable household products, including detergents, household cleaners & disinfectants and other tissue & household paper products, not classified in the Paper Products Sub-Industry.
				303020	Personal Care Products	30302010	Personal Care Products	Manufacturers of personal and beauty care products, including cosmetics, perfumes, toiletries, diapers, hygiene products, vitamins, dietary supplements and other herbal & holistic medicines. This Sub-Industry excludes products of curative medical nature classified in the Pharmaceuticals Sub-Industry under the Health Care Sector.
35	Health Care	3510	Health Care Equipment & Services	351010	Health Care Equipment & Supplies	35101010	Health Care Equipment	Manufacturers of health care equipment and devices. This Sub-Industry includes medical instruments, drug delivery systems, cardiovascular & orthopedic devices, and diagnostic equipment that are generally long lasting and/or reusable.
						35101020	Health Care Supplies	Manufacturers of health care supplies and medical products that tend to be disposable. This Sub-Industry includes eye care products, hospital supplies, and safety needle & syringe devices.
				351020	Health Care Providers & Services	35102010	Health Care Distributors	Distributors and wholesalers of health care products, not classified elsewhere. This Sub-Industry includes companies distributing or wholesaling health care products to other businesses using a proprietary online platform/website.



					35102015	Health Care Services	Providers of patient health care services, not classified elsewhere. This Sub-Industry includes dialysis centers, lab testing services, and pharmacy management services. It also includes companies providing business support services to health care providers, such as clerical support services, collection agency services, staffing services and outsourced sales & marketing services.
					35102020	Health Care Facilities	Owners and operators of health care facilities, including hospitals, nursing homes, rehabilitation centers and animal hospitals. This Sub-Industry includes residential care facilities and assisted living facilities.
					35102030	Managed Health Care	Owners and operators of Health Maintenance Organizations (HMOs) and other managed plans. These companies derive premium revenues from risk-based health insurance arrangements and include Preferred Provider Organizations (PPOs), Consumer Driven Health Plans (CDHPs), Health Maintenance Organizations (HMOs) and Point-of-Service (POS) plans. It also includes health and dental benefit plans.
			351030	Health Care Technology	35103010	Health Care Technology	Companies providing information technology services primarily to health care providers. This Sub-Industry includes companies providing application, systems and/or data processing software, internet-based tools, and IT consulting services to doctors, hospitals or businesses operating primarily in the Health Care Sector.
		3520	Pharmaceuticals, Biotechnology & Life Sciences		352010	Biotechnology	Companies primarily engaged in the research, development, manufacturing and/or marketing of products based on genetic analysis and genetic engineering. This Sub-Industry includes companies specializing in protein-based therapeutics to treat human diseases. This Sub-Industry excludes companies manufacturing products using biotechnology but without a health care application.
					352020	Pharmaceuticals	Companies engaged in the research, development or production of pharmaceuticals, including active pharmaceutical ingredients (APIs) and veterinary drugs.
					352030	Life Sciences Tools & Services	Companies enabling the drug discovery, development and production continuum by providing analytical tools, instruments, consumables & supplies, clinical trial services and



							contract research services. This Sub-Industry includes companies primarily servicing the pharmaceutical and biotechnology industries.
40	Financials	4010	Banks	401010	Banks	40101010	Diversified Banks Large, geographically diverse banks with a national footprint whose revenues are derived primarily from conventional banking operations, have significant business activity in retail banking and small and medium corporate lending, and provide a diverse range of financial services. This Sub-Industry excludes companies classified in the Regional Banks, Commercial & Residential Mortgage Finance and Investment Banking & Brokerage Sub-Industries.
						40101015	Regional Banks Commercial banks, savings banks and thrifts whose business are derived primarily from conventional banking operations such as retail banking, corporate lending and originating various residential and commercial mortgage loans funded mainly through deposits. Regional banks tend to operate in limited geographic regions. This Sub-Industry excludes companies classified in the Diversified Banks, Commercial & Residential Mortgage Finance and Investment Banking & Brokerage Sub-Industries.
		4020	Financial Services	402010	Financial Services	40201020	Diversified Financial Services Providers of a diverse range of financial services and/or with some interest in a wide range of financial services including banking, annuity, insurance, investment management and capital markets, but with no dominant business line. This Sub-Industry excludes companies classified in the Regional Banks and Diversified Banks Sub-Industries.
						40201030	Multi-Sector Holdings Companies with significantly diversified holdings across three or more GICS Sectors, none of which contributes a majority of profit and/or sales. Stakes held are predominantly of a non-controlling nature. This Sub-Industry includes diversified financial companies where stakes held are of a controlling nature. This Sub-Industry excludes other diversified companies classified in the Industrials Conglomerates Sub-Industry. It also excludes mono holding companies that invest in only one specific industry and are classified in the respective Sub-Industries.



