

2022

VOLUME 14

# Investing In Tomorrow, Today.

ESG REPORTING SUPPLEMENT

APOLLO

# Table of Contents

<p><b>3 INTRODUCTION</b></p> <p>4 A Conversation with Carletta Ooton, Head of ESG for Private Equity</p>	<p><b>6 PROGRAM SUMMARY</b></p>	<p><b>45 REPORTING COMPANIES ESG PERFORMANCE SUPPLEMENT</b></p> <p>45 Select Reporting Company Sustainability Data</p> <p>49 Select Reporting Company Diversity, Equity, &amp; Inclusion &amp; Social Outcomes Data</p> <p>53 Select Reporting Company Responsible Stewardship Data</p> <p>57 Select Reporting Company Environmental Data</p> <p>57 Select Reporting Company Environmental Efforts</p> <p>58 Reporting Companies with ESG Targets &amp; Goals</p> <p>58 Reporting Companies' Public ESG Disclosures</p> <p>58 ESG Oversight at Reporting Companies</p> <p>58 Quantitative Board Data</p> <p>59 Select Reporting Company Social Efforts</p> <p>59 Reporting Companies' Social Policies &amp; Trainings</p> <p>59 Quantitative Social Data</p> <p>59 ESG-Related Functions at Reporting Companies</p> <p>60 Select Real Estate Investment Data</p> <p>63 Select Reporting Real Estate Investment Environmental Data</p> <p>63 Select Reporting Real Estate Investment Efforts</p>
<p><b>64 APPENDIX</b></p> <p>64 Appendix A: Reporting Companies Listing</p> <p>65 Appendix B: Defined Terms &amp; Glossary</p> <p>66 Appendix C: Legal Disclaimer</p>		

# Introduction

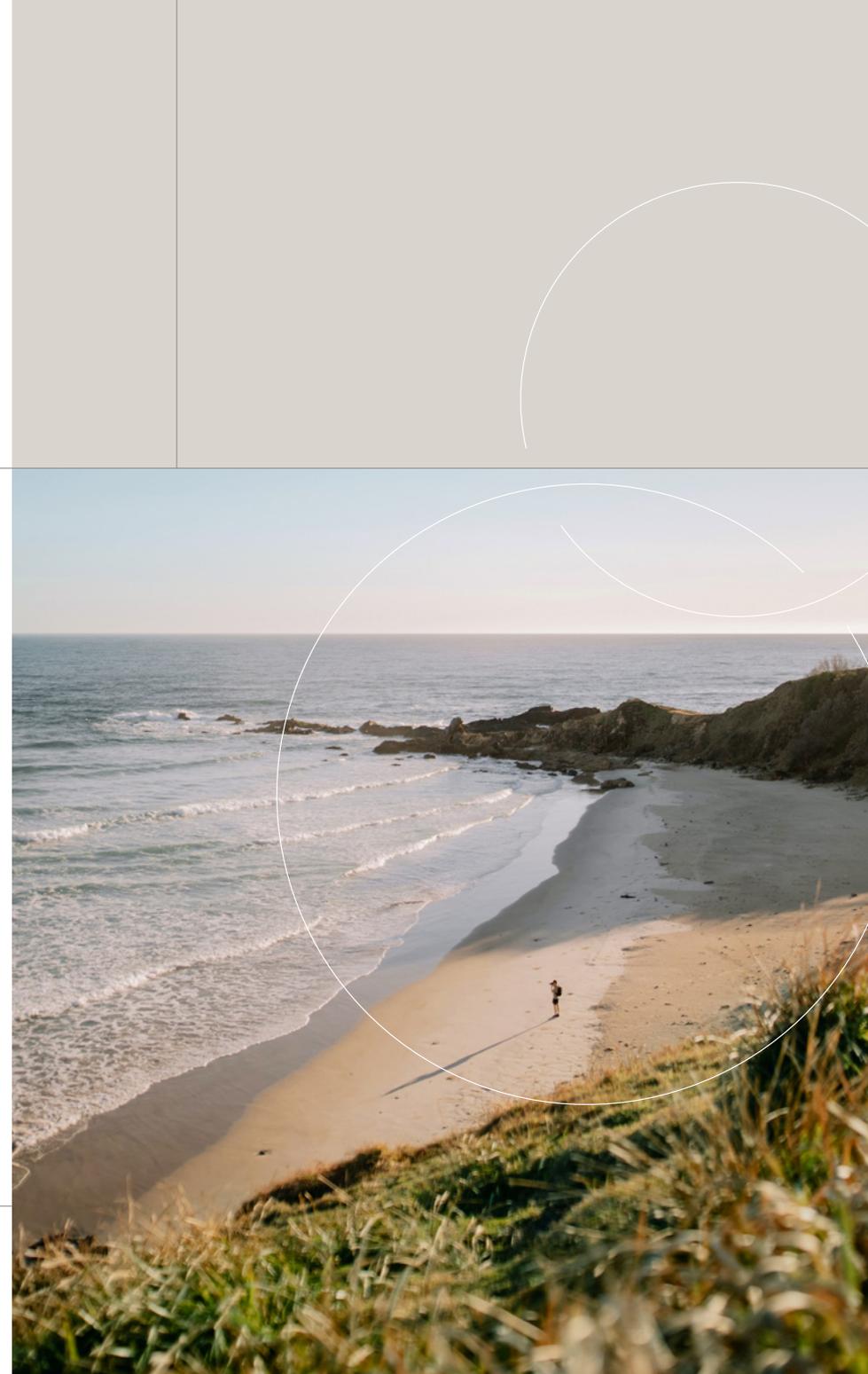
The ESG Reporting Program is a longstanding effort to collect environmental, social, and governance (“ESG”) data from certain companies in which Apollo-managed funds invest. This data can help to identify and mitigate risks, which helps contribute to stronger financial outcomes at portfolio companies.

Select portfolio companies (collectively the “Reporting Companies”) respond to an annual ESG Reporting Questionnaire designed to provide insight into their ESG activities, programs, and progress throughout the year. The Reporting Companies are set forth in [Appendix A](#). The ESG Reporting Program focuses largely on companies held by Apollo-managed private equity and real estate funds and covers a variety of ESG topics, including, but not limited to:

- Environmental cost and consumption metrics
- Greenhouse gas (“GHG”) emissions and climate-related risk
- Employee engagement

- Health and safety
- Diversity, equity, and inclusion
- Supply chain
- Philanthropy and volunteering
- ESG oversight
- Select policies and trainings

This ESG Reporting Company Supplement contains ESG profiles for each Reporting Company that participated in Apollo’s 2022 ESG Reporting Program. Additionally, this supplement features [high-level analyses](#) and anonymized [Reporting Company data points](#) collected from the 2022 ESG Reporting Questionnaire.





## A Conversation with Carletta Oton, Head of ESG for Private Equity

*Apollo's equity business strategy seeks to drive change across Apollo-managed funds' portfolio companies to create value for our clients and positive effects for people, the planet, and communities. Apollo has a long legacy of ESG efforts, and we have historically focused on helping build stronger businesses that we believe have the potential to fuel local economies and deliver superior risk-adjusted returns.*

### **Why is ESG integration important for Private Equity at Apollo?**

Our ESG program is designed to help create value for portfolio companies, mitigate risks, and look for and realize opportunities that can create positive financial and non-financial outcomes for Apollo-managed funds and the communities in which portfolio companies operate. We focus on ESG factors, not simply to collect metrics and understand risks, but to find opportunities to create value both operationally and commercially.

### **What are you most proud of when you think back on 2022?**

In many ways, 2022 was a standout year. Throughout the year, we

focused on strengthening the foundation of our ESG program in private equity, driving significant progress toward achieving goals and effectuating positive change. I am proud of what we have built and, more importantly, of the progress we have made. I think about this work in three key areas: building a great team; operationalizing value creation; and enhancing diversity, equity, and inclusion in the supply chain.

### **Building a Team of Operators**

Apollo's Portfolio Performance Solutions ("APPS") team works strategically with certain companies to help create value and generate shareholder returns. Within APPS, we have built a strong team with cross-industry expertise to serve the breadth of the companies in the portfolio. This team is intimately familiar with the distinct challenges portfolio companies face and can help offer strategic solutions designed to maximize opportunities and address risk. These talented operators act as trusted counselors to company leaders and are actively involved during diligence and over the lifetime of the hold period. In the

coming year and beyond, we aim to continue scaling our capabilities, leveraging the expertise of our team to match our ambition, and to expand focus areas amid an evolving ecosystem of opportunities.

### **Operationalizing Value Creation**

We strive to create value within the Private Equity portfolio by developing practical, operational solutions that can support portfolio companies in achieving their goals. We believe our model is differentiated by helping ensure portfolio companies have the resources, training, and support they need. In 2022, one focus was helping to provide operational support for ROI-positive decarbonization initiatives at portfolio companies. We engaged Persefoni, a carbon accounting software provider, to help translate company-level consumption and emissions data into actionable plans that portfolio companies can leverage to chart their own decarbonization pathways. We are working to embed Persefoni's capabilities more widely throughout the portfolio company ecosystem as we support their efforts to measure carbon usage and meet reduction targets.

## Achieving Diverse Supplier Goal

Portfolio companies hit a major milestone in 2022 with respect to their diverse supplier spend. The original goal was for portfolio companies to achieve \$1B in direct and indirect spending with diverse firms in their supply chains by the end of 2024 — and we are proud that they have accomplished this two years ahead of schedule, by the end of 2022, in part because we laid a strong foundation in 2021 and were intentional about working with a strategic partner to map the portfolio's current spending in advance of setting a target. We collaborated with organizations that share our desire to create economic value and leave a positive legacy, and we built from there. Portfolio company leaders were willing and enthusiastic in their participation, as were their suppliers. Apollo's relationship with organizations such as National Minority Supplier Development Council ("NMSDC") and Women's Business Enterprise National Council ("WBENC") were a key component of the strategy, as they acted as connectors and conduits to identifying diverse suppliers. We also worked closely with portfolio company procurement teams to help them expand the measurement of diverse spending and identify channels for expanding partnerships with diverse-owned businesses. Finally, we accelerated progress by working

with management teams to develop tailored supplier diversity strategies and company-specific toolkits to aid in implementation. We are very excited about expanding on our commitment and industry leadership in this space in 2023 and beyond with our updated target to achieve \$2 billion in diverse spending across our funds' Private Equity portfolio by the end of 2025.

### How does Apollo educate portfolio companies about ESG?

Education and expertise are critical pieces of what we bring to the table for portfolio companies. We help them evaluate their current state, including their potentially unique set of material challenges and opportunities, industry expectations, and peer benchmarks, and assist management teams in creating roadmaps for future value creation and success. In addition to working one-on-one with certain portfolio companies, we also play a role in facilitating connections between them, which can lead to synergies, accelerated progress, and big wins.

In 2022, Apollo hosted its sixth biennial Sustainability & ESG Conference with more than 200 attendees, representing approximately 60 portfolio companies from eight countries. In accordance with the conference's theme of "Building Better Businesses Across the Globe,"<sup>1</sup> we explored how companies can integrate

ESG principles to create value, enhance business performance, and improve the world in which we live. Attendees participated in specific tracks designed to facilitate networking and learning on the ESG topics of climate/decarbonization, social/DE&I, and governance, as well as ESG report writing. We are looking forward to convening portfolio companies in-person again in 2024. In the meantime, we intend to continue our work in helping facilitate opportunities for shared learning and innovation across the portfolio.

### What is top-of-mind for ESG work in Private Equity for the future?

I believe the foundational work that our Apollo team and portfolio companies have accomplished to-date serves as an excellent springboard for our efforts in 2023 and beyond. There are many projects underway and slated for the near future that I am excited about, but if I had to name a few, I would highlight the following:

- **Supplier Diversity:** Apollo is committed to creating an inclusive marketplace, and we were very encouraged by the portfolio companies' achieving the first diverse supplier spend target last year. Looking ahead, we will work with portfolio companies to help them achieve a new target, which

is to have \$2B in direct and indirect spending with diverse firms across the portfolio by the end of 2025. We also plan to raise supplier diversity as a higher priority opportunity for value creation within the private equity industry.

- **Engagement with Investment Teams:** We are looking forward to continuing to work closely with our investment teams on enhancing due diligence processes, and further incorporating the consideration of ESG-related risks and opportunities into deal theses. Additionally, we intend to continue collaborating with portfolio companies on value-creation opportunity planning and execution.
- **Reducing Carbon Footprint:** To help drive returns for investors, we will continue to work with portfolio companies to help ensure that they have the capabilities required to align with customer and investor expectations to decarbonize, where feasible and appropriate. As such, we will continue supporting companies in our flagship strategy towards achieving the targeted 15% reduction in median carbon intensity over the projected hold period.

1. To facilitate connections between portfolio companies, the conference was in-person; however, cognizant about the potential negative impact of associated travel on the environment, we offset the carbon emissions generated from travel to the conference.

# Program Summary

Aa

## ABC TECHNOLOGIES



**ABC Technologies is an automotive systems and components manufacturer for the global automotive industry.**

- Supported minority suppliers with over \$81M of spend in 2022 and over \$899M during the last 10 years, which was 71% higher than the Original Equipment Manufacturer (“OEM”) average target for suppliers. This helped earn ABC the 2022 WBE Most Improved Supplier Diversity Program award.
- Reduced overall electricity usage by 8% and announced the intention to become carbon neutral by 2035 for Scope 1 and 2 emissions. Additionally, set a goal of 3% annual carbon emissions reduction over the next 3 years.
- Installed solar panels at the Karl Etzel and Soria (Spain) facilities, resulting in a combined 426-ton CO<sub>2</sub> offset and powering 10% – 15% and 3% of each facility, respectively.
- Reduced waste by 1) diverting chemical waste totes to be reused; 2) reducing scrap on the spare tire cover line by 1%; and 3) reducing polycomposite board raw material waste by 1%.
- [2022 Environmental Social Governance Report](#)

## ADAPA GROUP



**adapa is a European supplier of highly specialized flexible packaging solutions.**

- Unveiled a holistic sustainability strategy in 2022, outlining clearly defined targets and goals to be achieved by 2025.
- Achieved a 100% carbon-free electrical energy mix, completing a company-wide transition to renewable energy.
- adapa Italy Florence Srl, the specialist for extruding recyclable films, installed an additional in-house post-industrial resin recycling line in early 2022 and recycled more than 1.8M kilograms internally.

## ADT



**ADT is a trusted provider of smart home and small business security, residential rooftop solar, and commercial security, fire, life safety, and risk consulting services.**

- Donated approximately \$900,000 in cash and in-kind contributions worth \$140,000 to more than 75 nonprofits, including the American Red Cross for Hurricane Ian relief, Habitat for Humanity, and the [Requity Foundation](#).
- Launched the Virtual Assistance Program in 2021 to deliver more efficient and environmentally friendly means of servicing customers through live video streaming with skilled technicians to troubleshoot and resolve service issues. Since launch, ADT has completed more than 1M Virtual Assistance appointments, comprising almost half of ADT's total service requests.
- Spent over \$180M supporting diverse suppliers, outperforming the target spend level by more than 9%.
- Published the company's first annual CDP Climate Change Disclosure and achieved a score at the "Awareness" level, in line with the North American regional and sector average.
- [2022 ESG Report](#)

## AEROMÉXICO



**Aeroméxico is Mexico's largest airline, with over 50% market share, and is the country's true full-service carrier.**

- Committed to being net zero by 2050, purchased over 23,000 liters of renewable fuel, and committed to the World Economic Forum's ("WEF") Clean Skies for Tomorrow initiative, which encourages airlines to use 10% Sustainable Aviation Fuel ("SAF") in operations by 2030.
- Joined the "Corazon Azul" campaign against human trafficking and placed a "tarjeton de la libertad" ("freedom card") on-board 138 aircrafts to help passengers identify possible cases of human trafficking.
- Continued to offer clients and employees a purchase option for offsetting carbon emissions generated when flying Aeroméxico. In 2022, this resulted in offsetting over 3,900 MT of CO<sub>2</sub>e, or the equivalent of over 400 flights between Mexico City and Monterrey with zero emissions.

## ALTEMIRA GROUP



## AQUA FINANCE



**ALTEMIRA Group is a Japanese supplier of aluminum beverage cans and foil products.**

- Generated 62,000 kWh of renewable energy through on-site renewable energy projects, including solar power for the headquarters.
- Established a Sustainability Promotion Committee, which is comprised of eight working groups, each in charge of a different topic. The Committee and Energy Conservation Working Group are working towards a 30% reduction in GHG emissions by 2030 from a baseline year of 2013 for the aluminum rolling business.
- Engaged in reducing 1% of specific energy consumption through the Energy Conservation Act, Osaka Prefecture's Ordinance of Prevention of Global Warming, and ISO14001. Primary energy consumption reduction efforts include installing LED lighting and inverter-duty motors and reducing gas and other resource consumption by reviewing and improving operation conditions.
- Provided COVID-19 vaccines on-site and granted employees paid time off to get the vaccines elsewhere.

**Aqua Finance is a Wisconsin-based company that finances goods and services primarily for home improvement, recreational vehicles, and water treatment purposes.**

- Installed LED lighting in all offices to reduce energy consumption and placed collection bins throughout facilities to collect compostable and recyclable materials.
- In 2022, assisted 60,734 households with upgrading to more energy efficient HVAC systems and improved water quality through whole house filtration systems. These beneficial activities represented 52% of Aqua's loan volume for the year.
- Implemented quarterly employee surveys to identify opportunities for improved engagement. These have enabled employees to create the company's Mission, Vision, and Value statements, which drives home the purpose of what each department and individual employee does to make the company successful.
- Offered employees, after 6 months of employment, 16 hours of time off on each anniversary year to volunteer with 501c organizations. In 2022, employees volunteered over 300 hours.

## AS GRAANUL INVEST



## ASPEN INSURANCE HOLDINGS LIMITED

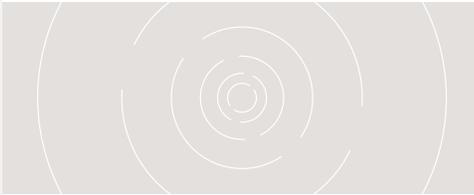
**AS Graanul Invest is a European producer of sustainable wood pellets used for power and heating generation.**

- Elevated ESG and sustainability to have Board of Director level oversight and named a new Chief Sustainability Officer.
- Optimized emissions output by operating one and purchasing three additional fuel and resource efficient bulk cargo shipping vessels. AS Graanul Invest achieved a nearly 40% reduction in fuel consumption with its first vessel and expects to achieve the same with the new fleet.
- Set a goal to reduce grams of CO<sub>2</sub>e per megajoule of energy (“gCO<sub>2</sub>e/MJ”) by 5% by 2024, from a 2020 base year.
- Operates in 4 countries and has managed to fully convert production operations in Estonia, with 4 pellet plants, to self-generated renewable heat and power. AS Graanul Invest is 40% complete in achieving this same result in Latvia, with 6 pellet plants.

**Aspen Insurance is a global specialty insurance and reinsurance company.**

- Delivered more than \$1.2M to charitable projects globally as part of Aspen Insurance’s Corporate Social Responsibility initiatives.
- Worked to embed refreshed values and behaviors throughout 2022, from shaping expectations of individual behaviors to how Aspen operates as a business. Some examples include using a behavioral framework as the backbone of leadership development programs, instilling consideration of core cultural components into how change projects are managed, and launching the internal Culture Champion Awards to celebrate colleagues who are role models of Aspen Insurance values.
- Focused on expanding DE&I infrastructure to attract and build diverse talent while fostering an inclusive culture, with 90 people managers attending training on unconscious bias and 80% of employees reporting their ethnicity or race (up 5% since 2021).
- [Environmental, Social, and Governance Report 2022](#)

## ATHORA



**Athora is a savings and retirement services group fully focused on the European market.**

- Released a [Sustainability Strategy](#) centered on promoting economic wellbeing over the long-term (UN SDG 4, 9, & 12), protecting life and nature (UN SDG 13, 14, & 15), and facilitating fair and good social outcomes (UN SDG 3, 10, & 11).
- Athora Netherlands was named most sustainable insurer in the annual [Dutch Association of Investors for Sustainable Development](#) (“VBDO”) “Responsible Investment by Insurers in the Netherlands” benchmark report.
- Athora Inclusion, Diversity, & Equality Council defined its strategy to drive an inclusive culture across the business, and employees established the Athora Women’s Inclusion Network (“AWIN”). Athora Netherlands was recognized as Top Employer by the Top Employers Institute for the second year in a row and as Best Hybrid Employer by Zo Werkt Het.
- Announced a reforestation and environmental awareness initiative in partnership with [Fondazione Sylva](#) and the internationally renowned Canadian photographer Edward Burtynsky, which funded the planting of thousands of native trees in southern Italy.
- Supported Ukraine with both corporate and employee financial donations totaling over €400,000.

