

APOLLO

Three stylized wind turbines are positioned in the background, with the central one being the most prominent and slightly taller than the two flanking it. They are rendered in a dark blue color against a lighter blue gradient background.

Driving a More Sustainable Future

APOLLO GLOBAL MANAGEMENT ANNUAL ESG REPORT | VOLUME 13

2021 Apollo ESG Reporting Program Summary

This ESG Reporting Program Summary provides information on the environmental, social, and governance (“ESG”) initiatives of companies as reported through Apollo’s ESG Reporting Program.

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Introduction

The ESG Reporting Program is a longstanding effort to collect ESG data from companies in which Apollo-managed funds are invested in order to identify potential ESG-related risks and opportunities.

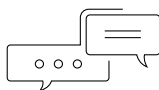
The companies included in this summary (the “Reporting Companies”) are set forth in Appendix A.

In connection with the ESG Reporting Program, Reporting Companies are asked to respond to an ESG questionnaire designed to provide insight into their ESG activities and programs throughout the year. The reporting program focuses largely on companies in Apollo-managed private equity 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 and inclusion.
- Supply chain.
- Philanthropy and volunteering.
- ESG oversight.
- Governance policies and trainings.



Throughout this summary, you will find ESG profiles for each Reporting Company that participated in Apollo’s 2021 ESG Reporting Program. In addition, this ESG Reporting Company Summary contains high-level analysis and anonymized Reporting Company responses to select metrics collected from 2021 ESG Reporting questionnaires.



A Conversation with Laurie Medley, Apollo Global Head of ESG

Q. When did the ESG Reporting Program start and how has it evolved?

During the first few years of Apollo's ESG Reporting Program, we were asking certain Apollo-managed funds' portfolio companies to provide qualitative descriptions about just a few specific ESG efforts. Since then, the Program has evolved both in scope and sophistication. In 2015, we began to formally collect not only qualitative data about companies' ESG-related efforts, but also quantitative data points, such as environmental cost and consumption metrics, charitable contributions, and health and safety rates. Each year, we've worked to refine our ESG questionnaires and the resources we provide to companies as well as our own internal ESG processes, procedures, and technology. For 2021, we asked Reporting Companies to answer more than 200 quantitative and qualitative questions covering topics across the spectrum of ESG.

Q. How does Apollo determine what questions to ask of Reporting Companies?

The original 2015 ESG questionnaire was informed by a variety of reporting frameworks in place at the time, such as SASB, GRI, CDP, and others. It was created in consultation with our limited partner ("LP") ESG Subcommittee with support from a third-party consultant. Each year, we revisit the ESG questionnaires to adapt the questions to capture the latest ESG insights in hopes of collecting the most material and accurate data from Reporting Companies. In our revisions, we consider the evolving ecosystem of ESG reporting frameworks and third-party ESG rating agencies, LP interests, and our own understanding of ESG materiality for the companies that are part of the program.

Q. What does Apollo do to ensure it captures the most accurate data possible?

Companies join Apollo's ESG Reporting Program at various stages of sophistication in their ability to report on ESG-related data, and accordingly, getting complete and accurate data can sometimes be challenging. To assist companies, we provide a variety of resources including detailed guidance for ESG data requests, and tools for estimation, calculation, and unit conversion. We also host webinars and hotlines for companies to learn more about the reporting process and raise any questions they may have. Once we receive company data, we perform our own internal process in an attempt to ensure accuracy and completeness, and we proactively follow up with companies if we identify significant discrepancies or need more information to improve the quality or completeness of the data.

Q. How does the Apollo ESG Reporting Program create value?

At Apollo, we believe the maxim "what gets measured gets managed." We believe that as a result of being asked these questions, Reporting Companies are prompted to evaluate their ESG efforts and, in doing so, can identify and take action on areas of improvement to mitigate ESG risk and take advantage of opportunities to strengthen their business. With the introduction of the strategic private equity ESG framework, the ESG Reporting Program will be an important tool for collecting the data that informs those strategies and measures their success.