						40201040	Specialized Finance	Providers of specialized financial services, not classified elsewhere. Companies in this Sub-Industry derive a majority of revenue from one specialized line of business. This Sub-Industry includes commercial financing companies, central banks, leasing institutions, factoring services, and specialty boutiques. This Sub-Industry excludes companies classified in the Financial Exchanges & Data Sub-Industry.
						40201050	Commercial & Residential Mortgage Finance	Financial companies providing commercial and residential mortgage financing and related mortgage services. This Sub-Industry includes non-deposit funded mortgage lending institutions, building societies, companies providing real estate financing products, loan servicing, mortgage broker services, and mortgage insurance.
						40201060	Transaction & Payment Processing Services	Providers of transaction & payment processing services and related payment services, including digital/mobile payment processors, payment service providers & gateways, and digital wallet providers.
			402030	Capital Markets		40203010	Asset Management & Custody Banks	Financial institutions primarily engaged in investment management and/or related custody and securities fee-based services. This Sub-Industry includes companies operating mutual funds, closed-end funds and unit investment trusts. This Sub-Industry excludes banks and other financial institutions primarily involved in commercial lending, investment banking, brokerage and other specialized financial activities.
						40203020	Investment Banking & Brokerage	Financial institutions primarily engaged in investment banking & brokerage services, including equity & debt underwriting, mergers & acquisitions, securities lending and advisory services. This Sub-Industry excludes banks and other financial institutions primarily involved in commercial lending, asset management and specialized financial activities.
						40203030	Diversified Capital Markets	Financial institutions primarily engaged in diversified capital markets activities, including a significant presence in at least two of the following areas: large/major corporate lending, investment banking, brokerage and asset management. This Sub-Industry excludes less diversified companies classified in the Asset Management & Custody Banks or Investment Banking & Brokerage Sub-Industries. It also excludes



							companies classified in the Banks or Insurance Industry Groups and in the Consumer Finance Sub-Industry.
						40203040	Financial Exchanges & Data Financial exchanges for securities, commodities, derivatives, cryptocurrencies and other financial instruments, and providers of financial decision support tools and products including ratings agencies. This Sub-Industry excludes providers of financial magazines, journals, and websites classified in the Publishing Sub-Industry.
			402040	Mortgage Real Estate Investment		40204010	Mortgage REITs Companies or Trusts that service, originate, purchase and/or securitize residential and/or commercial mortgage loans. This Sub-Industry includes trusts that invest in mortgage-backed securities and other mortgage related assets.
		4030	Insurance	403010	Insurance	40301010	Insurance Brokers Insurance and reinsurance brokerage firms.
						40301020	Life & Health Insurance Companies providing primarily life, disability, indemnity or supplemental health insurance. This Sub-Industry excludes managed care companies classified in the Managed Health Care Sub-Industry.
						40301030	Multi-line Insurance Insurance companies with diversified interests in life, health and property and casualty insurance.
						40301040	Property & Casualty Insurance Companies providing primarily property and casualty insurance, including financial & title insurance.
						40301050	Reinsurance Companies providing primarily reinsurance.
45	Information Technology	4510	Software & Services	451020	IT Services	45102010	IT Consulting & Other Services Providers of information technology and systems integration services. This Sub-Industry includes information technology consulting and information management services. This Sub-Industry excludes companies that offer management & technology consulting services to government and defense organizations classified in the Research & Consulting Services Sub-Industry.
						45102030	Internet Services & Infrastructure Companies providing services and infrastructure for the internet industry including data centers and cloud networking & storage infrastructure. This Sub-Industry includes companies providing web hosting services, web-based tools for constructing & managing websites, providers of internet