Bb

## BENSONS FOR BEDS



**Bensons for Beds is a bed retailer specializing in beds, mattresses, and bedroom furniture across 165+ stores and online.**

- Launched the [Bensons Together Sustainability Strategy](#) in November 2022 outlining goals around customers, suppliers, environment, people, and community, including a commitment to being net zero by 2040.
- Partnered with [Crisis](#), a homelessness charity, in December 2022 to donate £5 for every Simply by Bensons mattress sold from December 2022 to April 2023. This resulted in £33,945 in total donations to Crisis.
- Completed a full LED lighting retrofit and installation of new, energy efficient windows in a manufacturing facility in late 2022. From January to March 2023, electricity consumption in manufacturing was down 23%, resulting in savings of over £3,100 compared to the same period in 2022.

## BROAD REACH POWER



**Broad Reach Power (“BRP”) is a developer, owner, and operator of battery storage assets across Texas, California, and the Pacific Northwest.**

- BRP’s assets — which draw energy from the grid, store it, and later discharge — consume no water and have no Scope 1 emissions.
- BRP has a higher renewable energy content due to its ability to optimize charging times to take advantage of low system demand and high renewable penetration windows. This also allows BRP to provide significant export (generation) during renewables’ ramping periods, easing grid volatility, and aiding in adoption of increasing levels of renewable energy.
- During 2022, 44% of BRP’s total energy consumption came from renewable resources, as opposed to the Texas grid (“ERCOT”) average of 31%. By taking advantage of charging times when demand is low and renewable generation is high, BRP is enabling further renewable power generation during peak load times for the grid.
- Reported zero safety incidents since 2019 and formalized new safety processes, controls, and training programs in 2022 to monitor the health and safety of BRP’s employees and contractors.
- Continued to support BRP’s ESG committee comprised of individuals from all levels and functions, including procurement, operations, development, commercial, HR, and safety, to drive ESG initiatives across the business. BRP’s Board of Directors provides direction and oversight of the ESG Committee and integration of ESG factors, risk and opportunity management, and overall ESG performance.



## CAREERBUILDER



**CareerBuilder is a human capital solutions provider with one of the industry’s most comprehensive, integrated offerings for employers and job seekers.**

- Initiated a partnership with iHeartRadio’s Black Information Network to connect 100,000 Black job seekers with prospective career-advancing employers, which drove over 4.5M site visits to the CareerBuilder domain within the first year.
- Offered Black-owned small businesses free product access to hire and retain talent as part of a multifaceted plan to create lasting change utilizing a revamped DE&I strategy.
- Expanded employee health & wellness offerings including discounts on gym memberships and health credits for non-smokers, employee assistance programs (“EAPs”), commuter benefits, and employee learning programs.
- Hosted quarterly employee town halls with the CEO and senior management and stood up a peer-to-peer recognition system to continue governance improvement in a remote/hybrid work environment.

## CATALINA HOLDINGS



**Catalina is a group that acquires and manages non-life insurance and reinsurance companies and portfolios in run-off. The Group also provides reinsurance solutions to other insurance companies.**

- Organized training and activities for 300 staff across entities globally with a focus on employee volunteering (provided two volunteering days for staff). This included clean-up efforts at community beaches and walking trails, and sorting and packing donations at area food pantries. Catalina is also reducing the use of single-use items, recycling, and composting, with 277 lbs. of waste composted to-date.
- Increased focus on supporting employee wellbeing through group gatherings, including offering a sleep specialist to all Bermuda staff and implementation of the Swedish concept of fika.
- Enhanced internal governance policies to ensure the company is focused on internal controls and practices to confirm appropriate risk management, compliance with regulations, and consideration of industry best practices. These efforts include specific improvements in the data protection and cybersecurity policy and practices amongst others.
- Catalina is a signatory to the Principles for Responsible Investment and is therefore committed to integrating ESG issues into its investment analysis and decision-making processes, as set out in the Group's Responsible Investment Policy. Catalina's Asia office is also disclosing its environmental risk management as part of regulatory requirements.

## CBR FASHION GROUP



**The CBR Fashion Group is a manufacturer and distributor of apparel in the European mainstream women's clothing market.**

- Integrated ESG and sustainability into 2022 business strategy by setting goals for 2023. Tactics include installing solar panels and charging stations for electric vehicles at the group's headquarters and replacing all halogen lightbulbs in two sites with LED.
- Introduced products that use more sustainable materials than traditional clothes. For 2023, CBR plans to increase the share of these products.
- The internationally recognized audit service provider ELEVATE ensured that CBR's direct suppliers complied with the company's Code of Conduct and additional social requirements.

## CELEROS FLOW TECHNOLOGY



## CLIX CAPITAL SERVICES PRIVATE LIMITED



**Celeros Flow Technology is a provider of mission critical pumps, valves, and filtration equipment in the power and energy sectors.**

- Celebrated World Environment Day 2022 by replacing single-use plastic water cups with biodegradable paper or reusable options at most facilities. Jaipur, Bangalore, and Ghaziabad offices planted trees and provided soil and water conservation training to its 200+ employees, while the Singapore facility team conducted a beach clean-up day on Changi Beach. Celeros FT also installed solar panels and LED lighting to increase its use of renewable energy to 10% of its overall energy consumption and drove a 3% reduction year-over-year in its Scope 1 and Scope 2 emissions.
- Expanded the Celeros Women's Network to over 75 participants in its second year and launched an accompanying mentorship program that connects mentors with mentees across operations to grow and develop diverse leaders for the future of the energy industry.
- Donated over \$10,000 in gifts and in-kind charitable contributions in partnership with organizations such as DementiaUK, New Life, and Save the Children. The Glasgow team donated over a hundred gifts to KidsOut's "Giving Tree" initiative.

**Clix Capital is a contemporary lending firm that uses technology to make loans simpler, faster, and more accessible for its customers.**

- Prioritized employee development through an extensive upskilling program tailored to the unique needs of the business, building foundational blocks for learning and development with a key focus on functional and technical skills, managerial proficiency, and leadership excellence.
- Brought learning opportunities to 493 employees. The company's approach to creating customized learning journeys with a robust focus on applicability resulted in exceptional feedback scores, with an average rating of 4.5 out of 5.
- Promoted a commitment to integrity across the entire business through various initiatives such as an improved emphasis on integrity during onboarding and better internal communication through a company newsletter directly from the CEO.

## COINSTAR



### **Coinstar operates automated coin-cashing machines.**

- Continued operation of a 100% hybrid fleet, supported by efforts to purchase new hybrid vehicles to replace those at the end of life. Coinstar also rewards employees who meet or exceed fuel saving performance metrics.
- Distributed “STAR Awards” to employees modeling company values and competencies during quarterly town halls.
- Conducted an annual employee engagement survey with a 76% response rate and an overall 78% favorability rating (a 4% increase over 2021 results). Managers are using the results of the survey to identify tailored areas of improvement with their individual teams in 2023.
- Supported a new employee resource group (“ERG”) called R.A.C.E., Respecting All Cultures Equally, which meets on a regular basis and plans race-related awareness campaigns that are hosted via the company intranet, as well as promotes diverse hiring, inclusion, and belonging.
- Coinstar has a 3-part approach to philanthropic giving, which supports employee and community engagement. Some highlights of this program include 1:1 company matching up to \$5,000 per employee per year and allowing customers to donate their coins to charities directly at kiosks.
- Coinstar has turned off and is replacing all fluorescent lights in kiosks with either natural light or LEDs.

## COVIS PHARMA



### **Covis Pharma is a global specialty pharmaceutical company that markets therapeutic solutions for patients with life-threatening and chronic illnesses.**

- Announced a new [Flexible Vacation Policy](#) in 2022 which enables employees to take as much paid vacation as needed.
- Launched the Corporate Social Responsibility (“CSR”) global platform “[Covis Cares](#)” which includes policies that allow employees to take paid time off to volunteer and have their financial contributions to recognized charitable organizations be matched by the company. This enables both employees and the company to contribute to important causes and improve communities in need.
- Engaged the Covis workforce around DE&I with the formation of a global DE&I Council and roll-out of a best-in-class unconscious bias learning program. The company’s DE&I progress is tracked via a Global Pulse Survey in which employees rated the company’s commitment to DE&I with 92% favorability (as of October 2022).

## COX MEDIA GROUP



Cox Media Group is an award-winning North American media company. The company's businesses include 4 high-quality, market-leading television brands in 9 markets; 54 top-performing, cross-genre radio stations in 11 markets; a Washington, D.C., news bureau; and numerous streaming and digital platforms. CMG's TV portfolio includes multiple primary affiliates of ABC, CBS, FOX, NBC, Telemundo, and MyNetworkTV, as well as several valuable news and independent stations.

- Received the National Association of Broadcasters Service to America Award for the "Gets Real" initiative, which actively cultivates community-based conversations about race and injustice. "Gets Real" was also nominated for a Chambers Award for Diversity & Inclusion: Company of the Year.
- Hired a DE&I senior leader to focus on creating a DE&I strategy and goals for the enterprise.
- Developed a "Hiring with Diversity in Mind Playbook" to provide managers with strategies and actions that ensure recruiting and hiring processes are diverse, equitable, and inclusive. The Playbook also creates processes to track, measure, and monitor diversity-related data.
- Partnered with [National Association of Broadcasters](#) ("NAB") to launch the Jovita Moore Memorial Scholarship Fund and Internship in honor of the late WSB-TV news anchor who passed away from cancer in 2021.
- Raised nearly \$3M with "Care-a-Thons" in Atlanta, GA, and Jacksonville, FL, for children's hospitals in those markets.

Ee

## ecoATM



**ecoATM enables the circular economy of mobile devices by operating a network of automated kiosks where customers can sell their used smartphones in a safe, simple, and convenient transaction.**

- Since inception, ecoATM has collected 38M devices that are no longer in use, resulting in the recycling, reuse, or safe disposal of more than 19M lbs. of potential e-waste and a significant amount of precious metals rescued for reuse (1.3M lbs. of copper and 29K lbs. of silver). In 2022 alone, the company collected 5.4M devices, resulting in recycling, reuse, or safe disposal of 2.6 lbs. of e-waste.
- Device reuse programs have diverted 1.6M tons of emissions, equivalent to eliminating the emissions of 3,766 cars or 9,452 homes for one year.
- Developed a system that identifies and measures ESG-related activities. New measurement processes include creating analytics reports on metrics, such as e-waste weights, carbon footprint, metals recovered from collections, and more.
- Obtained LEED silver certification at the company headquarters in San Diego.

## ELIANT TRADE FINANCE



**Eliant provides domestic and multinational companies with strategic and responsive inventory and trade capital solutions to better optimize their supply chains and balance sheets, and buffer inventories.**

- Maintained a fully remote working environment and provided employees with necessary tools to enhance work-life balance eliminating costs, emissions, and stress associated with commuting.
- Optimized client supply chains, contributing to the reduction of waste, increasing the ability to respond to market demands, and enhancing end-consumer satisfaction.
- Formalized the culture of this newly formed organization to support transparent communications, career mentoring, and employee engagement.

## EMPLOYBRIDGE



**EmployBridge is a provider of technology-enabled workforce solutions for the U.S. light industrial temporary labor market, operating a two-sided business model that matches the demand of companies (“Clients”) and supply of workers (“Associates”) for employment opportunities. EmployBridge serves over 13,000 Clients and places over 400,000 Associates per year across over 400 branches and additional Client onsite locations focused on key supply-chain hubs.**

- Developed ThEBeat, a quarterly, confidential colleague engagement channel, to collect feedback from employees and help leadership understand how to improve the colleague experience. In 2022, EmployBridge received response rates between 76% and 85% with top quartile engagement scores.
- Offered development opportunities for colleagues and associates through the Better WorkLife Academy and provided classes on budgeting, health, stress management, relationship building, and communication.
- Certified and validated over 49,000 equipment operators and developed a VR Forklift Simulator Program to upskill over 600 workers since 2019.
- Introduced more than 50,000 students a year to supply chain employment opportunities in partnership with Junior Achievement and the ResourceMFG community.

## ENERGOS INFRASTRUCTURE



### **Energos owns and operates liquified natural gas (“LNG”) maritime infrastructure.**

- Through its flexible and rapidly deployed floating storage regasification unit (“FSRU”) fleet, Energos enables nations around the world to achieve energy security with cleaner burning liquid natural gas (“LNG”) as a fuel source.
- The Energos Grand initiated a plan to install a reliquefaction system which will capture and reliquefy excess boil-off gas that otherwise is needlessly burned as the vessel is idle. The system is expected to save around 20,000 MT of natural gas annually. This savings represents a potential emissions reduction of 55,000 MT of CO<sub>2</sub>e/yr and 130 MT NOx/yr.
  - The Energos Igloo FSRU site is located adjacent to several power generation facilities with significant wind and solar capacity (184 MW) and serves as the ideal location for commissioning a “first in fleet” conversion to fully electric shipboard operations (approximately 18 MW). Work is expected to be completed by end of May. Once commissioned, the vessel will most likely no longer need to run its fuel powered generators, potentially saving up to 38,000 MT of natural gas and 300 MT of diesel consumption annually. This savings represents a potential emissions reduction of up to 105,000 MT CO<sub>2</sub>e/yr and 300 MT NOx/yr.
- By facilitating the global trade of LNG, Energos is assisting the global transition away from coal as a primary fuel source for electricity generation. Energos’ vessels transport, store, and regasify natural gas for customers in all six continents.
- Energos’ corporate platform, with assistance from a leading sustainability consulting firm, has conducted a materiality analysis, established ESG data collection protocols, mapped reporting requirements, developed benchmark initiatives compared to peers, and identified best practices for ESG policies to prioritize transparency and communication regarding the company’s position and contribution to advancing the energy transition for current and future stakeholders.

F<sup>f</sup>

## FLEXGEN



### **FlexGen is a commissioning services and software technology provider for energy storage solutions globally.**

- Earned a Cleantech Innovation Award from the [Research Triangle Cleantech Cluster](#) for the deployment of battery energy storage systems in rural communities across North Carolina. FlexGen was also included in the [Best Tech Startups](#) in North Carolina list from The Tech Tribune.
- Experienced zero safety incidents in 2022.
- Performed monthly employee safety trainings via Zoom, covering topics required by regulatory agencies including OSHA.
- Committed to creating a safe work environment by performing periodic site audits, monthly trainings, daily hazard assessments, developing emergency preparedness plans, and hosting periodic safety meetings.

## FOUNDATION HOME LOANS



**Foundation Home Loans (“FHL”), the trading name of Paratus AMC Limited, is a specialist UK mortgage lender with a portfolio of specialty buy-to-let and owner-occupied mortgages on its balance sheet.**

- Started development of a dedicated ESG program that will be fully operational in 2023. In addition, FHL identified and commenced green initiatives in its lending program and is in the process of developing climate risk programs around management of its property-based portfolio.
- Provided additional compensation to staff with two supplemental payments to address cost-of-living increases.
- Completed DE&I training for all staff and benchmarked the status against which FHL will measure progress through the Elected Employee Forum (“EEF”).
- Developed a program of social initiatives which will be delivered through and with the support of employees during 2023 and beyond.
- Awarded a one-off 5% salary increase across all roles to help ease the impacts of high UK inflation.
- Opened an informal discussion group where staff can submit DE&I matters and improvement recommendations.
- Donated over \$10,000 to charitable organizations stemming from staff initiatives with funds matched by FHL.

## FREESTONE



### Freestone is a greenfield developer of energy infrastructure throughout the United States.

- The Freestone Renewables division develops solar and wind projects across the country to facilitate decarbonization of the power system:
  - Utility-Scale Projects: The company is developing 1,700 MW of utility-scale renewable generation across both wind and solar. At full capacity, these resources are capable of powering nearly 1.3M homes.<sup>2</sup>
  - Distributed Projects: The company also has a pipeline of over 400 MW of distributed generation capacity across several core U.S. markets. In addition to adding more clean generation, these make the grid more reliable and resilient by generating power closer to customers and relieving pressure on long-distance transmission lines. Most of the power from these projects is also sold directly to residential customers at a discount to traditional energy, giving households the ability to choose clean and affordable energy even if they do not have a rooftop that can support solar panels.
- The Freestone Midstream division develops essential water services infrastructure to oil & gas companies operating in the Powder River Basin in Wyoming. During 2022, the company:
  - Helped largest customer reduce freshwater usage by reusing 1.5M gallons (35,500 barrels) of produced water in 2022.
  - Significantly reduced fuel consumption and road impact by negotiating new surface pipeline transfer routes with landowners, eliminating over 1,400 trucking hours.
  - Improved the volume of water returned to the ecosystem through enhanced evaporation techniques employed at disposal facility and targeted at produced water storage. Total evaporated water volume increased by 36% year-over-year (33.6M gallons in 2022 v. 24.6M gallons in 2021).

2. 1,700 MW x (750 homes per MW) from <https://www.aiso.com/about/Pages/OurBusiness/Understanding-electricity.aspx>



## THE GI ALLIANCE MANAGEMENT, LLC



**GI Alliance is a physician-led and majority physician-owned gastrointestinal (“GI”) services organization supporting nearly 800 independent gastroenterologists operating in 13 states. In addition to providing operational support for practices, GI Alliance is working to unite gastroenterologists nationwide by aligning interests and improving patient care.**

- Appointed two DE&I Committees (Employees and Providers) in 2022 to provide ongoing education, incorporate cultural awareness into annual compliance training, and review regional diversity data.
- Created a Women’s Physician Committee with key focus areas including mentoring women physicians, physician wellness, DE&I, advocacy, women physician recruitment, and idea generation.
- Expanded safety training to cover workplace safety, exposure to biohazards, and active shooter drills.
- Hired a Director of Quality to collect patient safety data and expand workplace reporting metrics to capture workplace injuries and patient incidents.
- Contributed over \$215,000 to research and education for GI conditions and \$25,113 to the GI Alliance Employee Assistance Fund in 2022, which has distributed more than \$145,365 in grants to 194 GI Alliance employees since its inception in 2020.

## GREAT CANADIAN ENTERTAINMENT



**Great Canadian Entertainment is a gaming, entertainment, and hospitality operator in Canada with 25 properties in Ontario, British Columbia, Nova Scotia, and New Brunswick.**

- In 2022, the company generated over \$1.5B in gaming revenue, of which \$100M was paid to municipalities to support critical local programs, services, and infrastructure projects within host communities.
- Invested over \$1M in annual support for the City of Vancouver through a Community Benefits Agreement for initiatives like funding a childcare center, supporting green spaces in Hastings Park, and funding a learning center through Hastings Racecourse.
- Maintained RG Check Accreditation, the gold standard for responsible gaming practices, for all properties in Ontario, British Columbia, and Nova Scotia.
- Provided expanded resources and processes for leadership around Health, Safety, and Wellness program administration and management, incident reporting and investigations, first aid and emergency response preparedness, hazard identification, assessment and control programs with program-specific policies and procedures, and education and training.
- Throughout 2022, commenced initiatives towards the River Rock property becoming the first casino in Canada to receive the Rick Hansen Foundation Accessibility Certification (“RHFAC”) on March 1, 2023. The award illustrates the company’s commitment to accessibility and inclusivity for all team members and guests.
- Developed a comprehensive plan to roll out unconscious bias and cultural sensitivity training, an advancing gender diversity in leadership program, diverse recruitment partnership with a black, Indigenous, and people of color (“BIPOC”) search firm, and leadership training focused on cultivating inclusive work environments in 2023.

# Hh

## HERITAGE GROCERS GROUP

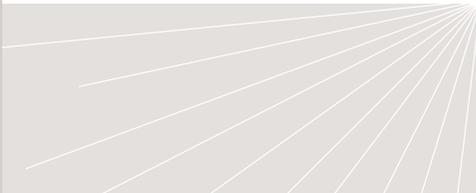


Heritage Grocers Group (“HGG”) is a Midwest and West Coast specialty/ethnic grocery retailer with 85 total stores in Illinois, California, Nevada, and Arizona under the Tony’s Fresh Market and Cardenas Markets banners. HGG provides a wide range of fresh, affordable, and culturally relevant foods to disproportionately low- to middle-income customers. By operating in underserved communities, HGG increases its customers’ access to nutritious foods, thereby contributing to their improved health and wellbeing.

- Offers a differentiated value proposition to customers with high-quality food at affordable price points while providing Hispanic and ethnic offerings that honor diverse cultural traditions that are often unavailable elsewhere locally.
- Reported share of sales from produce significantly above the industry average. By making healthy groceries more geographically accessible, Heritage helps increase its customers’ consumption of nutritious foods, thereby contributing to improvements in their health.
- Partnered with local food banks to donate food, reducing food waste and supporting local communities.
- Onboarded a carbon accounting system to track Scope 1 and 2 emissions across the portfolio. The system enabled the company to determine a baseline GHG intensity value and set go-forward targets to meaningfully reduce its carbon footprint.

# Ii

## IGT SOLUTIONS



**IGT Solutions (“IGT”) combines Digital and Human Intelligence to become the preferred partner for managing end-to-end customer experience journeys across travel and high-growth tech industries.**

- Sponsored participation of nine Olympic and Para-Olympic athletes by contributing 5M INR through partnership with [Olympic Gold Quest](#), a not-for-profit organization that works to provide equal access to Indian Olympians.
- Funded a solar plant for [India Earth Savors Foundation](#) shelter homes in Sohna Tehsil, Gurugram, Haryana, India. Similarly, IGT funded the installation of solar panels on healthcare centers in Pataudi Block in Gurugram, Haryana, India, through PHD Rural Development Foundation.
- Donated 2.45M INR to [Donate an Hour](#) and 3M INR to the [Sanshil Foundation](#) to promote education for underprivileged individuals.