							security for websites & companies and domain name providers & registry services. This Sub-Industry excludes companies classified in the Software Industry.
			451030	Software	45103010	Application Software	Companies engaged in developing and producing software designed for specialized applications for the business or consumer market. This Sub-Industry includes enterprise & technical software, cloud-based software and companies engaged in bitcoin mining. This Sub-Industry excludes companies classified in the Interactive Home Entertainment Sub-Industry and companies producing systems or database management software classified in the Systems Software Sub-Industry.
					45103020	Systems Software	Companies engaged in developing and producing software for operating systems & platforms, database management software and firewalls.
			452010	Communications Equipment	45201020	Communications Equipment	Manufacturers of communication equipment and products, including LANs (Local Area Networks), WANs (Wide Area Networks), routers, telephone apparatus & modems, switchboards & exchanges and fiber optic cables & coaxial cables used by the telecommunications industry. This Sub-Industry includes radio & television broadcasting equipment. This Sub-Industry excludes smartphone manufacturers classified in the Technology Hardware, Storage & Peripherals Sub-Industry.
		4520	Technology Hardware & Equipment	452020	Technology Hardware, Storage & Peripherals	Technology Hardware, Storage & Peripherals	Manufacturers of smartphones, personal computers, laptops, notebooks, servers, electronic computer printers, and related components and peripherals. This Sub-Industry includes manufacturers of data storage components, motherboards, audio and video cards, monitors and keyboards. It also includes manufacturers of automatic teller machines (ATMs) and hardware used for cryptocurrency mining and validating. This Sub-Industry excludes semiconductors classified in the Semiconductors Sub-Industry.
			452030	Electronic Equipment, Instruments & Components	45203010	Electronic Equipment & Instruments	Manufacturers of electronic equipment and instruments, including analytical, electronic test & measurement instruments, scanner/barcode products, lasers, display screens, point-of-sales machines, and security system equipment.



						45203015	Electronic Components	Manufacturers of electronic components generally used to create end products. This Sub-Industry includes electronic components, connection devices, electron tubes, electronic capacitors & resistors, electronic coils, printed circuit boards, transformers & other inductors, and signal processing technology/components.
						45203020	Electronic Manufacturing Services	Producers of electronic equipment mainly for the OEM (Original Equipment Manufacturers) markets. These companies manufacture products that are largely customized as per the specifications outlined by their clients.
						45203030	Technology Distributors	Distributors of software, technology hardware and equipment, communications equipment, computers & peripherals, semiconductors, and electronic equipment & components. This Sub-Industry includes companies distributing or wholesaling technology products to other businesses using a proprietary online platform/website.
		4530	Semiconductors & Semiconductor Equipment	453010	Semiconductors & Semiconductor Equipment	45301010	Semiconductor Materials & Equipment	Manufacturers of semiconductor equipment, including manufacturers of the raw material and equipment used in the solar power industry such as raw wafers, gases, liquids and related packaging & material delivery systems. This Sub-Industry includes companies that provide semiconductor test, assembly, and packaging systems. This Sub-Industry excludes printed circuit board manufacturers classified in the Electronic Components Sub-Industry.
						45301020	Semiconductors	Manufacturers of semiconductors and related products, including solar modules, solar cells, integrated circuit devices, diodes and light-emitting diodes (LEDs), microprocessors and chips. This Sub-Industry also includes providers of semiconductor packaging and test services.
50	Communication Services	5010	Telecommunication Services	501010	Diversified Telecommunication Services	50101010	Alternative Carriers	Providers of communications and high-density data transmission services primarily through a high bandwidth/fiber-optic cable network. This Sub-Industry includes satellite companies that mainly offer services to the telecommunication industry.
						50101020	Integrated Telecommunication Services	Operators of primarily fixed-line telecommunications networks and companies providing both wireless and fixed-line telecommunications services, not classified elsewhere. This Sub-



							Industry includes internet service providers offering internet access to end users and companies that construct as well as operate telecommunication towers. This Sub-Industry excludes companies that mainly construct telecom towers and do not operate them, classified in the Construction & Engineering Sub-Industry.		
			501020	Wireless Telecommunication Services	50102010	Wireless Telecommunication Services	Providers of primarily cellular or wireless telecommunication services including in-flight internet providers.		
		5020	502010	Media	50201010	Advertising	Companies providing advertising, marketing or public relations services. This Sub-Industry includes companies offering digital advertising services, marketing consulting services, market research and reward program management services.		
					50201020	Broadcasting	Owners and operators of television or radio broadcasting systems, including programming. This Sub-Industry includes radio and television broadcasting, radio networks, and radio stations.		
					50201030	Cable & Satellite	Providers of cable or satellite television services. This Sub-Industry includes cable networks and program distribution.		
					50201040	Publishing	Publishers of newspapers, magazines and books in print or electronic formats. This Sub-Industry includes publishers of financial journals, magazines, and websites, which do not provide financial data, pricing or ratings information to financial service companies.		
					502020	Entertainment	50202010	Movies & Entertainment	Companies that engage in producing and selling entertainment products and services, including companies engaged in the production, distribution and screening of movies and television shows, producers and distributors of music, entertainment theaters and sports teams. This Sub-Industry also includes companies offering and/or producing entertainment and music content streamed online.
							50202020	Interactive Home Entertainment	Producers of interactive gaming products, including mobile gaming applications. This Sub-Industry includes educational software used primarily in the home, video game developers, and streaming platforms focused on gaming. This Sub-Industry excludes online gambling companies classified in the Casinos & Gaming Sub-Industry.



				502030	Interactive Media & Services	50203010	Interactive Media & Services	Companies engaging in content and information creation or distribution through proprietary platforms, where revenues are derived primarily through pay-per-click advertisements. This Sub-Industry includes search engines, social media & networking platforms, online classifieds, online review companies and Internet TV companies. It also includes online video and content sharing companies. This Sub-Industry excludes companies that derive a commission upon a consumer's purchase or subscription to another company's product or service, classified in respective Sub-Industries, such as online travel related sites selling a service or product directly to end consumers, which are classified in the Hotels Resorts & Cruise Lines Sub-Industry.
55	Utilities	5510	Utilities	551010	Electric Utilities	55101010	Electric Utilities	Companies that produce or distribute electricity, including both nuclear and non-nuclear facilities. This Sub-Industry includes companies that are vertically integrated across electricity generation and distribution chain, but whose primary business focus is on the distribution of electricity to the end users. It also includes electricity transmission & distribution companies.
				551020	Gas Utilities	55102010	Gas Utilities	Companies whose main charter is to distribute and transmit natural & manufactured gas, including propane distributors. This Sub-Industry excludes companies primarily involved in gas exploration or production classified in the Oil & Gas Exploration & Production Sub-Industry. It also excludes companies engaged in the storage and/or transportation of oil, gas, and/or refined products classified in the Oil & Gas Storage & Transportation Sub-Industry.
				551030	Multi-Utilities	55103010	Multi-Utilities	Utility companies with significantly diversified activities in addition to core electric utility, gas utility and/or water utility operations.
				551040	Water Utilities	55104010	Water Utilities	Companies that purchase and redistribute water to end consumers. This Sub-Industry includes large-scale water treatment systems, water supply & irrigation systems, and steam heating.



								<p>Companies that operate as Independent Power Producers (IPPs), Gas &amp; Power Marketing &amp; Trading Specialists and/or Integrated Energy Merchants. This Sub-Industry excludes producers of electricity using renewable sources, such as solar power, hydropower, and wind power. It also excludes electricity transmission &amp; distribution companies classified in the Electric Utilities Sub-Industry.</p>
				551050	Independent Power and Renewable Electricity Producers	55105010	Independent Power Producers & Energy Traders	
				551050	Independent Power and Renewable Electricity Producers	55105020	Renewable Electricity	<p>Companies that engage in the generation and distribution of electricity using renewable sources, including, but not limited to, companies that produce electricity using biomass, geothermal energy, solar energy, hydropower, and wind power. This Sub-Industry excludes companies manufacturing capital equipment used to generate electricity using renewable sources, such as manufacturers of solar power systems, installers of photovoltaic cells, and companies involved in the provision of technology, components, and services mainly to this market.</p>
60	Real Estate	6010	Equity Real Estate Investment Trusts (REITs)	601010	Diversified REITs	60101010	Diversified REITs	<p>A company or Trust with significantly diversified operations across two or more property types.</p>
				601025	Industrial REITs	60102510	Industrial REITs	<p>Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of industrial properties, such as industrial warehouses and distribution properties.</p>
				601030	Hotel & Resort REITs	60103010	Hotel & Resort REITs	<p>Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of hotel and resort properties.</p>
				601040	Office REITs	60104010	Office REITs	<p>Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of office properties.</p>
				601050	Health Care REITs	60105010	Health Care REITs	<p>Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of properties serving the health care industry, including hospitals, nursing homes, and assisted living properties.</p>
				601060	Residential REITs	60106010	Multi-Family Residential REITs	<p>Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of apartments and other multi-family housing, including student housing.</p>