## INGENICO



## INGENIO



**Ingenico is a global provider of payment terminals and related services & solutions.**

- Offered solutions to more than 90% of customers to recycle used payment terminals.
- Continued transitioning corporate vehicle fleet to electric or hybrid cars.
- Optimized the heating and cooling systems in the Ingenico headquarters, replaced standard bulbs with lower consumption bulbs, and installed motion sensors across numerous sites to automatically switch off the lights.

**Ingenio owns and operates a portfolio of market leading brands in the online advice and spiritual guidance market.**

- Fostered an engaged employee community with limited turnover by hosting town halls and various social events; promoting employee recognition, health, and wellness programs; offering employee learning and/or career development opportunities; and making available EAPs, along with remote working flexibility.
- Took a holistic approach to DE&I efforts by strategically incorporating education, accountability, and follow-up to achieve success. Some of these efforts include monthly cultural events, quarterly employee and leadership sessions, annual DE&I metrics, and tracking of diversity interviews.
- Donated over \$200,000 to community organizations including those combatting homelessness, and providing mental health coverage and relief to Ukraine.

## INVITED



**Invited is one of the largest owner-operators of golf, country, business, sports, and alumni clubs in the U.S.**

- Added six memberships to the Gateway Program in 2022, bringing total participants to 83. The Gateway Program removes institutional barriers to golf by providing access to premier golf courses and mentorship opportunities for underrepresented groups.
- Donated \$200,000 to three Dallas–Fort Worth area charities through the inaugural Invited Celebrity Classic, an additional \$1.9M to over 100 nonprofits through Charity Classic events held at Invited’s network of clubs nationwide, provided over \$29,000 of in-kind certificates through the corporate office to 67 nonprofit organizations to support their fundraising efforts, and matched over \$29,000 in donations through a special Invited fundraiser for the [Victims First Fund](#), resulting in over \$59,000 donated to the Fund.
- Invited’s [Employee Care Foundation](#) received over \$773,000 in donations for financial assistance to 272 Invited employees in 2022.
- Hosted 144 blood drives at Invited’s network of clubs nationwide to assist the American Red Cross, ranking second for American Red Cross’ top corporate blood drive sponsors for the second consecutive year.

K<sub>k</sub>

## KEM ONE

**Kem One is a European chlorovinyls producer with eight manufacturing sites across France and Spain.**

- Invested in a fleet of high-performance barges that will reduce CO<sub>2</sub> emissions generated in the transportation of a key product for Kem One by 2,000 tons per year.
- Launched a project to convert a major Kem One plant in the south of France to the latest production technology by the end of 2024, which will save 50,000 tons of CO<sub>2</sub> per year and enhance Kem One’s energy efficiency.
- Received a gold sustainability rating from EcoVadis, placing Kem One in the top 2% of the companies assessed.
- Scored 82/100 on the French Ministry of Labour’s gender equality index, including 37/40 on the gender pay gap index.

## LAPITHUS

Lapithus is a financial services and fully dedicated asset management company that primarily provides value-added asset and corporate management strategic advice and performance reporting for certain Apollo investments.

- Developed a new initiative to increase efficiency reporting metrics through the installation of Smart Meters on some portfolio properties.
- Began including ESG factors in the information pack provided to the Apollo Investment Managers at the underwriting stage.
- Developed a plan to create a dedicated ESG team in 2023.
- Worked with local asset managers to establish asset-specific ESG strategies.

## LECTA LIMITED

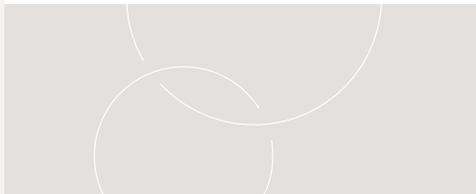
Lecta Limited is a premier supplier of papers for labels, flexible packaging, commercial printing, publishing, thermal printing, business forms, and self-adhesives.

- Committed to the EU Green Deal with a decarbonization target to reduce all CO<sub>2</sub> emissions by 40% by 2030.
- Finalized strategic goals for 2030 spanning Governance, Health and Safety, DE&I, HR, and recycling.
- Expanded ESG target measurements with new metrics including new hire data, employee wellness, training hours by employee population, and tons of landfill waste produced.
- Investing in a refuse-derived fuel boiler for the Condat mill in France which will be finished by mid-2024, driving significantly lower energy usage, waste, and emissions.

## LEGENDARY ENTERTAINMENT



## LIFEPOINT HEALTH



**Legendary is a media company with film, television and digital, and comics divisions dedicated to owning, producing, and delivering content to worldwide audiences.**

- Organized several activities to volunteer within the local community during Legendary Entertainment's 2022 Annual Impact Day, including planting more than 100 oak trees, collecting over 50 lbs. of trash from local beaches, creating newborn kits for families in Ukraine, donating hundreds of dollars' worth of supplies to an animal shelter, and preparing over 130 food packages for a local homeless youth provider. Additionally, the company hosted a Thanksgiving food drive and holiday wish drives for local families in need.
- Arranged employee engagement activities to enhance team-building opportunities over the course of the year, including group fitness classes, company-wide mentorship programs, an annual wellness fair, communal subsidized meals for cross-divisional collaboration, and more.
- Focused on ensuring all hiring searches include 50% diverse candidates, wherever possible.
- Rebranded ERG "Legendary Voices," to identify opportunities to celebrate diversity and amplify voices, creating inclusion through speakers, events, education, and community.

**LifePoint Health is a healthcare provider that serves patients, clinicians, communities, and partner organizations across the healthcare continuum. The company has a growing diversified healthcare delivery network comprised of approximately 50,000 dedicated employees, 62 community hospital campuses, more than 50 rehabilitation and behavioral health hospitals, and more than 200 additional sites of care, including managed acute rehabilitation units, outpatient centers, and post-acute care facilities.**

- Provided more than \$1.1B of charity and uncompensated care in 2022.
- Invested \$56M since 2020 on energy reduction projects, including LED lighting, retro-commissioning and building controls, HVAC upgrades, and building analytics.
- Received the Blueprint of the Future Award for innovative design to reduce carbon footprint. LifePoint has reduced run-rate electricity utilization of 42.3M kWh, natural gas consumption of 1.5M Therms, and GHG emissions of 35.3 MT of CO<sub>2</sub> per year.
- Fostered significant and sustainable improvement in quality through Lifepoint's National Quality Program, reducing system-wide harms and improving patient satisfaction (Lifepoint hospitals have experienced a 49% reduction in aggregate harm across 13 measures since 2014).
- Named as a top five Most Trustworthy Companies in America in 2023 by Newsweek within the health care and life sciences industry.

## LOTTOMATICA



**Lottomatica is an integrated gaming operator based in Italy.**

- Received the #1 ESG rating globally across the Consumer Services industry from Sustainalytics — making Lottomatica the only Consumer Services company, out of 480, to reach a negligible risk rating.
- Founded the Lottomatica Foundation in 2022 to give back to the community by supporting non-profit, educational, and philanthropic programs focused on major issues facing society, the economy, and sustainable development through study, research, training, and education initiatives.
- Strengthened DE&I program in accordance with UN SDG guidance to reach greater workforce equality, starting with reducing the gender pay gap to zero by 2030.
- Trained 100% of customer support teams and 100% of direct gaming hall teams on responsible gaming in 2022, as part of a formal commitment to promoting responsibility.

Mm

## MAFTEC



**MAFTEC is one of the world's largest producers of polycrystalline wool, a ceramic fiber product with high temperature stability and mechanical strength used in a wide range of thermal applications up to 1,600°C. The company currently serves both industrial and auto end markets.**

- Reused and sold 493 tons of remnant and excess production materials that otherwise would have gone to waste.
- Optimized production schedules to minimize energy consumption per production volume. As a result, electricity consumption rate (kWh/kg produced) dropped by 13% in Q4, compared to Q1.
- Reported zero work-related injuries or incidents in 2022 due to robust health and safety programs.

## MAISONS DU MONDE



## MAXIM CRANE WORKS, LP



**Maisons du Monde (“MdM”) is a French-headquartered, pan-European home décor and furniture brand with 357 stores across 9 countries, about 60% of which are based in France.**

- Used 92% renewable sources for sourcing energy throughout the year across operations, with 99.7% of stores supplied with renewable energy and 58% of waste produced sorted for recycling.
- Reduced GHG emissions associated with downstream transportation of products by implementing bulk cargo loading, resulting in a reduction of 1,676 MT of CO<sub>2</sub>e. Transitioned the transportation of almost all deliveries to stores in the Paris region to rail. Added geolocation monitoring to the entire fleet to identify and reduce empty journeys, resulting in a 12% average reduction of fuel consumption from 2021 to 2022.
- 30% of MdM products are included in the company’s “Good is beautiful” collection of products that are sourced responsibly, made in Europe, and/or have a reduced environmental impact.
- Donated over \$1.7M and raised over \$500,000 from customers rounding up at checkout for charitable organizations supporting forest and tree preservation projects around the world.

**Maxim Crane Works, LP, is one of the largest lifting solutions businesses in the United States.**

- Implemented “5S,” a workplace organization method, and “Operational Excellence” programs in 2022 to achieve maximum efficiency and safety practices for a consistent industry-leading customer experience.
- Drove wide-scale branch cleanup efforts that resulted in 4,136 tons of scrap being recycled, a 70% increase over the Company’s 2021 scrap recycling results.
- Rolled out a new Regional Operational Excellence individual training program that reached 38 of 60 branches with all locations scheduled to be 5S certified by June 1, 2023.

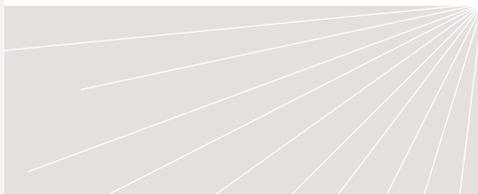
## MESQUITE ENERGY



**Mesquite Energy is an independent oil and natural gas exploration and production company focused on the development of its properties in the Eagle Ford Shale in South Texas.**

- Flared less than 0.3% of the gross gas it produced in 2022, which is a greater than 90% improvement over industry-wide flare rates of approximately 4%.<sup>3</sup> To continue making progress, tank vapor recovery (“TVR”) units were implemented as a way to recover, rather than combust, hydrocarbon vapors naturally extracted during the production process.
- Achieved a Total Recordable Incident Rate (“TRIR”) of 0.38, an approximate 70% improvement over industry averages of around 1.2. Mesquite has achieved these results through a deliberate focus on safety trainings and audits, hazard/risk assessments, and establishing new working groups throughout the organization.
- Donated \$18,250 to charitable organizations.

## MIDCAP FINANCIAL



**MidCap is focused on direct lending opportunities in the senior secured credit market across a diverse range of industries and asset classes.**

- Implemented a new ESG diligence checklist and assessment framework for all new underwritings, an ESG scorecard for each portfolio company, and have begun tracking ESG engagement across all borrowers on an ongoing basis.
- Launched a new Climate & Energy Transition vertical focused on investing in businesses broadly supporting the mitigation of climate change through decarbonization, climate resilience, and sustainability.
- Utilize Trumpia for Emergency Text Messaging and conducts quarterly testing with all enrolled employees.

## MILLER HOMES



**Founded in 1934, Miller Homes is one of the largest privately owned UK housebuilders. The business model entails acquiring land, obtaining planning consents, managing development, and selling the homes.**

- Donated £110,000 to local communities through Miller Homes’ Charitable Fund to support employee wellbeing, the environment, education, and local sports. This is an employee-led fund with the autonomy to direct the funds distribution.
- Revamped waste management processes to reach 98% diversion rates from landfills versus a group average of 75%.
- Named “Platinum Grade” in 2022 by Investors in People (“IIP”). This is IPP’s highest recognition and is awarded to companies that demonstrate high performance across a range of employee-focused assessment criteria, including an approach to leadership, support, and development of staff attainment.

3. Environmental Defense Fund, 2020. [https://legacy-assets.eenews.net/open\\_files/assets/2020/04/23/document\\_ew\\_03.pdf](https://legacy-assets.eenews.net/open_files/assets/2020/04/23/document_ew_03.pdf)

## NEW ERA CAP



New Era is a brand of choice in the worlds of sport, fashion, music, and entertainment. The Company is headquartered in Buffalo, N.Y., and its products are sold in more than 120 countries. New Era is a family-owned brand founded in 1920 and is the exclusive provider of official on-field/court caps for major sports leagues.

- First accredited in 2007, recognized as a [Fair Labor Accredited](#) company in 2022, which verifies the protection of manufacturing workers' rights in accordance with the Fair Labor Association's internationally recognized labor standards.
- Optimized energy efficiencies by purchasing high efficiency or Energy Star machines when replacing equipment.
- Generated solar/wind electricity to power 25% of corporate headquarters' energy usage, providing approximately 394,000 kWh annually.
- Donated nearly 1M pieces of headwear and apparel to various global charities and organizations in 2022.
- Corporate philanthropy totaled \$844,800 and employees logged 600 volunteer hours in 2022.

## NEW HOME CO.



The New Home Company Inc. ("New Home Co.") is a Western U.S. homebuilder focused on the design, construction, and sale of consumer-driven homes within select growth markets.

- Installed energy efficient specifications such as LED lighting, smart thermostats, ENERGY STAR appliances, and others in New Home Company new homes. New Home Co. homes have an average Home Energy Rating System ("HERS") score of 44.67, which is more energy efficient compared to the average new home HERS score of 58 and nearly three times better than the average resale home HERS score of 130.
- Provided all team members with unconscious bias, harassment, and discrimination prevention training through EverFi to promote fair hiring processes and reduce negative effects of bias in the workplace.
- Diversity & Inclusion Council, formed in 2021, authored one to two "Better Together" recognition spotlights per month in 2022 to promote awareness on diversity and inclusion topics.
- [2022 Sustainability Report](#)

## NEWFI LENDING



**Newfi is a technology-driven multi-channel mortgage lender reshaping the borrowing experience for homeowners through a combination of proprietary technology and product innovation.**

- Began developing an accredited social impact lender certification through the National Association of Minority Mortgage Bankers of America (“NAMMBA”).
- Participated in a cultural outreach overview session with NAMMBA to increase diverse recruitment and education efforts.
- Improved existing cybersecurity programs and increased employee training and awareness communications around these processes.

## NORTHWOODS ENERGY



**Northwoods is an independent exploration and production company focused on the acquisition and development of oil and natural gas properties in the Powder River Basin in Wyoming.**

- Recycled 16,986 m<sup>3</sup> of water in 2022 through a water recycling facility in Converse County, Wyoming.
- Performed Leak Detection and Reporting quarterly — twice as often as required by law.
- Reported zero work-related injuries in 2022 due to successful health and safety policies and trainings.
- Head office is located in LEED certified building.

## NOVOLEX



**Novolex is a supplier of plastic, paper, and multiple other bio-based packaging products in North America and Europe, serving customers that operate in two segments: Food & Delivery and Performance Solutions.**

- 48% of raw materials are currently from post-consumer recycled, bio-based, or renewable sources. Novolex operates two vertically integrated world-class resin recycling facilities with several strategic partnerships and acquisitions in the pipeline to further expand usage of recycled materials. This year, Novolex announced a \$10M investment to expand the capacity of these facilities to divert more polyethylene film from landfills.
- Executed the largest sustainability-linked financing in North America to date in 2022, which is tied to Novolex’s commitment to a 30% reduction in greenhouse gas emissions by 2030 from a 2019 baseline. The company implemented a carbon accounting system and review of emission reduction strategies as a part of its commitment to achieving the target.
- Enhanced the Novolex Supplier Code of Conduct in 2022 expanding supplier human rights and environmental obligations. All suppliers are required to register through a new supplier management platform that surveys suppliers on ESG topics.

Oo

## OLDENBURGISCHE LANDESBANK

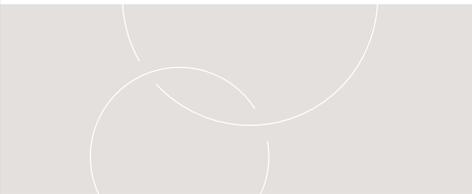


**Oldenburgische Landesbank (“OLB”) is a provider of commercial and corporate banking services based in Germany.**

- Appointed a Head of Sustainability in August 2022.
- Spent \$790,000 on charitable projects geared towards improving the wellbeing of local youth, including sponsorship of a playground for children with disabilities, a children’s book fair, and a youth equestrian festival.
- Supported employee remote work efforts by distributing used office furniture from sold office space to improve employees’ home offices.
- Recipient of the prestigious “ESG Transformation Award” in the “Transforming the Organization” category for “... a very consistent ESG Transformation Strategy [in 2022]” with a “clear target framework with KPIs and the combination of digitization and ESG.”
- [Non-Financial Report 2022](#) (Available in German only).

Pp

## PETROS PACE FINANCE



**Petros PACE Finance is a nationwide provider of Commercial Property Assessed Clean Energy (“C-PACE”) financing to commercial property owners and developers.**

- Helped commercial property owners and developers lower energy costs, reduce carbon footprint, and increase property values through installing energy- and water-saving building measures, renewable energy, and, in some states, making climate resiliency improvements.
- Funded transactions that have contributed to the lifetime project energy savings of over 1.9B kilowatt-hours, nearly \$855M in projected savings for property owners and towards the reduction of 1.1M metric tons of greenhouse gas emissions throughout the country since Petros’s founding in 2013.
- Employees donated and volunteered time by hosting and contributing to a back-to-school drive for kids in the welfare system and a Toys for Teens Christmas gift drive for teenagers in foster care.

## PLANETCAST



**Planetcast is a media services provider offering technology-led managed services to the broadcasting industry in India and neighboring nations.**

- Worked with organizations engaged in assisting underprivileged children and athletes that need financial support as part of its CSR program.
- Installed LED lighting, motion sensors, and equipment controls to monitor energy consumption and management to make industrial, manufacturing, and distribution processes more efficient.
- Promoted awareness and controlled waste disposal by keeping better track of the use of paper in all its departments with the philosophy that the more employees are aware of how much paper they use, the more likely they will be to reduce and conserve.

## PRIMAFRIO



**Primafrio is a temperature-controlled infrastructure and logistics company operating in more than 25 countries throughout Europe and the UK.**

- Primafrio has a dedicated R&D and ESG team focused on sustainability initiatives and is working towards a 2030 net-zero carbon emissions target. The business collaborates with blue-chip partners on ESG initiatives, including Amazon, IBM, MIT, Iberdrola, and other leading energy and hydrogen producers worldwide. They are committed to 13 of 17 goals detailed in the United Nations' 2030 Agenda for Sustainable Development and are supporting hydrogen supply corridor initiatives as the official tester and technology validator on the European Commission's ZEFES project.
- The Company uses renewable energy management systems, motion sensors, and equipment controls to monitor and manage energy and water consumption using predictive models. For 2022, across its cold logistics facilities, the business generated 7,572,511.10 kWh of renewable energy and approximately 70% of its total water consumption at its headquarters was reused/ recycled water.
- Through its annual fleet renewal program, Primafrio has reduced nitrogen oxide ("NOx") emissions by 80% and particulate matter emissions by 66%, and has achieved an 8% fuel economy by using engines meeting the Euro VI emission standard. In addition, Primafrio is promoting European Commission projects in close collaboration with an OEM in which multimodal and zero-emission vehicles are tested in open roads for improving both legislation and infrastructure needs. Today, Primafrio is the first European company to acquire 15 battery electric vehicles ("BEV") in the heavy-duty long haul operations segment.

R<sub>r</sub>

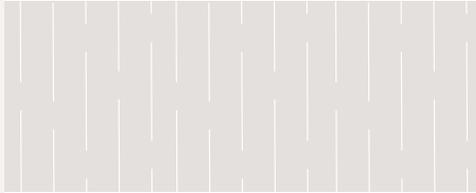
## RACKSPACE



**Rackspace is a data center services provider.**

- Committed to achieving net zero carbon emissions by 2045, five years ahead of the UN Paris Agreement on Climate Change ambition, to limit the global warming of the planet to 1.5 degrees Celsius, compared to pre-industrial levels.
- Employees at Rackspace ("Rackers") raised more than \$53,000 for food bank organizations around the world and hosted a food distribution event for nearly 500 families in collaboration with the San Antonio Food Bank provisions.
- Rackers volunteered a total of over 20,300 hours in their local communities at schools, non-profits, emergency relief centers, and more.
- Electricity consumed in the Slough, UK, data center and London headquarters is 100% Renewable Energy Guarantees Origin ("REGO")-backed.

## REDDING RIDGE ASSET MANAGEMENT



## RENO DE MEDICI



**Redding Ridge Asset Management is an independently managed affiliate of Apollo specializing in structured credit, with two principal businesses: CLO Management and Partnership Investments.**

- Provided receptacles for in-office waste recycling and encouraged employees to make use of them as much as possible.
- Encouraged work from home on Fridays and communicated remote work flexibility to accommodate family circumstances, as needed.
- Fostered company culture and employee engagement by hosting regular social events like catered lunch for those in the office, holiday parties, and various social outings.
- Including shared employees with Apollo, Redding's C-suite consists of 60% women.