					60106020	Single-Family Residential REITs	Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of single-family residential housing, including manufactured homes.	
				601070	Retail REITs	60107010	Retail REITs	Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of shopping malls, outlet malls, neighborhood and community shopping centers.
				601080	Specialized REITs	60108010	Other Specialized REITs	Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of properties not classified elsewhere. This Sub-Industry includes REITs that manage and own properties such as natural gas and crude oil pipelines, gas stations, fiber optic cables, prisons, automobile parking, and automobile dealerships.
			60108020			Self-Storage REITs	Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of self-storage properties.	
			60108030			Telecom Tower REITs	Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of telecom towers and related structures that support wireless telecommunications.	
			60108040			Timber REITs	Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of timberland and timber-related properties.	
			60108050			Data Center REITs	Companies or Trusts engaged in the acquisition, development, ownership, leasing, management and operation of data center properties.	
		6020	Real Estate Management & Development	602010	Real Estate Management & Development	60201010	Diversified Real Estate Activities	Companies engaged in a diverse spectrum of real estate activities including real estate development & sales, real estate management, or real estate services, but with no dominant business line.
						60201020	Real Estate Operating Companies	Companies engaged in operating real estate properties for the purpose of leasing & management, including real estate property managers.
						60201030	Real Estate Development	Companies that develop real estate and sell the properties after development, including developers of active senior communities. This Sub-Industry excludes companies classified in the Homebuilding Sub-Industry.



						60201040	Real Estate Services	Real estate service providers such as real estate agents, brokers, real estate appraisers and other real estate related services. This Sub-Industry includes providers of real estate information, analytics, data and tools. This Sub-Industry excludes online real estate platforms that offer mainly information and earn revenue from pay-per-click advertising classified in the Interactive Media & Services Sub-Industry.
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## TICCS CLASSIFICATION CODES

We have included the TICCS (The Infrastructure Company Classification Standard) below for infrastructure investors to reference when reporting to the EDCI. For more information, please refer to the TICCS standards [here](#). Note - only the Industrial class is included as an option for reporting to the EDCI to achieve a deeper level of granularity.

Industrial Superclass			Industrial Class		
Code	Superclass	Definition	Code	Class	Definition
IC10	Power Generation x-Renewables	Stand-alone power generation using a range of technologies except wind, solar, and other renewable sources.	IC1010	Independent Power Producers	Independent power producers (IPP) provide electricity to power distribution and transmission companies or directly to industrial or commercial clients.
			IC1020	Independent Water and Power Producers	Independent water and power producers (IWPP) are power producers with a colocated water-desalination or filtration facility. Industrial, potable, or ultra-pure water is typically a byproduct of the power generation process.
IC20	Environmental Services	Companies involved in the treatment of water, wastewater, and solid waste for sanitation and reuse purposes.	IC2010	Waste Treatment	Waste treatment services include the collection and disposal of waste refuse from residential, commercial, or industrial sources.
			IC2020	Water Supply and Treatment	Stand-alone water treatment companies produce water for various uses, including residential, commercial, and industrial end users.
			IC2030	Wastewater Treatment	Stand-alone wastewater treatment companies treat wastewater from residential, commercial, and industrial sources to a certain discharge or reuse standard.
			IC2040	Environmental Management	Environmental management companies invest in projects that conserve natural resources, protect habitats, and control hazards.
IC30	Social Infrastructure	Companies involved in the delivery of support and accommodation services for public or other services.	IC3010	Defence Services	Defence infrastructure companies provide noncombatant support services to public-sector military organisations, including strategic transport, training facilities, and telecommunications.
			IC3020	Education Services	Infrastructure companies providing education services through the development and maintenance of school and university buildings and related facilities for the use of public or private institutions.
			IC3030	Government Services	Infrastructure companies providing support and accommodation services to government departments and other public-sector organisations and agencies.
			IC3040	Health and Social Care Services	Healthcare infrastructure companies provide support service and facilities to public- or private-sector