**Reno De Medici ("RDM Group" or "RDM") is one of the largest producers and distributors of recycled cartonboard in Europe, with core markets in Italy, France, and Spain. The company's products are used in packaging for food, pharmaceutical, cleaning, and other products, and it plays a key role in the circular economy by transforming wastepaper into recycled cartonboard.**

- Strategic operational initiatives led to year-over-year reductions in carbon and wastewater intensities.
- Installed new washing machines at select mills, which recover usable fiber from the internal waste system, maximizing the preservation of raw material and reducing waste.
- Worked with product manufacturers across industries to develop innovative recycled cartonboard packaging in lieu of less sustainable alternatives. Won a European Carton Excellence award for an eco-sustainable line of packing for multi-sockets, conceived in partnership with Lucaprint.
- Won the 2022 Risk & Safety Global Pulp and Paper Industry ("PPI") Award, awarded to companies that have been innovative in their approach to safety.
- [2022 Sustainability Report](#)

## SAPPHIRE GAS SOLUTIONS



Sapphire is a Conroe, TX-based provider of mobile liquefied natural gas (“LNG”) and compressed natural gas (“CNG”) logistics, equipment, and services across the continental United States.

- Formed an ESG committee to research and implement sustainable practices across the business. The committee started a Cross-Compression Service division that focuses on reducing emissions associated with the maintenance and repair of natural gas pipelines. The committee also generated several ideas to optimize transportation services and other carbon-generating business functions.
- Launched a Cross-Compression Service division in early 2022 to help public utility customers reduce harmful GHG emissions, resulting in over 100M cubic feet of avoided methane emissions or roughly 8,800 metric tons of CO<sub>2</sub>e reduced.
- Transported 236,000 cubic feet of carbon-neutral Renewable Natural Gas (“RNG”) from dairy farms and landfills to the grid in 2022.

## SCIONHEALTH



ScionHealth, created in late 2021, is a facility-based national healthcare services provider operating in 18 communities and 76 specialty hospitals across 28 states.

- Established the ScionHealth National Quality Program, which is focused on ensuring the highest quality of patient care and safety across all ScionHealth facilities and solidifying ScionHealth’s role as a national leader in healthcare quality.
- Implemented a scorecard-based points system across all ScionHealth facilities, measuring performance across six key domains of care — equitability, patient-centricity, effectiveness, safety, timeliness, and efficiency — otherwise known as the “ScionHealth Six.”
- Created an inclusion and equity strategy to intentionally include and support diverse voices within ScionHealth, which includes ERGs, a mentorship program, and the [Scholarship of Hope](#).

## SHUTTERFLY



**Shutterfly is an e-commerce platform and manufacturer of personalized photo-based products, and one of the largest providers of school photography services, dedicated to helping capture, preserve, and share life's important moments.**

- Donated \$1,771,996 in cash, grants, in-kind product, and materials at a corporate level with employees contributing over 700 volunteer hours and \$4,320 to personal causes via the Employee Hardship Fund.
- Launched the [Open Door Project](#) in 2022 to help people access and celebrate milestones through partnerships, programs, grants, and employee volunteerism. This platform comes to life through company-wide efforts, local chapter engagements, their Lifetouch Memory Mission, and their Employee Hardship Fund.
- Continued developing a strong waste diversion program relying on recycling and reusing to maintain a 75% diversion rate. Reinforced the importance of good recycling practices through general training and on-the-job training, signage, and audits across all manufacturing sites. Recycling rates were increased by 1% from 2021 to 2022 by improving and expanding recycling and reuse programs.

## SMART START



**Global IID Holdco, LLC and its affiliates (“Smart Start”) is a provider of alcohol monitoring programs utilizing ignition interlock devices (“IIDs,” car breathalyzers that prevents a vehicle from starting if the driver has a specific amount of alcohol detected in their breath) for DUI offenders.**

- Served on the Executive Committee of the National Alliance to Stop Impaired Driving to support efforts to end impaired driving through improved detection, innovative programs and technologies, and system reform. Advocacy efforts have in recent decades successfully pushed for stricter DUI laws.
- Worked alongside key traffic safety advocates such as AAA, Mothers Against Drunk Driving (“MADD”), the National Safety Council, and Students Against Destructive Decisions (“SADD”) to advocate for ignition interlock legislation.
- Entered an agreement with a Texas-based recycler to ensure the responsible recycling of devices returned through the company's system. In the first year of the partnership, the company recycled over 70% of devices. The recycler is a member of the ISRI, a recycling industry group that promotes safe, economically sustainable, and environmentally responsible recycling.

## SUMMIT RIDGE ENERGY



**Summit Ridge Energy (“SRE”) is an owner-operator of community solar assets in the U.S.**

- Generated 193,856,653 kWh of solar assets in 2022 — this is equivalent to removing 29,602 gas-powered cars from the road for one year.
- Operated two low-to-moderate income (“LMI”) solar projects with a total of 1.1 MWdc allocated to residents. This equates to about 157 LMI residents powered by SRE. For assets under SRE control, the company had an additional 98 MWdc of project capacity allocated to LMI customers in Illinois, Virginia, and Maine, enough to power about 14,000 additional LMI customers.
- Launched a [“Sustainability Hub”](#) on Chicago’s West Side to educate 10,000+ residents over the next 10 years on clean energy training. SRE will inject \$600,000 into the partnership over the next two years and look to prioritize the training of veterans, returning citizens, and high school-educated residents from underserved communities.
- Developed a site-based evaluation and onsite analysis to determine endangered species, wetlands, geotechnical, and other risks to help inform the design of the site to appropriately prepare for the anticipated climate. This reduces long-term operations costs and maintenance, increases efficiency of solar panels, supports biodiversity and local pollinators, and more.

## SUN COUNTRY AIRLINES



**Sun Country Airlines is a hybrid low-cost air carrier that focuses on serving leisure passengers, charter customers, and cargo services, with flights throughout the United States and to destinations in Canada, Mexico, Central America, and the Caribbean.**

- Sun Country continues to look for ways to reduce the amount of jet fuel consumed, including maximizing the number of seats on each aircraft (which makes each flight as fuel efficient as possible), conserving fuel by only flying when and where demand exists, and utilizing fuel efficient operations, such as single engine taxiing while the aircraft are on the ground.
- Developed new hiring programs for military veterans, members of the National Guard, and reservists, which more than doubled the percent of new veteran hires in 2022 versus 2021. The company partnered with several organizations to make this possible, including the Organization for Black Aerospace Professionals (“OBAP”), the Professional Asian Pilots Association (“PAPA”), the National Gay Pilots Association, and Women in Aviation (“WIA”).
- Diversified the Board of Directors to be comprised of 50% female and racially diverse members as well as independent directors.
- Served as the travel partner for Make-A-Wish Minnesota, serving as their travel partner to help fulfill wishes to children with critical illnesses.

## SUPPLEMENTAL HEALTH CARE



**Supplemental Health Care (“SHC”) is a provider of healthcare staffing, offering a range of services and professionals across both acute and non-acute settings. By supporting nurse staffing, the company is helping to increase access to care, decrease wait times, and improve health outcomes for patients while also providing attractive employment options for talent in the industry.**

- Achieved talent Net Promoter Scores (“NPS”) of over 60%, which have remained significantly above industry averages of 19%. NPS are indicative of satisfaction and are correlated to improved care quality and patient outcomes.
- Created a new dedicated impact division, whereby the company aims to directly increase access to care by increasing the skills of existing professionals and adding new healthcare professionals to the labor force.
- Launched an internal diversity committee, hired a diversity-focused recruiter, and established diversity-focused ERGs led by employees. SHC continues to have a higher share of diverse clinician talent at 45% compared to the broader RN average of 22%.

# T<sub>t</sub>

## TAKKION GROUP



**Takkion is a pure-play provider of logistics, field support, and technical repair services to the renewable energy industry.**

- Reported industry-leading safety scores across the workforce a TRIR below industry average (1.54 v. 2), and Days Away Restricted or Transferred (“DART”) rate of zero. At Takkion’s subsidiary, RENEW Energy, the DART rate was zero and out of nearly 700,000 hours worked in 2022, there were no lost time incidents.
- Developed new employee engagement surveys with an 83% response rate, resulting in concrete action plans for improving the employee experience. 70% of employees agree or strongly agree that they are satisfied with the investment that subsidiary RENEW Energy has made in training and education.
- Earned a [Global Wind Organization \(“GWO”\)](#) training certification at select facilities, awarded to companies who offer the very best in technical skill, expertise, and safety while maintaining industry standards across the board.

## TD SYNEX



## THE FRESH MARKET



## THE MICHAELS COMPANIES



**TD SYNEX is a distributor and solutions aggregator for the IT ecosystem.**

- Launched a sustainability training program focusing on two modules: “Sustainability Essentials” and “Circular Economy.”
- Submitted an inaugural CDP assessment.
- Committed to achieving net-zero GHG emissions in global operations by 2045 and will submit near-term Science Based Target initiative (“SBTi”) emissions targets in 2023 for approval.
- Committed to planting a tree for every existing coworker and every new coworker onboarded with the company. To date the company has planted 30,256 trees planted in East Africa through its ongoing partnership with [Treedom](#).
- [2022 Corporate Citizenship Report](#)

**The Fresh Market (“TFM”) is a high-end specialty grocer operating primarily in the Southeast U.S.**

- Continued to develop and implement DE&I initiatives in 2022, which included creating a new Business Resource Group (“BRG”) for Latinx employees, Inspiradores. TFM’s other BRGs include WAVE for women, FAM for parents and caregivers, PRIDE for LGBTQIA+ employees and BLLAC for Black employees and descendants of the African diaspora.
- Piloted a mentorship program to promote diversity among store management teams, consisting of over 68% women and over 40% ethnically diverse participants. Donated \$426,393 and 3.2M lbs. of food to Feeding America to fight hunger and food insecurity.
- Partnered with [World Central Kitchen](#) to launch “TFM Cares,” a new program that allows employees to donate to an employee assistance fund to help their fellow colleagues in need.
- Contributed \$4,000 to the Greater High Point Food Alliance, \$6,000 to the United Way of Greater Greensboro, \$25,000 to the International Civil Rights Center & Museum and \$75,000 to the NAACP’s Legal Defense and Educational Fund, Inc.

**The Michaels Companies (“Michaels”) is one of the leading arts and crafts retailers in North America.**

- Launched [first ESG website](#) in 2022.
- Listed as a premier member according to [EnergyStar](#) and achieved 15 newly certified facilities in 2022.
- Diverted more than 31,573 MT of waste from landfills in 2022.

## THE VENETIAN RESORT LAS VEGAS



## TIDEWATER LOGISTICS



The Venetian Resort Las Vegas<sup>4</sup> is an iconic Las Vegas Strip property and one of the largest integrated resorts in the world. The Venetian features three luxury hotel towers offering guests an array of gaming, entertainment, shopping, and dining experiences.

- Partnered with organizations including [The Just One Project](#), [Spread the Word Nevada](#), [Three Square](#), [Green Our Planet](#), and [Share Village](#) to support community initiatives such as hunger, homelessness, education & development, as well as other team member supported causes in the Las Vegas Valley.
- As part of its food donation program to reduce food insecurity in Southern Nevada, donated 60,450 meals to 8 local non-profits, along with 200,000 lbs. of materials from conventions to an additional 15 local non-profits in 2022.
- Achieved LEED Gold Recertification in 2022 at the Venetian Convention and Expo Center. By using renewable energy certificates, the company is able to offset 100% of the company's carbon electricity emissions from electricity.

Tidewater Logistics is a provider of transloading and logistics services for frac sand used in oil and gas extraction.

- Reduced over 50% of transportation fuel consumed in 2022 compared to 2021 by limiting use of company fleet, improving maintenance, and upgrading vehicles.
- Reported no incidents, injuries, nor lost time due to robust safety policies and trainings in 2022.
- Conducted environmental impact studies before taking on additional activities or expansions into new sites to assess and reduce potential negative effects.

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4. The Venetian is used under license.

## TOTAL OPERATIONS AND PRODUCTION SERVICES



**Total Operations and Production Services (“TOPS”) is a provider of contract gas compression services for customers throughout the Permian Basin, operating over 250,000 horsepower with a focus on electric-driven compression systems that offer customers improved performance and reduced emissions.**

- Deployed 250+ new electric drive compressor units to customers in 2022, displacing traditional combustion-driven equipment and reducing customers’ oilfield emissions profiles.
- Joined the Odessa Chamber of Commerce and created 38 additional skilled labor roles in 2022, providing enhanced engagement with local residents and an opportunity to support local job growth.
- Played an active role in supporting childhood learning initiatives across local communities, including charitable donations to the New Mexico Public Library and Communities in Schools of the Permian Basin program.
- Avoided 2,032,285 metric tons of gross CO<sub>2</sub> emissions in 2022, equivalent to removing 441,802 gas-powered cars from the road for one year.

Uu

## U.S. ACUTE CARE SOLUTIONS HOLDINGS



**U.S. Acute Care Solutions Holdings (“USACS”) is one of the largest integrated acute care platforms in the U.S. and is majority owned by its physicians.**

- Expanded senior-level oversight of both the employee experience and DE&I efforts, and increased tracking on the progress of DE&I metrics. In a recent company-wide survey, employees rated two of USACS’ top five organizational strengths as 1) the ability to take appropriate actions in response to incidents of discrimination or harassment and 2) a supportive and inclusive work environment. The Company also rated highly on support of DE&I by leadership and unbiased pay and promotion.
- Hosted regular town halls and employee social events, providing employee health and wellness programs and EAPs as well as offering learning and development programs and mentorship programs. Additionally, the Company is approximately 98% physician and management owned, which creates a culture of clinician empowerment.
- Installed LED lighting and motion sensors to reduce energy consumption throughout facilities, reducing its emissions footprint.

## US WIND



**US Wind is an offshore wind development company that established a leading position as a first mover by acquiring offshore leases in Maryland and New Jersey.**

- Continued developing the first two phases of a project (“MarWin”) with 1.1 GW of total capacity off the coast of Maryland. This project is undergoing a full environmental review, the final stage of the federal permitting process by the Bureau of Ocean Energy Management (“BOEM”).
- Phase One of the project (“MarWin I”) is expected to deliver approximately 300 MW of electricity, which will be enough electricity to power as many as 92,000 homes a year, reducing emissions of carbon dioxide and other harmful air substances. Once fully built, the entire 1.8 GW of capacity of the project will be sufficient to power as many as 650,000 homes a year, more than the entire population of Baltimore, MD.
- Given the scale of the project, US Wind expects to invest \$100M+ in port infrastructure and the local community in addition to supporting 1,300+ jobs in Maryland during the construction and operational phases.

## UNIVERSITY OF PHOENIX



**Founded in 1976, the University of Phoenix is one of the longest-running online post-secondary education providers in the U.S. The University offers undergraduate and graduate degrees, professional development programs, and career support to almost 80,000 students.**

- Continued with a remote working environment, allowing employees the option to work from the headquarters if they prefer. This has contributed to employee engagement scores remaining consistently above Glint’s national benchmarks.
- Strengthened employee support by implementing changes based on employee engagement surveys, such as conducting additional leadership training; ensuring an active intranet for staff, alumni, and faculty; encouraging use of recognition platforms; hosting benefit fairs, ERGs, inclusive café Zoom meetings, and other employee engagement opportunities in 2022.
- Provided an Emergency Response Guide and a Crisis Playbook to help campus leadership, field leaders, and stakeholders prepare for, respond to, and recover from any disruptions to their facility, team, or campus operations.



## VACUUMSCHMELZE



**Vacuumschmelze is a manufacturer of magnetic alloys and rare earth permanent magnets and inductive components.**

- Recycled 10.1M cubic meters of water used in operations in 2022.
- Increased renewable electricity usage to 10% of total power consumption.
- Prioritized renewable energy usage by purchasing unbundled Renewable Energy Certificates (“RECs”), executing power-supply agreements that include RECs, and participating in Green Tariff programs through local utilities providers in 2022.

## VALLOUREC



**Vallourec is a global manufacturer of steel tubular solutions.**

- At the end of 2022, 100% of Vallourec’s sites were certified to ISO 14001 and 97% to ISO 45001.
- Committed to reducing both direct and indirect CO<sub>2</sub> emissions by 25% in 2025 compared to 2017 (trajectory validated by SBTi at “Well above 2°C” level) and -35% product intensity in 2035 compared to 2021.
- Launched the Climate Challenge project to tackle climate imperatives through a cross-functional plan with support from upper management.
- Set a target to have 30% of management positions held by women by 2027.

## VENERABLE



**Venerable provides innovative risk transfer solutions to variable annuity issuers.**

- Employees engaged with their local communities, with volunteer hours increasing 73% in 2022 from the prior year, and a 19% increase in employees participating in volunteer opportunities. Annually, the organization hosts a “Month of Service,” encouraging volunteerism and providing opportunities to give back.
- Continued implementation of pulse check survey to gather ad hoc feedback in tandem with annual employee survey to measure satisfaction. “No-Meeting Fridays” practices allow for dedicated work time and peer engagement, while monthly “Building Connections” meetings allow employees to engage more directly in small groups with senior leadership.
- Supported DE&I programming that includes workstreams dedicated to employee education and perspective seeking, HR practices, training, and community investments. Employees regularly participate in DE&I-focused book club discussions, speaker series events, and volunteer-related opportunities.
- Member of the [CEO Action for Diversity & Inclusion](#) and sponsor to the [International Association of Black Actuaries \(“IABA”\)](#), [National Association of Black Accountants \(“NABA”\)](#), [Society of Black Actuaries](#), and [Gamma Iota Sigma](#).

## VENTIA



Ventia is one of the largest essential infrastructure services providers in Australia and New Zealand. It operates across a broad range of industry segments, including defense, social infrastructure, water, electricity and gas, environmental services, resources, telecommunications, and transport.

- Increased employment opportunities and support for the transition to employment for people with disabilities, including employing over 150 individuals with disabilities in a variety of roles including help desk, administration, data analysis, and other maintenance services.
- Committed to reconciliation and respectful engagement with Australia's Indigenous people, spending a \$107.3M with Indigenous enterprises in 2022 through engagement with 165 Aboriginal and Torres Strait Islander suppliers.
- Partnered with Yarra Energy Foundation to [build one of the first inner-city community batteries](#) ever installed in Australia.
- Committed to setting SBTi targets to reach 100% renewable electricity use and transition 100% of the light vehicle fleet to be hybrid or electric by 2030. Achieved a 10.6% year-over-year reduction in overall emissions during 2022.
- [Sustainability Report 2022](#)



## WEST TECHNOLOGY



West Technology is a global provider of technology-driven communication services and workflows tools that help clients more effectively communicate, collaborate, and connect with their audiences through a diverse portfolio of solutions.

- Notified, a West Technology business, expanded coverage options available to its press release distribution network, GlobeNewswire, into three new ESG circuits (ESG North America, ESG Europe, ESG APAC) with a carefully curated list of journalists and media outlets who have a special interest in ESG.
- Expanded corporate engagement with West's ERGs including Women of West, Veterans of West, the Black Professional Association, and West Young Professionals. These four groups continue to advance West's DE&I strategies via formal development, charitable giving, and policy/process changes.
- Donated \$120K+ to 55 different charities through West's philanthropy arm, West Foundation. These donations further the Foundation's mission to promote health, wellness, and education.

## WHEELS



**Wheels is a provider of comprehensive fleet management solutions, managing over 800,000 vehicles in North America and over three million vehicles in 59 countries worldwide in partnership with ALD Automotive.**

- Expanded client analytics tools to measure and model CO<sub>2</sub> emissions and reduction efforts that allow customers to track and monitor their progress, thus improving the company's own ability to track and improve Scope 3 emissions.
- Supported the daily use of over 1,800 Battery Electric Vehicles and 1,200 Plug-in Hybrid Electric Vehicles in clients' fleets in addition to offering educational resources to help advance their fleet electrification journey.
- Engaged with employees through social events, volunteer opportunities, recognition, and mentorship programs, and teambuilding events to familiarize the workforce across departments.

Y<sub>y</sub>

## YAHOO



**Yahoo is one of the world's premier global technology and media companies, comprised of iconic internet brands including Yahoo Finance, Yahoo Sports, and Yahoo Mail, a stable monthly subscription business for value-added internet services, and a leading advertising technology platform.**

- Participated in the [Global Network Initiative's](#) ("GNI") fourth assessment cycle, where an independent assessor conducted a robust review of Yahoo's policies and procedures for implementing the GNI Principles on Freedom of Expression and Privacy and commended Yahoo for its continued commitments. The assessor's findings were then presented to the GNI Board, which determined that Yahoo is making "good faith efforts to implement the GNI Principles, with improvement over time."
- Spent \$96.7M with diverse suppliers in 2022 — surpassing inaugural procurement goal of \$94.8M by 2%. This goal was set in collaboration with Apollo.
- Developed an agreement with local wind power providers to plan for electricity requirements and save costs while earning Renewable Energy Certificates sold on the open market.

# Reporting Companies Performance Summary

## SELECT SUSTAINABILITY DATA<sup>1</sup>

	Energy Intensity <sup>2</sup> (kWh/\$M Revenue)	Non-Hazardous Waste Intensity <sup>2,3,4</sup> (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled <sup>3,4</sup>	Water Intensity <sup>2,5</sup> (m <sup>3</sup> /\$M Revenue)	Environmental Efforts <sup>6,7,8,9</sup>	Climate-Related Risk Management Process <sup>10</sup>	Scope 1 GHG Emissions Intensity <sup>2,11</sup> (MT of CO <sub>2</sub> e/ \$M Revenue)	Scope 2 GHG Emissions Intensity <sup>2,12</sup> (MT of CO <sub>2</sub> e/ \$M Revenue)	GHG Emissions Reduction Efforts <sup>13,14,15</sup>	GHG Emissions Reduction Targets and Goals <sup>16</sup>	Sustainability Function <sup>17</sup>
<b>COMMUNICATION SERVICES</b>											
Company A	14,067	0.37	24%	10.12		No	0.01	4.99		No	Yes
Company B	4,008	0.10*	—	9.73	None	No	0.00	2.14	None	No	No
Company C	108,662	0.11	90%	34.11		No	0.22	31.71		No	Yes
Company D	323,003	0.29	—	400.93		No	9.48	215.15		No	Yes
Company E	64,355	0.31	48%	127.13		No	1.69	24.94		No	No
<b>CONSUMER DISCRETIONARY</b>											
Company A	1,232,664	3,269.47*	—	1,153.88		Yes	0.13	217.62		No	Yes
Company B	25,836	1.37	50%	46.01		Yes	1.06	11.63		Yes	Yes
Company C	67,482	13.30	47%	252.90		Yes	0.00	23.76		No	Yes
Company D	2,818	0.24	79%	17.70		No	0.01	1.23		No	Yes
Company E	8,365	0.63	48%	26.17		Yes	0.09	2.80	None	No	Yes
Company F	616,863	6.80	38%	250.53		No	49.83	79.13		Yes	Yes
Company G	7,331	0.49	1%	7.08		No	1.99	2.98		No	Yes
Company H	140,486	10.10	32%	1,213.92		No	1.02	44.88		No	Yes
Company I	30,871	5.19	72%	19.73		Yes	2.41	7.80		No	Yes
Company J	14,895	22.71	98%	2.30		No	0.87	0.77		Yes	Yes
Company K	51,175	14.07	67%	31.08		No	2.17	1.18		Yes	Yes
Company L	55,620	9.76	100%	119.36		Yes	25.85	13.63		Yes	Yes

**KEY:** Energy Consumption Reduction Effort Renewable Energy Effort Water Consumption Reduction Effort Waste Consumption Reduction Effort Scope 1 GHG Emissions Reduction Initiatives Scope 2 GHG Emissions Reduction Initiatives Scope 3 GHG Emissions Reduction Initiatives \* Indicates non-hazardous waste-to-landfill intensity only ^ Indicates non-hazardous waste recycled intensity only N/A: Not Applicable — Company Did Not Report

SELECT SUSTAINABILITY DATA<sup>1</sup> (CONTINUED)

	Energy Intensity <sup>2</sup> (kWh/\$M Revenue)	Non-Hazardous Waste Intensity <sup>2, 3, 4</sup> MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled <sup>3, 4</sup>	Water Intensity <sup>2, 5</sup> (m <sup>3</sup> /\$M Revenue)	Environmental Efforts <sup>6, 7, 8, 9</sup>	Climate-Related Risk Management Process <sup>10</sup>	Scope 1 GHG Emissions Intensity <sup>2, 11</sup> (MT of CO <sub>2</sub> e/\$M Revenue)	Scope 2 GHG Emissions Intensity <sup>2, 12</sup> (MT of CO <sub>2</sub> e/\$M Revenue)	GHG Emissions Reduction Efforts <sup>13, 14, 15</sup>	GHG Emissions Reduction Targets and Goals <sup>16</sup>	Sustainability Function <sup>17</sup>
<b>CONSUMER DISCRETIONARY (CONTINUED)</b>											
Company M	3,133	0.08*	—	7.61		Yes	0.00	1.17		No	Yes
Company N	2,964	0.10	37%	8.63		No	1.37	0.83		No	Yes
Company O	5,979	25.00*	—	235.23		Yes	0.00	3.37		No	Yes
Company P	1,435	0.04	23%	0.01		No	15.98	0.51		No	No
Company Q	26,258	0.62	1%	58.94		No	1.04	15.64		No	No
Company R	10,472	1.43	48%	34.42		Yes	18.17	2.75		No	Yes
Company S	127,545	11.37	34%	46,898.54		Yes	13.67	45.55		No	Yes
<b>CONSUMER STAPLES &amp; UTILITIES</b>											
Company A	110,325	17.68	25%	298.37		Yes	31.22	27.19		No	Yes
Company B	2,641	0.07*	—	6.41	None	Yes	—	1.00		No	Yes
Company C	18,909	1.74*	—	159.32		Yes	39.05	34.49		No	Yes
Company D	3,666,487	35.67	97%	378.73		Yes	69.07	138.66		Yes	Yes
<b>ENERGY</b>											
Company A	N/A	N/A	33%	N/A		No	N/A	N/A	None	No	Yes
Company B	3,697,577	0.00	N/A	—	—	Yes	0.00	1,210.98		No	Yes
Company C	490,361	130.87	0%	4,273.45		Yes	102.98	33.60		No	No
Company D	5,951	0.03*	—	2,738.34	None	No	669.16	2.11		No	No
Company E	1,407	0.40*	—	3.29		No	0.00	0.80	None	No	No
Company F	47,344	2.68	0%	1,720.97		Yes	53.81	20.24		No	Yes
Company G	1,260,002	153.57	97%	1,970.44		Yes	235.29	34.05		Yes	Yes
Company H	14,759	0.44*	—	1.91		Yes	39.54	5.24		No	Yes
<b>FINANCIALS</b>											
Company A	109	0.00	28%	0.00		Yes	0.00	0.24		No	Yes
Company B	10	0.00	0%	0.02	None	Yes	0.00	0.00	None	No	No
Company C	43	0.00*	—	0.10	None	No	0.00	0.02	None	No	No
Company D	3,260	0.35*	—	54.88	None	No	0.00	1.49	None	No	Yes
Company E	19	0.00*	—	0.17	—	No	0.00	0.01	None	No	Yes
Company F	25,117	0.63	81%	20.71		Yes	0.61	7.40		Yes	Yes

KEY: Energy Consumption Reduction Effort Renewable Energy Effort Water Consumption Reduction Effort Waste Consumption Reduction Effort Scope 1 GHG Emissions Reduction Initiatives Scope 2 GHG Emissions Reduction Initiatives Scope 3 GHG Emissions Reduction Initiatives \* Indicates non-hazardous waste-to-landfill intensity only ^ Indicates non-hazardous waste recycled intensity only N/A: Not Applicable — Company Did Not Report

SELECT SUSTAINABILITY DATA<sup>1</sup> (CONTINUED)

	Energy Intensity <sup>2</sup> (kWh/\$M Revenue)	Non-Hazardous Waste Intensity <sup>2, 3, 4</sup> (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled <sup>3, 4</sup>	Water Intensity <sup>2, 5</sup> (m <sup>3</sup> /\$M Revenue)	Environmental Efforts <sup>6, 7, 8, 9</sup>	Climate-Related Risk Management Process <sup>10</sup>	Scope 1 GHG Emissions Intensity <sup>2, 11</sup> (MT of CO <sub>2</sub> e/\$M Revenue)	Scope 2 GHG Emissions Intensity <sup>2, 12</sup> (MT of CO <sub>2</sub> e/\$M Revenue)	GHG Emissions Reduction Efforts <sup>13, 14, 15</sup>	GHG Emissions Reduction Targets and Goals <sup>16</sup>	Sustainability Function <sup>17</sup>
<b>FINANCIALS (CONTINUED)</b>											
Company G	2	0.00	50%	0.00	—	No	0.00	0.00	None	No	No
Company H	0	0.00*	N/A	0.00	None	No	0.00	0.00	None	No	No
Company I	19	0.00	—	0.05	—	Yes	0.00	0.01	None	No	No
Company J	128	0.01*	—	1.02	⚡🗑️	No	0.00	0.16	🏠🌱	No	No
Company K	9,109	0.55	65%	16.47	⚡💧🗑️	Yes	0.00	3.39	🌱	No	Yes
Company L	834	0.03	26%	1.12	⚡	Yes	0.53	0.29	🏠🌱🗑️	No	Yes
Company M	8,286	0.02*	—	0.33	—	No	0.00	6.12	🌱	No	Yes
Company N	138	0.00*	—	0.33	—	No	0.00	0.05	None	No	Yes
Company O	1,730	0.02	59%	4.99	⚡🏠💧🗑️	Yes	0.32	0.65	🏠🌱🗑️	Yes	Yes
<b>HEALTH CARE &amp; INFORMATION TECHNOLOGY</b>											
Company A	155,227	1.82*	—	394.76	⚡	Yes	15.17	26.30	🏠🌱	No	Yes
Company B	12,214	0.31	0%	0.00	None	No	0.00	5.33	None	No	Yes
Company C	17,142	0.43*	—	41.63	None	No	0.00	6.48	None	No	No
Company D	3,185	—	—	—	⚡🏠💧🗑️	No	0.23	0.62	🌱🗑️	Yes	Yes
Company E	1,329	0.03*	—	3.23	None	No	0.00	0.50	None	No	No
Company F	5,758	0.22	50%	21.58	⚡🏠💧	Yes	1.50	2.33	🏠🌱🗑️	Yes	Yes
Company G	101,653	0.23	38%	38.73	⚡🏠💧🗑️	Yes	—	31.92	🌱🗑️	Yes	Yes
Company H	890	0.02*	—	1.75	None	No	0.00	0.25	None	No	No
Company I	666	0.20*	—	0.28	—	No	0.00	0.24	🌱	No	No
Company J	142,701	4.64	16%	487.55	⚡💧	Yes	11.04	29.41	🏠🌱	No	No
Company K	28,248	0.82	0%	78.95	💧	No	0.76	18.17	🗑️	No	Yes
<b>INDUSTRIALS</b>											
Company A	45	0.93*	—	0.00	⚡	No	938.65	0.07	🏠🌱	No	Yes
Company B	12,576	0.27^	100%	22.60	⚡🏠💧	Yes	514.98	0.00	🏠🌱	Yes	Yes
Company C	49,915	7.61	0%	12.02	⚡🗑️	No	56.51	2.98	🏠🌱	No	Yes
Company D	2,709	0.09	47%	11.10	⚡💧🗑️	No	963.80	1.15	🏠🌱	Yes	Yes
Company E	1,281	0.14*	—	12.25	⚡💧🗑️	No	—	0.40	🌱	No	Yes
Company F	6,954	0.22	29%	952.48	⚡🗑️	Yes	1,788.02	0.68	🏠🌱	No	Yes

KEY: ⚡ Energy Consumption Reduction Effort 🏠 Renewable Energy Effort 💧 Water Consumption Reduction Effort 🗑️ Waste Consumption Reduction Effort 🏠 Scope 1 GHG Emissions Reduction Initiatives 🌱 Scope 2 GHG Emissions Reduction Initiatives 🗑️ Scope 3 GHG Emissions Reduction Initiatives \* Indicates non-hazardous waste-to-landfill intensity only ^ Indicates non-hazardous waste recycled intensity only N/A: Not Applicable — Company Did Not Report

SELECT SUSTAINABILITY DATA<sup>1</sup> (CONTINUED)

	Energy Intensity <sup>2</sup> (kWh/\$M Revenue)	Non-Hazardous Waste Intensity <sup>2, 3, 4</sup> (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled <sup>3, 4</sup>	Water Intensity <sup>2, 5</sup> (m <sup>3</sup> /\$M Revenue)	Environmental Efforts <sup>6, 7, 8, 9</sup>	Climate-Related Risk Management Process <sup>10</sup>	Scope 1 GHG Emissions Intensity <sup>2, 11</sup> (MT of CO <sub>2</sub> e/ \$M Revenue)	Scope 2 GHG Emissions Intensity <sup>2, 12</sup> (MT of CO <sub>2</sub> e/ \$M Revenue)	GHG Emissions Reduction Efforts <sup>13, 14, 15</sup>	GHG Emissions Reduction Targets and Goals <sup>16</sup>	Sustainability Function <sup>17</sup>
<b>INDUSTRIALS (CONTINUED)</b>											
Company G	16,162	—	—	—		Yes	11.83	5.27		No	Yes
Company H	69	5.04*	—	39.48	None	No	9.48	4.03		No	Yes
Company I	392,037	4.29*	—	87,244.85		Yes	38.85	111.41	None	No	No
Company J	21,108	8.91	51%	19.35		No	75.40	7.49		No	Yes
Company K	90,271	4.41	87%	137.29		Yes	0.81	16.18		No	Yes
<b>MATERIALS</b>											
Company A	1,991,131	964.95	95%	13,068.30		No	377.60	39.73		Yes	Yes
Company B	199,561	—	—	—		No	6.37	60.22		Yes	Yes
Company C	2,835,580	37.80	96%	11,035.01		No	285.56	91.45		Yes	Yes
Company D	165,803	4.96	99%	397.45		No	1.58	28.92		Yes	Yes
Company E	257,117	22.42	90%	94.95		No	9.50	1.49		Yes	Yes
Company F	2,144,148	4.40	80%	8,717.88		No	277.07	25.84		Yes	Yes
Company G	742,095	0.92	89%	4,175.48		Yes	65.81	341.11		No	Yes
Company H	667,840	12.65	51%	4,041.34		Yes	80.72	145.93		Yes	Yes

**KEY:** Energy Consumption Reduction Effort Renewable Energy Effort Water Consumption Reduction Effort Waste Consumption Reduction Effort Scope 1 GHG Emissions Reduction Initiatives Scope 2 GHG Emissions Reduction Initiatives Scope 3 GHG Emissions Reduction Initiatives \* Indicates non-hazardous waste-to-landfill intensity only ^ Indicates non-hazardous waste recycled intensity only N/A: Not Applicable — Company Did Not Report

- Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2022. In some cases, energy, non-hazardous waste to landfill, and water consumption used in intensity metrics are based on site area using estimation factors derived from Urban Land Institute data.
- For the purposes of intensity metrics, Reporting Company annual revenue or equivalent industry metric is from the most recent fiscal year, which may not necessarily be calendar year 2022.
- Non-hazardous waste to landfill includes any materials resulting from Reporting Company operations in 2022 that are deemed “trash” and either sent to landfill or an incineration facility that does not produce energy from the incineration process. This does not include any hazardous waste or non-hazardous waste that was recycled or incinerated with corresponding energy capture.
- Non-hazardous waste recycled or reused includes any materials resulting from Reporting Company operations in 2022 that are transferred or sold to a third party for reuse, recycling, or incineration with corresponding energy capture, or any non-hazardous waste beneficially reused by the Reporting Company itself. This does not include recycled or reused water.
- Water consumption includes all water withdrawn by Reporting Companies from all freshwater sources, including surface water, ground water, rainwater, and municipal water supply for use in 2022.
- Energy consumption reduction efforts include, but are not limited to, installing LED lighting, using motion sensors or timers to control HVAC or lighting, and using energy management systems.
- Water consumption reduction efforts include, but are not limited to, utilizing low-flow faucets, showers, and/or toilets, climate-appropriate landscaping and optimization of irrigation systems, and rainwater/storm water use.
- Waste consumption reduction efforts include, but are not limited to, purchasing bulk products and amenities to reduce packaging, digitization of paper output, and using reusable bottles, cups, cutlery, and plates to reduce single-use disposable items.
- Renewable energy is energy from any source that is virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time, such as hydropower, geothermal, wind, solar, and biomass. Renewable energy efforts include, but are not limited to, onsite renewable energy generation, the use of Direct PPAs or Virtual PPAs associated with specific renewable energy projects, and the execution of power-supply agreements that include Renewable Energy Certificates (RECs).
- Processes to manage climate-related risks include, but are not limited to, diversification of supply chains, constructing levees or other asset protection, and creating a climate change adaptation plan.
- Reporting Companies are asked to report Scope 1 GHG emissions from on-site combustion, mobile combustion, or fugitive emissions in accordance with the GHG Protocol corporate standard methodology. Emissions data used in intensity metrics reflects the control approach.
- Reporting Companies are asked to report Scope 2 GHG emissions in accordance with the GHG Protocol corporate standard market-based methodology. Emissions data used in intensity metrics reflects the control approach.
- Scope 1 GHG emissions reduction efforts include, but are not limited to, transportation fuel reduction efforts for vehicles owned or operated by Reporting Companies, improving refrigeration, air conditioning, and fire suppression systems, and utilizing cleaner burning fuels in on-site combustion.
- Scope 2 GHG emissions reduction efforts include, but are not limited to, installing energy efficient lighting, installing light sensors or automatic lighting, and properly maintaining and upgrading facility equipment.
- Scope 3 GHG emissions reduction efforts include, but are not limited to, sustainable product life cycle design, supplier engagement, and transportation and distribution optimization.
- The ESG targets and goals included in this data set are existing targets and goals that are quantitative, measurable, and external facing, and targets and goals that are in development and are expected to be quantitative, measurable, and external facing.
- Includes any type of formal or informal sustainability function.

**NOTE:** For purposes of the intensity metrics in the table, zero values may represent true zero values or those less than 0.005 that have been rounded down.

## SELECT DIVERSITY, EQUITY, & INCLUSION & SOCIAL OUTCOMES DATA

	Employee Engagement Efforts <sup>1</sup>	Diversity, Equity, & Inclusion Efforts <sup>2</sup>	Diversity, Equity, & Inclusion Function <sup>3</sup>	Philanthropic or Volunteering Efforts <sup>4</sup>	Citizenship & Philanthropy Function <sup>5</sup>	Total Voluntary Turnover Rate	Anti-Discrimination <sup>6</sup>	Diversity, Equity, & Inclusion <sup>6</sup>	Supplier Code of Conduct <sup>6</sup>
<b>COMMUNICATION SERVICES</b>									
Company A	Yes	Yes	Yes	Yes	Yes	20%	●	●	◐
Company B	Yes	Yes	Yes	Yes	Yes	9%	●	●	◐
Company C	Yes	Yes	Yes	Yes	Yes	14%	●	●	●
Company D	Yes	No	No	No	Yes	24%	●	○	○
Company E	Yes	Yes	Yes	Yes	Yes	22%	●	◐	○
<b>CONSUMER DISCRETIONARY</b>									
Company A	Yes	Yes	Yes	Yes	Yes	28%	●	◐	◐
Company B	Yes	Yes	Yes	Yes	No	8%	◐	●	◐
Company C	Yes	Yes	Yes	Yes	Yes	78%	●	●	●
Company D	Yes	Yes	Yes	Yes	No	27%	●	●	◐
Company E	Yes	Yes	Yes	Yes	Yes	10%	●	●	◐
Company F	Yes	Yes	No	Yes	No	29%	●	●	◐
Company G	Yes	No	No	No	No	18%	◐	○	◐
Company H	Yes	Yes	Yes	Yes	Yes	15%	●	●	●
Company I	Yes	Yes	Yes	Yes	Yes	71%	●	●	◐
Company J	Yes	Yes	Yes	Yes	Yes	18%	●	●	◐
Company K	Yes	Yes	Yes	Yes	Yes	20%	◐	●	◐
Company L	Yes	Yes	Yes	Yes	Yes	32%	●	●	◐
Company M	Yes	Yes	Yes	Yes	No	18%	●	●	○
Company N	Yes	Yes	Yes	Yes	Yes	—	●	●	●
Company O	Yes	Yes	Yes	Yes	Yes	16%	●	◐	○
Company P	Yes	Yes	Yes	Yes	Yes	13%	●	●	●
Company Q	Yes	No	No	Yes	No	35%	◐	○	◐
Company R	Yes	Yes	Yes	Yes	Yes	46%	●	●	◐
Company S	Yes	Yes	Yes	Yes	Yes	59%	●	◐	●

**KEY:** ○ No Policy or Training in Place ◐ Policy in Place ◑ Training in Place ● Policy and Training in Place — Company Did Not Report

1. Employee engagement efforts include, but are not limited to, employee recognition programs, employee health and wellness programs, and employee learning or career development programs.
2. Diversity, equity, and inclusion efforts include, but are not limited to, affinity groups, hiring programs for military veterans, national guard, or reservists, and diversity recruitment programs.
3. Includes any type of formal or informal diversity, equity, and inclusion function.
4. Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy, and employee volunteering.
5. Includes any type of formal or informal citizenship and philanthropy function.
6. Reflects where Reporting Companies had policies and/or trainings on these topics. Includes instances where topics were covered as part of other policies or trainings and standalone, dedicated policies or trainings.