			IC3050	Recreational Facilities	medical treatment units. Convention, entertainment, and recreational facilities infrastructure companies deliver and maintain various large-scale leisure facilities typically requiring a bespoke structural engineering component.
IC40	Energy and Water Resources	Companies involved in the treatment and delivery of natural resources.	IC4010	Natural Resources Transportation Companies	Natural Resources Transportation Companies develop and operate high-pressure transmission pipelines and natural resources transportation.
			IC4020	Energy Resource Processing Companies	Energy natural resource processing companies transform crude oil, natural gas, and other commodities into various derivative or transformed products.
			IC4040	Energy Resource Storage Companies	Energy natural resource storage companies provide storage services to private and public clients by exploiting large natural caverns or buildings and maintaining over- or underground tanks.
IC50	Data Infrastructure	Companies involved in the provision of telecommunication and data infrastructure.	IC5010	Data Transmission	Data transmission companies involved in the construction, operation, and maintenance of data transmission assets including telecommunications towers, land or sea based long-distance communication cables, and communication satellites.
			IC5020	Data Storage	Data storage companies involved in the development, operation, and maintenance of physical data storage infrastructure. This does not include companies that offer data storage in addition to other products.
IC60	Transport	Companies involved in the provision of transportation infrastructure services.	IC6010	Airport Companies	Airport companies build, maintain, and operate airport terminals, runways, and associated support and logistical services. Large airports also lease property for commercial and retail purposes.
			IC6020	Car Park Companies	Car park service companies provide individual and commercial end users with vehicle-parking facilities. They are relatively small-scale structures built over- and underground mostly within large urban areas.
			IC6030	Port Companies	Port infrastructure companies build, maintain, and operate port jetties, passenger terminals, and freight transit and storage facilities.
			IC6040	Rail Companies	Rail companies provide long-distance, intercity passenger and freight services.
			IC6050	Road Companies	Road companies build, maintain, and operate roads and motorways including bridges and tunnels.
			IC6060	Urban Commuter Companies	Urban commuter companies build, maintain, and operate urban rail routes from light (tramway) to mass-transit rail tracks, including over- and underground rail lines.
IC70	Renewable Power	Stand-alone power generation and transmission companies using wind, solar, hydro and	IC7010	Wind Power Generation	Wind power companies produce electricity using wind power to operate various types of



		other renewable energy sources. Also energy storage companies.	IC7020	Solar Power Generation	electromagnetic turbines. Solar power companies produce electricity by capturing solar radiation using a range of solar-cell technologies.
			IC7030	Hydroelectric Power Generation	Hydroelectric power generating companies use water to produce electricity. This can either be from a dam or from a river.
			IC7040	Other Renewable Power Generation	Other renewable power generation companies using various physical phenomena or alternative renewable fuels (other than the wind, sun, or hydro) to generate electricity.
			IC7050	Other Renewable Technology	Other renewables technology companies use a variety of different methods to provide, store and transmit renewable energy.
			IC7060	Hydrogen Power Generation	Hydrogen fired power generating companies that use hydrogen as a fuel. In which the fuel was produced through the electrolysis process. Further involves infrastructure in containing hydrogen through a common method of pressurized storage.
IC80	Network Utilities	Companies operating an infrastructure network with natural monopoly characteristics (barriers to entry, increasing returns to scale).	IC8010	Electricity Distribution Companies	Electricity distribution companies distribute medium-voltage electricity to final consumers.
			IC8020	Electricity Transmission Companies	Electricity transmission companies transmit relatively high voltage electricity from the point of generation source to a distribution network.
			IC8030	District Cooling/Heating Companies	Heating or cooling companies provide service in urban areas using combined heat and power to recycle or reuse waste heat.
			IC8040	Water and Sewerage Companies	Water and sewerage companies provide potable water treatment and distribution services as well as the collection, treatment, and disposal of wastewater and sewerage.
			IC8050	Gas Distribution Companies	Gas distribution companies operate low-pressure pipeline networks delivering natural gas to end residential, commercial, and industrial consumers.
			IC8060	Data Distribution Companies	Data distribution companies involve in provision of essential data network especially to sectors of economy (e.g. financial systems, industrial supply chain, public utilities, etc.) through utilisation of fiber networks, cell towers, data centers and other data infrastructure.



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