SELECT DIVERSITY, EQUITY, & INCLUSION & SOCIAL OUTCOMES DATA (CONTINUED)

	Employee Engagement Efforts <sup>1</sup>	Diversity, Equity, & Inclusion Efforts <sup>2</sup>	Diversity, Equity, & Inclusion Function <sup>3</sup>	Philanthropic or Volunteering Efforts <sup>4</sup>	Citizenship & Philanthropy Function <sup>5</sup>	Total Voluntary Turnover Rate	Anti-Discrimination <sup>6</sup>	Diversity, Equity, & Inclusion <sup>6</sup>	Supplier Code of Conduct <sup>6</sup>
<b>CONSUMER STAPLES &amp; UTILITIES</b>									
Company A	Yes	Yes	Yes	Yes	Yes	68%	●	●	◐
Company B	Yes	Yes	No	Yes	Yes	14%	◐	○	○
Company C	Yes	Yes	Yes	Yes	Yes	83%	●	—	○
Company D	Yes	Yes	Yes	Yes	Yes	17%	○	○	◐
<b>ENERGY</b>									
Company A	Yes	Yes	Yes	No	No	6%	◐	●	—
Company B	Yes	Yes	Yes	Yes	Yes	17%	—	—	●
Company C	Yes	No	No	Yes	No	11%	◐	○	○
Company D	Yes	—	No	Yes	No	7%	—	—	—
Company E	Yes	Yes	Yes	Yes	No	3%	◐	◐	○
Company F	Yes	Yes	Yes	Yes	No	15%	●	●	—
Company G	Yes	Yes	Yes	Yes	Yes	5%	●	◐	●
Company H	Yes	Yes	Yes	Yes	Yes	10%	●	◐	○
<b>FINANCIALS</b>									
Company A	Yes	Yes	Yes	Yes	Yes	17%	●	●	◐
Company B	Yes	Yes	Yes	No	Yes	20%	●	○	○
Company C	Yes	No	No	No	No	12%	◐	○	○
Company D	Yes	Yes	Yes	Yes	No	7%	●	○	○
Company E	Yes	Yes	Yes	Yes	Yes	23%	●	●	○
Company F	Yes	Yes	No	Yes	No	6%	●	◐	○
Company G	Yes	Yes	Yes	Yes	Yes	0%	●	●	—
Company H	Yes	No	No	No	No	0%	●	○	○
Company I	Yes	Yes	Yes	Yes	Yes	8%	●	●	●
Company J	Yes	Yes	Yes	Yes	Yes	43%	●	○	○
Company K	Yes	Yes	Yes	Yes	Yes	15%	●	●	◐

KEY: ○ No Policy or Training in Place ◐ Policy in Place ◑ Training in Place ● Policy and Training in Place — Company Did Not Report

1. Employee engagement efforts include, but are not limited to, employee recognition programs, employee health and wellness programs, and employee learning or career development programs.
2. Diversity, equity, and inclusion efforts include, but are not limited to, affinity groups, hiring programs for military veterans, national guard, or reservists, and diversity recruitment programs.
3. Includes any type of formal or informal diversity, equity, and inclusion function.
4. Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy, and employee volunteering.
5. Includes any type of formal or informal citizenship and philanthropy function.
6. Reflects where Reporting Companies had policies and/or trainings on these topics. Includes instances where topics were covered as part of other policies or trainings and standalone, dedicated polices or trainings.

SELECT DIVERSITY, EQUITY, & INCLUSION & SOCIAL OUTCOMES DATA (CONTINUED)

	Employee Engagement Efforts <sup>1</sup>	Diversity, Equity, & Inclusion Efforts <sup>2</sup>	Diversity, Equity, & Inclusion Function <sup>3</sup>	Philanthropic or Volunteering Efforts <sup>4</sup>	Citizenship & Philanthropy Function <sup>5</sup>	Total Voluntary Turnover Rate	Anti-Discrimination <sup>6</sup>	Diversity, Equity, & Inclusion <sup>6</sup>	Supplier Code of Conduct <sup>6</sup>
<b>FINANCIALS (CONTINUED)</b>									
Company L	Yes	Yes	Yes	Yes	Yes	13%	●	◐	◐
Company M	Yes	Yes	Yes	Yes	Yes	38%	●	○	●
Company N	Yes	No	Yes	Yes	Yes	7%	◐	○	○
Company O	Yes	Yes	Yes	Yes	Yes	8%	●	◐	●
<b>HEALTH CARE &amp; INFORMATION TECHNOLOGY</b>									
Company A	Yes	Yes	Yes	Yes	Yes	28%	●	●	◐
Company B	Yes	Yes	Yes	Yes	Yes	28%	●	●	○
Company C	Yes	Yes	Yes	Yes	No	25%	●	●	◐
Company D	Yes	Yes	Yes	Yes	Yes	—	●	●	◐
Company E	Yes	Yes	Yes	Yes	Yes	17%	◐	◐	●
Company F	Yes	Yes	Yes	Yes	Yes	13%	●	○	◐
Company G	Yes	Yes	Yes	Yes	Yes	24%	●	●	●
Company H	Yes	Yes	Yes	Yes	No	13%	●	◐	○
Company I	Yes	Yes	Yes	Yes	Yes	12%	—	—	—
Company J	Yes	Yes	Yes	Yes	Yes	0%	●	●	—
Company K	Yes	Yes	Yes	Yes	Yes	83%	●	●	●
<b>INDUSTRIALS</b>									
Company A	No	No	No	No	No	0%	○	○	○
Company B	Yes	Yes	Yes	Yes	No	34%	●	●	●
Company C	Yes	Yes	Yes	Yes	Yes	57%	●	●	●
Company D	Yes	Yes	Yes	Yes	Yes	8%	●	●	◐
Company E	Yes	Yes	Yes	Yes	Yes	31%	●	○	◐
Company F	Yes	Yes	Yes	Yes	Yes	42%	●	●	◐
Company G	Yes	Yes	Yes	Yes	Yes	26%	●	●	●
Company H	No	No	No	No	Yes	38%	◐	○	○

KEY: ○ No Policy or Training in Place ◐ Policy in Place ◑ Training in Place ● Policy and Training in Place — Company Did Not Report

1. Employee engagement efforts include, but are not limited to, employee recognition programs, employee health and wellness programs, and employee learning or career development programs.
2. Diversity, equity, and inclusion efforts include, but are not limited to, affinity groups, hiring programs for military veterans, national guard, or reservists, and diversity recruitment programs.
3. Includes any type of formal or informal diversity, equity, and inclusion function.
4. Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy, and employee volunteering.
5. Includes any type of formal or informal citizenship and philanthropy function.
6. Reflects where Reporting Companies had policies and/or trainings on these topics. Includes instances where topics were covered as part of other policies or trainings and standalone, dedicated policies or trainings.

## SELECT DIVERSITY, EQUITY, & INCLUSION & SOCIAL OUTCOMES DATA (CONTINUED)

	Employee Engagement Efforts <sup>1</sup>	Diversity, Equity, & Inclusion Efforts <sup>2</sup>	Diversity, Equity, & Inclusion Function <sup>3</sup>	Philanthropic or Volunteering Efforts <sup>4</sup>	Citizenship & Philanthropy Function <sup>5</sup>	Total Voluntary Turnover Rate	Anti-Discrimination <sup>6</sup>	Diversity, Equity, & Inclusion <sup>6</sup>	Supplier Code of Conduct <sup>6</sup>
<b>INDUSTRIALS (CONTINUED)</b>									
Company I	Yes	Yes	No	Yes	No	0%	●	○	●
Company J	Yes	Yes	Yes	Yes	No	5%	●	●	○
Company K	Yes	Yes	Yes	Yes	Yes	11%	●	◐	●
<b>MATERIALS</b>									
Company A	Yes	Yes	Yes	Yes	Yes	5%	●	○	○
Company B	Yes	Yes	Yes	Yes	Yes	42%	●	●	●
Company C	No	Yes	No	Yes	Yes	3%	◐	◐	◐
Company D	Yes	Yes	Yes	Yes	Yes	13%	●	○	●
Company E	Yes	Yes	Yes	Yes	Yes	11%	●	●	●
Company F	Yes	Yes	Yes	Yes	Yes	2%	●	◐	●
Company G	Yes	No	No	No	No	2%	●	◐	●
Company H	Yes	Yes	Yes	Yes	Yes	3%	●	●	—

**KEY:** ○ No Policy or Training in Place ◐ Policy in Place ◑ Training in Place ● Policy and Training in Place — Company Did Not Report

1. Employee engagement efforts include, but are not limited to, employee recognition programs, employee health and wellness programs, and employee learning or career development programs.
2. Diversity, equity, and inclusion efforts include, but are not limited to, affinity groups, hiring programs for military veterans, national guard, or reservists, and diversity recruitment programs.
3. Includes any type of formal or informal diversity, equity, and inclusion function.
4. Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy, and employee volunteering.
5. Includes any type of formal or informal citizenship and philanthropy function.
6. Reflects where Reporting Companies had policies and/or trainings on these topics. Includes instances where topics were covered as part of other policies or trainings and standalone, dedicated policies or trainings.

## SELECT RESPONSIBLE STEWARDSHIP DATA

	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	ESG Goals and/or Targets in Place or in Development <sup>1</sup>	Public ESG Disclosure <sup>2</sup>	Total Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts <sup>3</sup>	Health & Safety Function <sup>4</sup>	Anti-Harassment <sup>5</sup>	Code of Conduct/Business Ethics <sup>5</sup>	Cyber-security <sup>5</sup>	Data Privacy <sup>5</sup>	Health & Safety <sup>5</sup>
<b>COMMUNICATION SERVICES</b>														
Company A	4	100%	Yes	No	Yes	2.40	0.00	Yes	Yes	●	●	●	●	●
Company B	7	79%	Yes	No	No	0.00	0.00	Yes	Yes	●	◐	●	●	○
Company C	5	89%	Yes	No	Yes	0.01	0.00	Yes	Yes	●	●	●	●	●
Company D	20	81%	Yes	No	No	0.00	0.00	Yes	Yes	●	●	●	●	●
Company E	5	94%	Yes	Yes	Yes	—	—	Yes	Yes	●	◐	●	●	◐
<b>CONSUMER DISCRETIONARY</b>														
Company A	4	100%	Yes	No	Yes	4.65	0.51	Yes	Yes	●	●	●	●	●
Company B	12	85%	Yes	Yes	Yes	0.98	0.98	Yes	Yes	◐	●	●	●	●
Company C	4	100%	Yes	No	Yes	3.00	2.70	Yes	Yes	●	●	●	●	●
Company D	4	100%	Yes	Yes	Yes	2.15	1.93	Yes	Yes	●	●	●	●	●
Company E	8	90%	Yes	Yes	Yes	0.11	0.02	Yes	Yes	●	●	●	●	●
Company F	6	89%	Yes	Yes	Yes	1.14	0.30	Yes	Yes	●	●	●	●	●
Company G	12	100%	Yes	No	Yes	0.25	0.25	Yes	Yes	◐	◐	●	●	●
Company H	2	100%	Yes	Yes	Yes	4.14	3.07	Yes	Yes	●	●	●	●	●
Company I	4	98%	Yes	No	Yes	1.30	0.33	Yes	Yes	●	●	●	●	●
Company J	3	100%	Yes	Yes	Yes	1.30	0.47	Yes	Yes	●	●	●	●	●
Company K	8	99%	Yes	Yes	Yes	8.84	4.19	Yes	Yes	◐	◐	●	●	●
Company L	11	100%	Yes	Yes	Yes	5.95	0.34	Yes	Yes	●	●	●	●	●
Company M	0	N/A	Yes	No	No	0.00	0.00	Yes	Yes	●	◐	●	◐	●
Company N	6	100%	Yes	Yes	Yes	0.14	0.00	Yes	Yes	●	●	●	●	●
Company O	4	100%	Yes	No	Yes	1.97	0.00	Yes	Yes	●	●	●	●	●
Company P	4	97%	Yes	No	No	5.73	3.02	Yes	Yes	●	●	●	●	●
Company Q	10	100%	Yes	No	No	1.37	—	Yes	Yes	◐	●	●	●	◐
Company R	8	98%	Yes	No	Yes	1.60	0.41	Yes	Yes	●	●	●	●	●
Company S	4	98%	Yes	Yes	Yes	3.66	0.46	Yes	Yes	●	●	●	●	●

KEY: ○ No Policy or Training in Place ◐ Policy in Place ◑ Training in Place ● Policy and Training in Place N/A: Not Applicable — Company Did Not Report

- The ESG targets and goals included in this data set are existing targets and goals that are quantitative, measurable, and external facing, and targets and goals that are in development and are expected to be quantitative, measurable, and external facing.
- Excludes public ESG disclosure included in Apollo ESG reporting materials. Public ESG Disclosure includes, but is not limited to, publishing a standalone Sustainability/ESG report, including ESG-related disclosure in Reporting Company securities filings, publishing ESG-related information on Reporting Company websites, and production of reports aligned with TCFD, SASB, GRI, and more.
- Health and safety efforts include, but are not limited to, implementation of a Behavior-Based Safety Program, Safety Committees or Working Groups, and safety management systems.
- Includes any type of formal or informal health and safety function.
- Reflects where Reporting Companies had policies and/or trainings on these topics. Includes instances where topics were covered as part of other policies or trainings and standalone, dedicated polices or trainings.



SELECT RESPONSIBLE STEWARDSHIP DATA (CONTINUED)

	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	ESG Goals and/or Targets in Place or in Development <sup>1</sup>	Public ESG Disclosure <sup>2</sup>	Total Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts <sup>3</sup>	Health & Safety Function <sup>4</sup>	Anti-Harassment <sup>5</sup>	Code of Conduct/Business Ethics <sup>5</sup>	Cyber-security <sup>5</sup>	Data Privacy <sup>5</sup>	Health & Safety <sup>5</sup>
<b>CONSUMER STAPLES &amp; UTILITIES</b>														
Company A	9	100%	Yes	No	Yes	4.10	1.91	Yes	Yes	●	●	●	●	●
Company B	4	100%	No	Yes	Yes	1.37	0.00	Yes	Yes	●	◐	●	●	●
Company C	N/A	N/A	N/A	No	No	7.27	1.55	Yes	Yes	●	●	●	●	●
Company D	6	83%	Yes	Yes	Yes	1.30	1.08	Yes	Yes	○	●	○	◐	●
<b>ENERGY</b>														
Company A	11	100%	Yes	No	No	0.00	0.00	Yes	Yes	◐	◐	●	●	◐
Company B	4	100%	Yes	No	Yes	0.00	0.00	Yes	Yes	●	●	●	●	●
Company C	6	100%	Yes	No	Yes	0.00	0.00	Yes	Yes	◐	○	○	◐	●
Company D	16	98%	No	No	Yes	0.38	0.08	Yes	Yes	—	—	—	—	●
Company E	4	100%	Yes	Yes	No	0.00	0.00	Yes	Yes	◐	○	◐	◐	●
Company F	3	100%	Yes	No	No	0.00	0.00	Yes	Yes	●	●	●	●	●
Company G	10	95%	Yes	Yes	Yes	1.48	0.89	Yes	Yes	○	●	●	◐	●
Company H	2	100%	Yes	No	No	0.00	0.00	Yes	Yes	●	◐	◐	◐	●
<b>FINANCIALS</b>														
Company A	4	90%	Yes	Yes	Yes	0.00	0.00	Yes	Yes	●	●	●	●	●
Company B	2	88%	Yes	Yes	No	0.00	0.00	Yes	No	●	◐	●	●	○
Company C	5	100%	Yes	No	No	0.00	0.00	Yes	Yes	◐	●	●	●	◐
Company D	5	100%	Yes	No	No	0.00	0.00	Yes	Yes	●	◐	●	●	●
Company E	10	100%	Yes	No	Yes	0.69	0.00	Yes	Yes	◐	●	●	●	●
Company F	56	92%	Yes	Yes	Yes	0.86	0.71	Yes	Yes	◐	●	●	●	●
Company G	4	100%	Yes	No	No	—	—	—	Yes	●	●	●	●	●
Company H	0	N/A	No	No	No	0.00	0.00	No	No	●	◐	◐	◐	○
Company I	21	76%	Yes	Yes	No	0.00	0.00	Yes	No	●	●	●	●	—
Company J	1	88%	No	No	No	1.67	0.24	Yes	Yes	●	●	●	●	○
Company K	8	72%	Yes	No	Yes	0.00	0.00	Yes	Yes	●	●	●	●	●

KEY: ○ No Policy or Training in Place ◐ Policy in Place ◑ Training in Place ● Policy and Training in Place N/A: Not Applicable — Company Did Not Report

1. The ESG targets and goals included in this data set are existing targets and goals that are quantitative, measurable, and external facing, and targets and goals that are in development and are expected to be quantitative, measurable, and external facing.  
 2. Excludes public ESG disclosure included in Apollo ESG reporting materials. Public ESG Disclosure includes, but is not limited to, publishing a standalone Sustainability/ESG report, including ESG-related disclosure in Reporting Company securities filings, publishing ESG-related information on Reporting Company websites, and production of reports aligned with TCFD, SASB, GRI, and more.  
 3. Health and safety efforts include, but are not limited to, implementation of a Behavior-Based Safety Program, Safety Committees or Working Groups, and safety management systems.  
 4. Includes any type of formal or informal health and safety function.  
 5. Reflects where Reporting Companies had policies and/or trainings on these topics. Includes instances where topics were covered as part of other policies or trainings and standalone, dedicated polices or trainings.



SELECT RESPONSIBLE STEWARDSHIP DATA (CONTINUED)

	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	ESG Goals and/or Targets in Place or in Development <sup>1</sup>	Public ESG Disclosure <sup>2</sup>	Total Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts <sup>3</sup>	Health & Safety Function <sup>4</sup>	Anti-Harassment <sup>5</sup>	Code of Conduct/Business Ethics <sup>5</sup>	Cyber-security <sup>5</sup>	Data Privacy <sup>5</sup>	Health & Safety <sup>5</sup>
<b>FINANCIALS (CONTINUED)</b>														
Company L	2	100%	Yes	Yes	Yes	0.00	0.00	Yes	Yes	●	●	●	●	●
Company M	7	86%	Yes	No	Yes	0.00	—	Yes	Yes	●	●	●	●	●
Company N	3	100%	No	No	No	0.00	0.00	No	No	◐	◐	○	○	◐
Company O	9	93%	Yes	Yes	Yes	0.18	0.18	Yes	Yes	●	●	●	●	●
<b>HEALTH CARE &amp; INFORMATION TECHNOLOGY</b>														
Company A	5	93%	Yes	Yes	Yes	5.70	1.45	Yes	Yes	●	●	●	●	●
Company B	4	100%	No	No	No	0.10	0.00	Yes	No	●	◐	●	●	◐
Company C	4	100%	Yes	No	No	0.51	0.38	Yes	Yes	●	●	●	●	●
Company D	—	—	Yes	Yes	Yes	—	—	Yes	Yes	●	●	●	●	●
Company E	12	100%	Yes	No	No	0.00	0.00	Yes	Yes	●	◐	●	●	●
Company F	4	94%	Yes	Yes	Yes	—	—	Yes	Yes	●	●	◐	●	◐
Company G	5	92%	Yes	Yes	Yes	0.08	0.00	Yes	Yes	●	●	●	●	●
Company H	12	100%	Yes	Yes	No	1.00	0.53	Yes	Yes	●	●	◐	○	●
Company I	4	100%	No	Yes	No	—	—	Yes	Yes	●	●	◐	◐	●
Company J	3	100%	Yes	Yes	No	5.30	0.84	Yes	Yes	●	●	●	●	●
Company K	6	83%	Yes	Yes	Yes	0.00	0.00	Yes	Yes	●	●	●	●	●
<b>INDUSTRIALS</b>														
Company A	1	100%	Yes	No	No	0.00	0.00	No	Yes	○	○	○	○	○
Company B	4	100%	Yes	Yes	Yes	1.53	1.53	Yes	Yes	●	●	●	●	●
Company C	3	100%	Yes	No	No	1.54	0.31	Yes	Yes	●	●	●	●	●
Company D	4	89%	Yes	Yes	Yes	1.22	—	Yes	Yes	●	●	●	●	●
Company E	7	96%	Yes	Yes	Yes	0.15	0.09	Yes	Yes	●	●	●	●	●
Company F	9	97%	Yes	Yes	No	6.08	2.91	Yes	Yes	●	●	●	●	●
Company G	9	99%	Yes	Yes	Yes	0.74	0.50	Yes	Yes	●	●	●	●	●
Company H	4	100%	Yes	No	No	1.52	0.00	Yes	Yes	◐	○	○	○	●

KEY: ○ No Policy or Training in Place ◐ Policy in Place ◑ Training in Place ● Policy and Training in Place N/A: Not Applicable — Company Did Not Report

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 3. Health and safety efforts include, but are not limited to, implementation of a Behavior-Based Safety Program, Safety Committees or Working Groups, and safety management systems.  
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## SELECT RESPONSIBLE STEWARDSHIP DATA (CONTINUED)

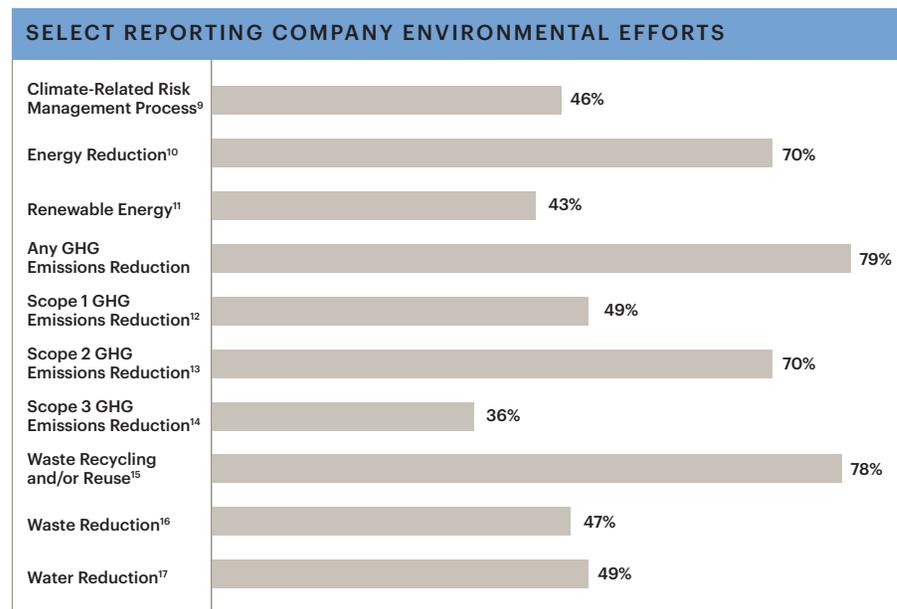
	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	ESG Goals and/or Targets in Place or in Development <sup>1</sup>	Public ESG Disclosure <sup>2</sup>	Total Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts <sup>3</sup>	Health & Safety Function <sup>4</sup>	Anti-Harassment <sup>5</sup>	Code of Conduct/Business Ethics <sup>5</sup>	Cyber-security <sup>5</sup>	Data Privacy <sup>5</sup>	Health & Safety <sup>5</sup>
<b>INDUSTRIALS (CONTINUED)</b>														
Company I	2	100%	Yes	No	No	0.00	0.00	Yes	Yes	●	●	○	○	●
Company J	3	98%	Yes	No	Yes	1.61	0.93	Yes	Yes	●	◐	●	●	●
Company K	5	100%	Yes	Yes	Yes	0.60	0.40	Yes	Yes	●	●	●	●	●
<b>MATERIALS</b>														
Company A	12	90%	Yes	Yes	Yes	2.30	2.18	Yes	Yes	○	●	◐	●	●
Company B	4	100%	Yes	Yes	Yes	2.05	0.79	Yes	Yes	●	●	●	●	●
Company C	12	100%	Yes	Yes	Yes	—	11.30	Yes	Yes	◐	◐	●	◐	●
Company D	5	100%	Yes	Yes	Yes	0.14	0.14	Yes	Yes	●	●	●	●	●
Company E	13	100%	Yes	Yes	Yes	3.62	1.36	Yes	Yes	●	●	●	●	●
Company F	4	90%	Yes	Yes	Yes	1.76	1.18	Yes	Yes	●	●	●	◐	●
Company G	10	100%	No	No	Yes	0.00	0.00	Yes	Yes	●	●	◐	●	●
Company H	25	99%	Yes	Yes	Yes	—	—	Yes	Yes	●	●	●	●	●

**KEY:** ○ No Policy or Training in Place ◐ Policy in Place ◑ Training in Place ● Policy and Training in Place N/A: Not Applicable — Company Did Not Report

1. The ESG targets and goals included in this data set are existing targets and goals that are quantitative, measurable, and external facing, and targets and goals that are in development and are expected to be quantitative, measurable, and external facing.
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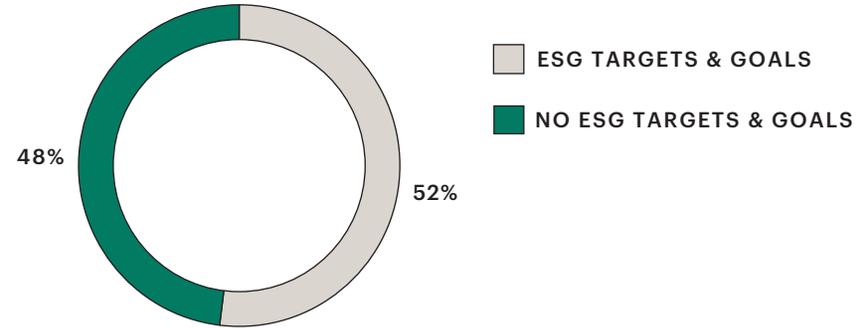
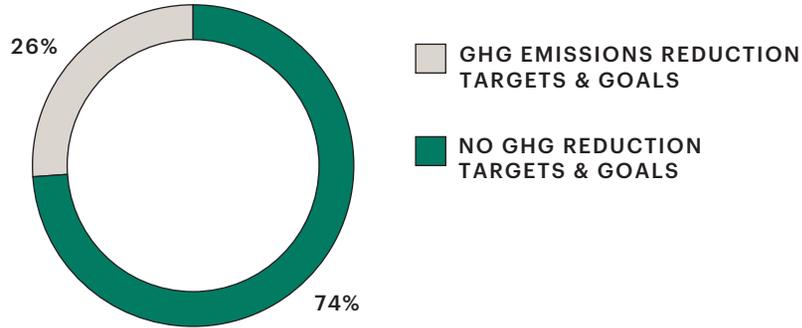
## REPORTING COMPANIES ESG PERFORMANCE SUMMARY

SELECT REPORTING COMPANY ENVIRONMENTAL DATA <sup>1</sup>		
Metric	Total Consumption/ Generation	Reporting Company Disclosure Rate
Energy Consumption (MWh)	29,729,911.20	100%
Non-Hazardous Waste to Landfill Weight (MT) <sup>2</sup>	3,457,905.79	95%
Non-Hazardous Waste Recycled or Reused Weight (MT) <sup>3</sup>	2,222,605.10	63%
Water Consumption (m <sup>3</sup> ) <sup>4</sup>	153,761,917.79	95%
Scope 1 GHG Emissions (MT of CO <sub>2</sub> e) <sup>5</sup>	11,745,760.79	95% <sup>6</sup>
Scope 2 GHG Emissions (MT of CO <sub>2</sub> e) <sup>7</sup>	2,724,462.63	100%
Scope 3 GHG Emissions from Employee Commuting and/or Business Travel (MT of CO <sub>2</sub> e) <sup>8</sup>	1,870,381.43	51%

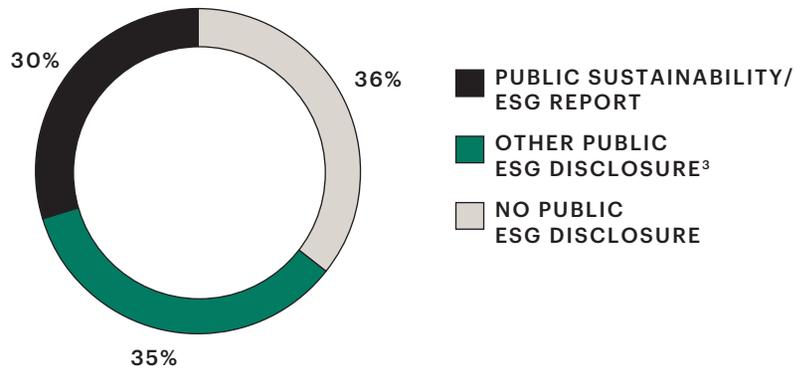


- Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2022. In some cases, energy, non-hazardous waste to landfill, and water consumption are based on site area using estimation factors derived from Urban Land Institute data.
- Non-hazardous waste to landfill includes any materials resulting from reporting company operations in 2022 that are deemed "trash" and either sent to landfill or an incineration facility that does not produce energy from the incineration process. This does not include any hazardous waste or non-hazardous waste that was recycled or incinerated with corresponding energy capture.
- Non-hazardous waste recycled or reused includes any materials resulting from Reporting Company operations in 2022 that are transferred or sold to a third party for reuse, recycling, or incineration with corresponding energy capture, or any non-hazardous waste beneficially reused by the Reporting Company itself. This does not include recycled or reused water.
- Water consumption includes all water withdrawn by Reporting Companies from all freshwater sources, including surface water, ground water, rainwater, and municipal water supply for use in 2022.
- Reporting Companies are asked to report Scope 1 GHG emissions from on-site combustion, mobile combustion, or fugitive emissions in accordance with the GHG Protocol corporate standard methodology. This data reflects the control approach.
- Only includes Reporting Companies that generate Scope 1 GHG emissions.
- Reporting Companies are asked to report Scope 2 GHG emissions in accordance with the GHG Protocol corporate standard market-based methodology. This data reflects the control approach.
- Reporting Companies are asked to report Scope 3 GHG emissions from employee commuting and/or business travel only in accordance with the GHG Protocol corporate standard methodology. This data reflects the control approach.
- Processes to manage climate-related risks include, but are not limited to, diversification of supply chains, constructing levees or other asset protection, and creating a climate change adaptation plan.
- Energy consumption reduction efforts include, but are not limited to, installing LED lighting, using motion sensors or timers to control HVAC or lighting, and using energy management systems.
- Renewable energy is energy from any source that is virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time, such as hydropower, geothermal, wind, solar, and biomass. Renewable energy efforts include, but are not limited to, onsite renewable energy generation, the use of Direct PPAs or Virtual PPAs associated with specific renewable energy projects, and the execution of power-supply agreements that include Renewable Energy Certificates (RECs).
- Scope 1 GHG emissions reduction efforts include, but are not limited to, transportation fuel reduction efforts for vehicles owned or operated by Reporting Companies, improving refrigeration, air conditioning, and fire suppression systems, and utilizing cleaner burning fuels in on-site combustion.
- Scope 2 GHG emissions reduction efforts include, but are not limited to, installing energy efficient lighting, installing light sensors or automatic lighting, and properly maintaining and upgrading facility equipment.
- Scope 3 GHG emissions reduction efforts include, but are not limited to, sustainable product life cycle design, supplier engagement, and transportation and distribution optimization.
- Waste recycling and/or reuse efforts include, but are not limited to, transferring or selling non-hazardous waste to a third party for reuse, recycling, or incineration with corresponding energy capture and beneficial reuse of non-hazardous waste by Reporting Companies.
- Waste consumption reduction efforts include, but are not limited to, purchasing bulk products and amenities to reduce packaging, digitization of paper output, and using reusable bottles, cups, cutlery, and plates to reduce single-use disposable items.
- Water consumption reduction efforts include, but are not limited to, utilizing low-flow faucets, showers, and/or toilets, climate-appropriate landscaping and optimization of irrigation systems, and rainwater/storm water use.

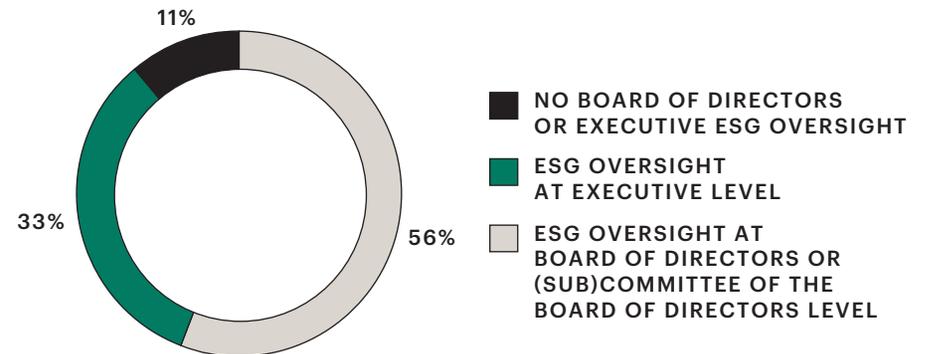
## REPORTING COMPANIES WITH ESG TARGETS & GOALS<sup>1</sup>



## REPORTING COMPANIES' PUBLIC ESG DISCLOSURES<sup>2</sup>



## ESG OVERSIGHT AT REPORTING COMPANIES



- The ESG targets and goals included in this data set are existing targets and goals that are quantitative, measurable, and external facing, and targets and goals that are in development and are expected to be quantitative, measurable, and external facing.
- Excludes public ESG disclosure included in Apollo ESG reporting materials.
- Other Public ESG Disclosure includes, but is not limited to, including ESG-related disclosure in Reporting Company securities filings, publishing ESG-related information on Reporting Company websites, and production of reports aligned with TCFD, SASB, GRI, and more.
- Includes the total number of and attendance at meetings held by the board of directors or similar governing body of Reporting Companies.

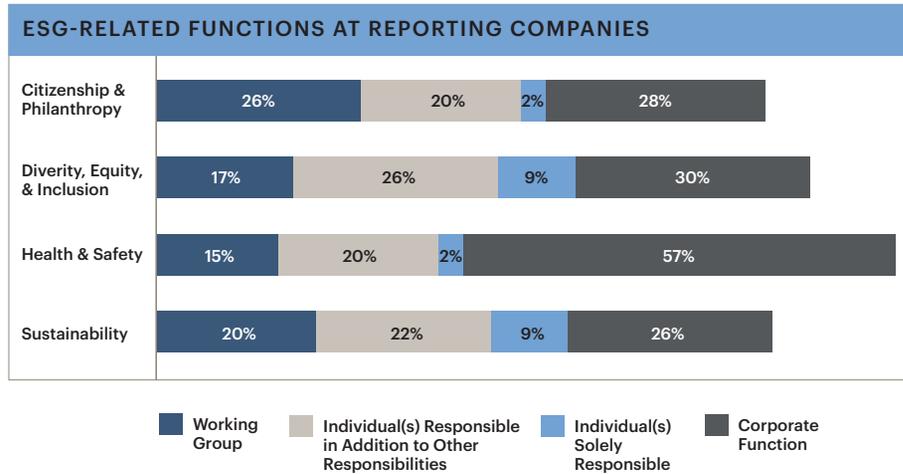
## QUANTITATIVE BOARD DATA<sup>4</sup>

Average Attendance Across All Board Meetings	96%
Total Number of Board Meetings	562



### QUANTITATIVE SOCIAL DATA

Full-Time Employee Count	320,853
Part-Time Employee Count	78,289
Corporate Philanthropy	\$63,234,482
Employee Volunteer Hours	72,593



1. Diversity, equity, and inclusion efforts include, but are not limited to, affinity groups, hiring programs for military veterans, national guard, or reservists, and diversity recruitment programs.

2. Employee engagement efforts include, but are not limited to, employee recognition programs, employee health and wellness programs, and employee learning or career development programs.

3. Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy, and employee volunteering.

4. Processes for evaluating suppliers on ESG criteria include, but are not limited to, implementation of supplier codes of conduct, conducting in-person site visits or audits, and requiring membership in supplier organizations or obtaining third-party verified certifications. ESG criteria include, but are not limited to, human rights, child labor, supplier diversity, and supplier sustainability.

5. Health and safety efforts include, but are not limited to, implementation of a Behavior-Based Safety Program, Safety Committees or Working Groups, and safety management systems.

6. Reflects where Reporting Companies had policies and/or trainings on these topics. Includes instances where topics were covered as part of other policies or trainings and standalone, dedicated policies or trainings.



## SELECT REAL ESTATE INVESTMENT DATA<sup>1</sup>

	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity <sup>2,3</sup> (MT/thousand square feet)	Percent of Non- Hazardous Waste Recycled <sup>2,3</sup>	Water Intensity <sup>4</sup> (m <sup>3</sup> /thousand square feet)	Scope 1 GHG Emissions Intensity <sup>5</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Scope 2 GHG Emissions Intensity <sup>6</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Environmental Efforts <sup>7</sup>	Health and Safety Efforts <sup>8</sup>	Community Engagement Efforts <sup>9</sup>
Investment A	8,894.54	0.79*	—	109.32	1.23	0.91	None	Yes	No
Investment B	—	—	—	—	—	—	None	No	No
Investment C	8,309.54	4.29	34%	199.56	0.00	5.66		Yes	No
Investment D	10,424.51	0.11	5%	7.30	6.39	6.23		Yes	No
Investment E	8,300.81	0.88*	—	60.41	0.00	11.31		No	No
Investment F	18,667.43	0.38*	—	10.46	0.00	11.23		No	No
Investment G	17,570.81	0.81	36%	118.77	1.72	0.00		Yes	Yes
Investment H	3,209.10	0.97	0%	161.15	1.40	1.14		Yes	No
Investment I	9,037.05	0.73*	—	87.04	0.00	15.96	None	No	No
Investment J	23,891.86	0.37	0%	31.24	0.00	2.12		Yes	No
Investment K	5,063.86	1.23	17%	12,631.56	4.01	177.24		Yes	Yes
Investment L	5,327.39	0.17*	—	29.00	1.52	4.53		No	No
Investment M	94,301.04	0.17*	—	24.23	—	—		Yes	No
Investment N	15,108.21	0.36	8%	129.73	7.54	5.34		Yes	Yes
Investment O	8,665.06	0.28*	—	20.35	—	—		No	No
Investment P	17,397.46	1.05	1%	208.61	0.07	7.34		Yes	Yes
Investment Q	17,996.80	0.12	29%	382.84	0.00	46.66		Yes	No

**KEY:** Environmental Building Certifications Energy Consumption Reduction Effort Renewable Energy Effort Water Recycling Water Reduction Effort Waste Recycling Waste Consumption Reduction Effort

\* Indicates non-hazardous waste-to-landfill intensity only — Company Did Not Report

- Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2022. In some cases, energy, non-hazardous waste to landfill, and water consumption are based on site area using estimation factors derived from Urban Land Institute data. All data is provided by property managers for certain properties owned by certain Apollo-managed real estate funds only.
- Non-hazardous waste to landfill includes any materials resulting from property operations in 2022 that are deemed “trash” and either sent to landfill or an incineration facility that does not produce energy from the incineration process. This does not include any hazardous waste or non-hazardous waste that was recycled or incinerated with corresponding energy capture.
- Non-hazardous waste recycled or reused includes any materials resulting from property operations in 2022 that are transferred or sold to a third party for reuse, recycling, or incineration with corresponding energy capture, or any non-hazardous waste beneficially reused by the property itself. This does not include recycled or reused water.
- Water consumption includes all water withdrawn by properties from all freshwater sources, including surface water, ground water, rainwater, and municipal water supply for use in 2022.
- Property managers are asked to report Scope 1 GHG emissions from on-site combustion only in accordance with the GHG Protocol corporate standard methodology. Emissions data used in intensity metrics reflects the control approach.
- Property managers are asked to report Scope 2 GHG emissions from purchased electricity only in accordance with the GHG Protocol corporate standard market-based methodology. Emissions data used in intensity metrics reflects the control approach.
- Environmental building certifications include, but are not limited to, LEED, ENERGY STAR, BREEAM, and Passivhaus.  
Energy consumption reduction efforts include, but are not limited to, installing LED lighting, using motion sensors or timers to control HVAC or lighting, and using energy management systems.  
Renewable energy is energy from any source that is virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time, such as hydropower, geothermal, wind, solar, and biomass. Renewable energy efforts include, but are not limited to, onsite renewable energy generation, the use of Direct PPAs or Virtual PPAs associated with specific renewable energy projects, and the execution of power-supply agreements that include Renewable Energy Certificates (RECs).  
Water recycling or reuse efforts include, but are not limited to, water-sharing programs with other local businesses, water treatment, and reverse osmosis systems.  
Water consumption reduction efforts include, but are not limited to, utilizing low-flow faucets, showers, and/or toilets, climate-appropriate landscaping and optimization of irrigation systems, and rainwater/storm water use.  
Waste recycling and/or reuse efforts include, but are not limited to, transferring or selling non-hazardous waste to a third party for reuse, recycling, or incineration with corresponding energy capture and beneficial reuse of non-hazardous waste.  
Waste consumption reduction efforts include, but are not limited to, purchasing bulk products and amenities to reduce packaging, digitization of paper output, and using reusable bottles, cups, cutlery, and plates to reduce single-use disposable items.
- Health and safety efforts include, but are not limited to, periodic safety meetings or trainings, installation of physical barriers or adjusted floor plans to increase social distancing, and installation of flooring that decreases likelihood of slips and falls.
- Community engagement efforts include, but are not limited to, donating available facility space to local community organizations for meetings or events, serving as a COVID-19 vaccination site, and housing refugees or others in need at no or discounted cost.

**NOTE:** For purposes of the intensity metrics in the table, zero values may represent true zero values or those less than 0.005 that have been rounded down. Intensity metrics labeled “N/A” indicate that thousand square feet was unavailable or not submitted and thus intensities could not be calculated using the consumption or emissions data provided.

SELECT REAL ESTATE INVESTMENT DATA<sup>1</sup> (CONTINUED)

	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity <sup>2,3</sup> (MT/thousand square feet)	Percent of Non- Hazardous Waste Recycled <sup>2,3</sup>	Water Intensity <sup>4</sup> (m <sup>3</sup> /thousand square feet)	Scope 1 GHG Emissions Intensity <sup>5</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Scope 2 GHG Emissions Intensity <sup>6</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Environmental Efforts <sup>7</sup>	Health and Safety Efforts <sup>8</sup>	Community Engagement Efforts <sup>9</sup>
Investment R	33,622.70	—	—	41.67	0.00	11.93		Yes	No
Investment S	11,986.70	1.07	18%	75.25	0.27	3.87		No	No
Investment T	7,760.66	0.34	0%	26.58	1.32	0.73		Yes	No
Investment U	—	—	—	—	—	—	None	No	No
Investment V	5,421.00	0.23	41%	90.40	0.33	0.54		Yes	Yes
Investment W	0.00	0.00*	—	0.00	0.00	0.00		Yes	No
Investment X	16,960.97	7.94*	—	83.61	0.00	10.48		No	No
Investment Y	8,821.78	0.11*	—	—	—	—	None	No	No
Investment Z	6,989.24	0.65	100%	6.05	0.00	0.48		Yes	No
Investment AA	N/A	N/A	94%	N/A	N/A	N/A		Yes	Yes
Investment AB	35,443.85	0.96*	—	140,136.00	3.16	25.48		Yes	No
Investment AC	765.84	0.15*	—	7.57	0.00	9.83		No	No
Investment AD	13,712.52	0.74	15%	53.02	0.00	3.38		Yes	No
Investment AE	N/A	N/A	0%	N/A	—	—		Yes	Yes
Investment AF	20,296.30	1.38	13%	189.39	1.71	3.85		Yes	Yes
Investment AG	13,964.54	0.54*	—	49.01	0.00	30.10		Yes	No
Investment AH	14,364.25	0.57	10%	166.65	1.67	1.28		Yes	Yes

KEY: Environmental Building Certifications Energy Consumption Reduction Effort Renewable Energy Effort Water Recycling Water Reduction Effort Waste Recycling Waste Consumption Reduction Effort

\* Indicates non-hazardous waste-to-landfill intensity only — Company Did Not Report

- Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2022. In some cases, energy, non-hazardous waste to landfill, and water consumption are based on site area using estimation factors derived from Urban Land Institute data. All data is provided by property managers for certain properties owned by certain Apollo-managed real estate funds only.
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- Non-hazardous waste recycled or reused includes any materials resulting from property operations in 2022 that are transferred or sold to a third party for reuse, recycling, or incineration with corresponding energy capture, or any non-hazardous waste beneficially reused by the property itself. This does not include recycled or reused water.
- Water consumption includes all water withdrawn by properties from all freshwater sources, including surface water, ground water, rainwater, and municipal water supply for use in 2022.
- Property managers are asked to report Scope 1 GHG emissions from on-site combustion only in accordance with the GHG Protocol corporate standard methodology. Emissions data used in intensity metrics reflects the control approach.
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- Environmental building certifications include, but are not limited to, LEED, ENERGY STAR, BREEAM, and Passivhaus. Energy consumption reduction efforts include, but are not limited to, installing LED lighting, using motion sensors or timers to control HVAC or lighting, and using energy management systems. Renewable energy is energy from any source that is virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time, such as hydropower, geothermal, wind, solar, and biomass. Renewable energy efforts include, but are not limited to, onsite renewable energy generation, the use of Direct PPAs or Virtual PPAs associated with specific renewable energy projects, and the execution of power-supply agreements that include Renewable Energy Certificates (RECs). Water recycling or reuse efforts include, but are not limited to, water-sharing programs with other local businesses, water treatment, and reverse osmosis systems. Water consumption reduction efforts include, but are not limited to, utilizing low-flow faucets, showers, and/or toilets, climate-appropriate landscaping and optimization of irrigation systems, and rainwater/storm water use. Waste recycling and/or reuse efforts include, but are not limited to, transferring or selling non-hazardous waste to a third party for reuse, recycling, or incineration with corresponding energy capture and beneficial reuse of non-hazardous waste. Waste consumption reduction efforts include, but are not limited to, purchasing bulk products and amenities to reduce packaging, digitization of paper output, and using reusable bottles, cups, cutlery, and plates to reduce single-use disposable items.
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- Community engagement efforts include, but are not limited to, donating available facility space to local community organizations for meetings or events, serving as a COVID-19 vaccination site, and housing refugees or others in need at no or discounted cost.

NOTE: For purposes of the intensity metrics in the table, zero values may represent true zero values or those less than 0.005 that have been rounded down. Intensity metrics labeled “N/A” indicate that thousand square feet was unavailable or not submitted and thus intensities could not be calculated using the consumption or emissions data provided.

SELECT REAL ESTATE INVESTMENT DATA<sup>1</sup> (CONTINUED)

	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity <sup>2,3</sup> (MT/thousand square feet)	Percent of Non- Hazardous Waste Recycled <sup>2,3</sup>	Water Intensity <sup>4</sup> (m <sup>3</sup> /thousand square feet)	Scope 1 GHG Emissions Intensity <sup>5</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Scope 2 GHG Emissions Intensity <sup>6</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Environmental Efforts <sup>7</sup>	Health and Safety Efforts <sup>8</sup>	Community Engagement Efforts <sup>9</sup>
Investment AI	292.33	0.19	1%	15.29	1.02	0.11		Yes	Yes
Investment AJ	6,449.70	0.37	100%	18.66	0.88	0.00		Yes	Yes
Investment AK	9,470.11	1.11*	—	132.79	1.28	3.98		Yes	No
Investment AL	—	—	—	—	0.00	0.46		Yes	Yes
Investment AM	8,540.11	1.02	46%	65.61	0.01	5.78		Yes	No
Investment AN	—	—	—	—	—	—		Yes	Yes
Investment AO	16,709.62	9.49*	—	94,533.25	1.84	5.93		Yes	No
Investment AP	4,860.00	—	—	66.67	0.00	1.03		Yes	No
Investment AQ	—	—	—	N/A	N/A	N/A	None	No	No
Investment AR	4,747.45	694.12*	—	190.99	0.16	2.17	None	No	No
Investment AS	10.20	—	—	—	0.00	0.00	None	No	No
Investment AT	—	—	—	—	—	—		Yes	No
Investment AU	0.00	0.74*	—	—	—	—		Yes	No
Investment AV	23,749.13	0.17*	—	27.37	0.00	2.34		Yes	No
Investment AW	—	—	—	—	0.00	0.46	None	No	No
Investment AX	168.33	0.17	1%	14.09	0.25	0.06		Yes	Yes
Investment AY	148,387.74	380.78*	—	37,190.42	0.00	0.07		Yes	No
Investment AZ	8,076.73	0.19*	—	37.30	0.00	6.36		Yes	No

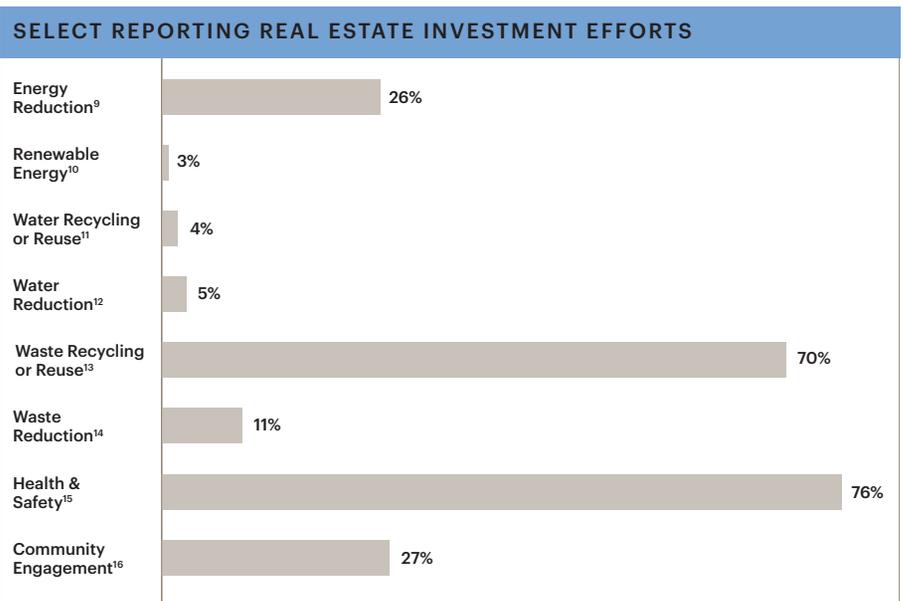
KEY: Environmental Building Certifications Energy Consumption Reduction Effort Renewable Energy Effort Water Recycling Water Reduction Effort Waste Recycling Waste Consumption Reduction Effort

\* Indicates non-hazardous waste-to-landfill intensity only — Company Did Not Report

- Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2022. In some cases, energy, non-hazardous waste to landfill, and water consumption are based on site area using estimation factors derived from Urban Land Institute data. All data is provided by property managers for certain properties owned by certain Apollo-managed real estate funds only.
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- Environmental building certifications include, but are not limited to, LEED, ENERGY STAR, BREEAM, and Passivhaus.  
Energy consumption reduction efforts include, but are not limited to, installing LED lighting, using motion sensors or timers to control HVAC or lighting, and using energy management systems.  
Renewable energy is energy from any source that is virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time, such as hydropower, geothermal, wind, solar, and biomass. Renewable energy efforts include, but are not limited to, onsite renewable energy generation, the use of Direct PPAs or Virtual PPAs associated with specific renewable energy projects, and the execution of power-supply agreements that include Renewable Energy Certificates (RECs).  
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NOTE: For purposes of the intensity metrics in the table, zero values may represent true zero values or those less than 0.005 that have been rounded down. Intensity metrics labeled “N/A” indicate that thousand square feet was unavailable or not submitted and thus intensities could not be calculated using the consumption or emissions data provided.

SELECT REPORTING REAL ESTATE INVESTMENT ENVIRONMENTAL DATA <sup>1</sup>		
Metric	Total Consumption/ Generation	Property Disclosure Rate
Total Area (ft <sup>2</sup> )	275,619,089.92	92%
Energy Consumption (MWh)	1,322,939.44	87%
Non-Hazardous Waste to Landfill Weight (MT) <sup>2</sup>	2,962,376.42	81%
Non-Hazardous Waste Recycled or Reused Weight (MT) <sup>3</sup>	5,156.39	42%
Water Consumption (m <sup>3</sup> ) <sup>4</sup>	255,467,175.72	83%
Scope 1 GHG Emissions (MT of CO <sub>2</sub> e) <sup>5</sup>	94,303.34	83%
Scope 2 GHG Emissions (MT of CO <sub>2</sub> e) <sup>6</sup>	404,744.17	83%
Scope 1 + 2 GHG Emissions (MT of CO <sub>2</sub> e) <sup>7</sup>	499,047.51	—
Total Environmental Building Certifications <sup>8</sup>	76	100%



1. Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2022. In some cases, energy, non-hazardous waste to landfill, and water consumption are based on site area using estimation factors derived from Urban Land Institute data. All data is provided by property managers for certain properties owned by certain Apollo-managed real estate funds only.

2. Non-hazardous waste to landfill includes any materials resulting from property operations in 2022 that are deemed “trash” and either sent to landfill or an incineration facility that does not produce energy from the incineration process. This does not include any hazardous waste or non-hazardous waste that was recycled or incinerated with corresponding energy capture.

3. Non-hazardous waste recycled or reused includes any materials resulting from property operations in 2022 that are transferred or sold to a third party for reuse, recycling, or incineration with corresponding energy capture, or any non-hazardous waste beneficially reused by the Reporting Company itself. This does not include recycled or reused water.

4. Water consumption includes all water withdrawn by properties from all freshwater sources, including surface water, ground water, rainwater, and municipal water supply for use in 2022.

5. Property managers are asked to report Scope 1 GHG emissions from on-site combustion only in accordance with the GHG Protocol corporate standard methodology. This data reflects the control approach.

6. Property managers are asked to report Scope 2 GHG emissions from purchased electricity only in accordance with the GHG Protocol corporate standard market-based methodology. This data reflects the control approach.

7. This does not include any Scope 3 GHG emissions.

8. Environmental building certifications include, but are not limited to, LEED, ENERGY STAR, BREEAM, and Passivhaus.

9. Energy consumption reduction efforts include, but are not limited to, installing LED lighting, using motion sensors or timers to control HVAC or lighting, and using energy management systems.

10. Renewable energy is energy from any source that is virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time, such as hydropower, geothermal, wind, solar, and biomass. Renewable energy efforts include, but are not limited to, onsite renewable energy generation, the use of Direct Power Purchase Agreements or Virtual PPAs associated with specific renewable energy projects, and the execution of power-supply agreements that include Renewable Energy Certificates (RECs).

11. Water recycling or reuse efforts include, but are not limited to, water-sharing programs with other local businesses, water treatment, and reverse osmosis systems.

12. Water consumption reduction efforts include, but are not limited to, utilizing low-flow faucets, showers, and/or toilets, climate-appropriate landscaping and optimization of irrigation systems, and rainwater/storm water use.

13. Waste recycling and/or reuse efforts include, but are not limited to, transferring or selling non-hazardous waste to a third party for reuse, recycling, or incineration with corresponding energy capture and beneficial reuse of non-hazardous waste.

14. Waste consumption reduction efforts include, but are not limited to, purchasing bulk products and amenities to reduce packaging, digitization of paper output, and using reusable bottles, cups, cutlery, and plates to reduce single-use disposable items.

15. Health and safety efforts include, but are not limited to, periodic safety meetings or trainings, installation of physical barriers or adjusted floor plans to increase social distancing, and installation of flooring that decreases likelihood of slips and falls.

16. Community engagement efforts include, but are not limited to, donating available facility space to local community organizations for meetings or events, serving as a COVID-19 vaccination site, and housing refugees or others in need at no or discounted cost.



# Appendix A: Reporting Companies Listing

Company	Sector
ABC Technologies	Consumer Discretionary
adapa Group	Materials
ADT	Consumer Discretionary
Aeroméxico	Industrials
ALTEMIRA Group	Materials
Aqua Finance	Financials
AS Graanul Invest	Utilities
Aspen Insurance Holdings Limited	Financials
Athora	Financials
Bensons for Beds	Consumer Discretionary
Broad Reach Power	Energy
CareerBuilder	Information Technology
Catalina Holdings	Financials
CBR Fashion Group	Consumer Discretionary
Celeros Flow Technology	Industrials
Clix Capital Services Private Limited	Financials
Coinstar	Consumer Discretionary
Covis Pharma	Health Care
Cox Media Group	Communication Services
ecoATM	Consumer Discretionary

Company	Sector
Eliant Trade Finance	Financials
EmployBridge	Industrials
Energos Infrastructure	Industrials
FlexGen	Energy
Foundation Home Loans	Financials
Freestone	Industrials
Great Canadian Entertainment	Consumer Discretionary
Heritage Grocers Group	Consumer Staples
IGT Solutions	Information Technology
Ingenico	Information Technology
Ingenio	Communication Services
Invited	Consumer Discretionary
Kem One	Materials
Lapithus	Financials
Lecta Limited	Materials
Legendary Entertainment	Consumer Discretionary
Lifepoint Health	Health Care
Lottomatica	Consumer Discretionary
MAFTEC	Materials
Maisons du Monde	Consumer Discretionary
Maxim Crane Works, LP	Industrials

Company	Sector
Mesquite Energy	Energy
MidCap Financial	Financials
Miller Homes	Consumer Discretionary
New Era Cap	Consumer Discretionary
New Home Co.	Consumer Discretionary
Newfi Lending	Financials
Northwoods Energy	Energy
Novolex	Materials
Oldenburgische Landesbank	Financials
Petros Pace Finance	Financials
Planetcast	Communication Services
Primafrio	Industrials
Rackspace Technologies	Information Technology
Redding Ridge Asset Management	Financials
Reno de Medici	Materials
Sapphire Gas Solutions	Energy
ScionHealth	Health Care
Shutterfly	Consumer Discretionary
Smart Start	Consumer Discretionary
Summit Ridge Energy	Utilities

Company	Sector
Sun Country Airlines	Industrials
Supplemental Health Care	Health Care
Takkion Group	Industrials
TD SYNTEX	Information Technology
The Fresh Market	Consumer Staples
The GI Alliance Management, LLC	Health Care
The Michaels Companies	Consumer Discretionary
The Venetian Resort Las Vegas	Consumer Discretionary
Tidewater Logistics	Energy
Total Operations and Production Services	Industrials
U.S. Acute Care Solutions Holdings	Health Care
University of Phoenix	Consumer Discretionary
US Wind	Energy
Vacuumschmelze	Materials
Vallourec	Energy
Venerable	Financials
Ventia	Industrials
West Technology	Communication Services
Wheels	Financials
Yahoo	Communication Services

# Appendix B: Defined Terms & Glossary

**BRG:** Business Resource Group

**CDP:** Carbon Disclosure Project

**CO<sub>2</sub>:** Carbon dioxide

**CO<sub>2</sub>e:** Carbon dioxide equivalent

**DE&I:** Diversity, Equity, and Inclusion

**ERG:** Employee Resource Group

**ESG:** Environmental, Social, and Governance

**ESG Reporters:** Certain collective entities affiliated with Apollo

**Funds:** Funds managed by entities affiliated with Apollo

**gal:** Gallon

**GHG:** Greenhouse Gas

**GRI:** Global Reporting Initiative

**GW:** Gigawatt

**HBCU:** Historically Black College or University

**HVAC:** Heating, Ventilation, and Air Conditioning

**ISO:** International Organization for Standardization

**IT:** Information Technology

**kWh:** Kilowatt hour

**LED:** Light-emitting diode

**LGBTQ+:** Lesbian, gay, bisexual, transgender, queer, and others

**LP:** Limited Partner

**m<sup>3</sup>:** Cubic meter

**MT:** Metric ton

**MW:** Megawatt

**MWdc:** Megawatt of direct current

**NO<sub>x</sub>:** Nitrogen oxide

**OEM:** Original equipment manufacturer

**Reporting Companies:** The list of companies set forth in Appendix A

**SASB:** Sustainable Accounting Standards Board

**Scope 1 GHG emissions:** Direct GHG emissions occurring at sources that are owned or controlled by a company

**Scope 2 GHG emissions:** Indirect GHG emissions from the generation of purchased electricity or energy that occurs at the electricity- or energy-generating site that is consumed in a company's owned or controlled equipment or operations

**Scope 3 GHG emissions:** GHG emissions that are the result of activities from assets not owned or controlled by a company but that can directly impact its value chain

**SEC:** Securities and Exchange Commission

**TRIR:** Total Recordable Incident Rate

**UN:** United Nations

**UN SDGs:** United Nations Sustainable Development Goals

**UK:** United Kingdom

**U.S.:** United States

# Appendix C:

## Legal Disclaimer

This 2022 Apollo ESG Reporting Program Summary (the Summary) is provided by Apollo Global Management, Inc. (AGM, and, together with its subsidiaries, Apollo) for informational purposes only and is solely intended to summarize the ESG process and strategies of certain yield, hybrid, and equity assets in which Funds managed by entities affiliated with Apollo have investments (such entities collectively, the ESG Reporters). This Summary should not be relied upon for any other purpose. The Summary does not summarize investment performance. This Summary does not constitute an offer to sell, or the solicitation of an offer to buy, any security, product, or service, including interests in any Fund. This Summary covers the time period beginning on January 1, 2022 and ending on December 31, 2022, unless otherwise indicated.

Any past performance information provided herein is neither indicative nor a guarantee of future performance or returns. References to ESG Reporters are intended to illustrate the application of Apollo's investment process only and should not be viewed as a recommendation of any particular security or ESG Reporter. Any information provided in this Summary about past investments is provided

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The information contained in this Summary may change at any time without notice. Apollo does not have any responsibility to update this Summary to account for any such changes. Certain information contained herein may be "forward-looking" in nature. Due to various risks and uncertainties, actual events or results of the actual performance of any Fund may differ materially from those reflected or contemplated in such forward-looking information. As such, undue reliance should not be placed on such information, and no individual or entity should rely on such information in connection with buying or selling any securities or making or selling any investment. Forward-looking statements may be identified by the use of terminology including, but not limited to, "may," "will," "should," "expect,"

"anticipate," "target," "project," "estimate," "intend," "continue," or "believe," or the negatives thereof or other variations thereon or comparable terminology.

On March 21, 2022, the SEC proposed climate-related disclosure requirements that would, among other things, require disclosure of direct and indirect greenhouse gas emissions, with certain emissions disclosures subject to third-party attestation requirements; climate-related scenario analysis (if the issuer conducts scenario analysis), together with qualitative and quantitative information about the hypothetical future climate scenarios used in its analysis; climate transition plans or climate-related targets or goals, along with disclosure of progress against any such plans, targets, or goals; climate-related risks over the short-, medium-, and long-term; qualitative and quantitative information regarding climate-related risks and historical impacts in audited financial statements; corporate governance of climate-related risks; and climate-related risk-management processes. Apollo is assessing the potential impacts of this proposal. The information presented in this Summary has not been collected or reported pursuant to these SEC-proposed, climate-related disclosure requirements.



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