A

ABC TECHNOLOGIES

Corporate Profile

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

Key Efforts

- Initiated the “Bee” program at five facilities. This online platform aims to help suppliers use less energy, water, and materials, reduce their carbon emissions, and provides access to a community of automotive suppliers to improve and meet its sustainability targets.
- Became a member of the Suppliers Partnership for the Environment, a leading forum for global automotive manufacturers, their suppliers, and government partners.
- Mandated new KOs to track monthly waste consumption to include hazardous waste, recycled waste, landfill diversion, and disposal methods.
- Convened a cross-functional team of environmental, health & safety, human resources, legal, and operations to establish a COVID-19 Playbook comprised of well-defined policies and procedures to guide consistency across operational activities.
- Published a publicly available **ESG Report**.

ADT

Corporate Profile

ADT is a provider of security, automation, smart home, and solar solutions serving consumer and business customers delivered by one of the largest networks of smart home security and rooftop solar professionals in the U.S.

Key Efforts

- Received Time magazine’s Best Innovation of 2021 award for the SoSecure mobile safety application, a free app that connects users with an ADT security expert for reassurance and/or emergency response in situations where they feel unsafe.
- Published its first publicly available **ESG report** in 2021 and second SASB-aligned disclosure, detailing the steps the company has taken to advance its ESG program.
- Joined the Corporate Electric Vehicle Alliance, a collaborative effort led by companies focused on accelerating the transition to electric vehicles and continued to supplement its fleet with more fuel-efficient vehicles.
- Launched its Virtual Service Program, reducing truck rolls of ADT technicians by nearly 30%, resulting in higher customer satisfaction and a significant reduction in fuel emissions.
- Contributed approximately \$750,000 to more than 100 nonprofits, including \$10,000 each to five volunteer fire departments through ADT’s LifeSaver Awards program, which recognizes first responders and provides resources for equipment, training, and other needs to ensure exceptional emergency response.
- Established a cross-functional, management- and executive-level ESG working group with oversight from the audit committee of the ADT Board of Directors.

AMISSIMA

Corporate Profile

Amissima provides a broad range of life insurance solutions and savings products to customers in Italy.

Key Efforts

- Joined a food service platform that redirects overproduced or cosmetically defective produce to reduce food waste.
- Continued the Amissima Recycles program to recycle paper, plastic, cardboard, and printer toners.
- Installed a water dispenser and distributed thermal flasks to employees to reduce the use of plastic water bottles.
- Expanded employee benefits to include flexible working arrangements, in addition to live, virtual town hall-style meetings with leaders. These efforts build on a solid foundation of supportive employee programs, including education admission reimbursement, paid leave to prepare for exams, and financing assistance for purchasing first homes or vehicles.

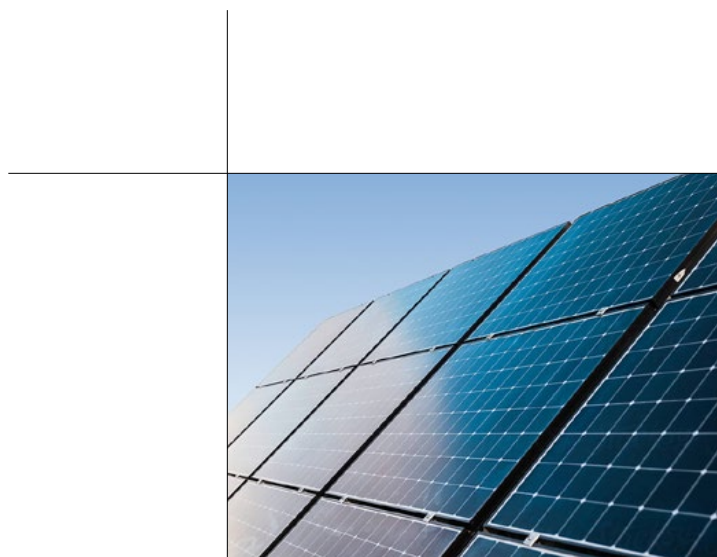
APEX ENERGY

Corporate Profile

Apex Energy is an Appalachian Basin-based upstream oil and gas company.

Key Efforts

- Achieved zero safety incidents in 2021.
- Sited well pads in conjunction with landowners and stakeholders to minimize disruption and operate in concert with neighboring uses.
- Conducted daily job-site meetings with contractors during all operations to review safety processes and initiatives, and established safety protocols with local government, emergency responders, and private safety personnel prior to commencement of operations at a new location.
- Continued to embed performance on safety goals into compensation decisions and reported to the board of directors.





AS GRAANUL INVEST

Corporate Profile

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

Key Efforts

- Displaced 47,550,510 GJ — the equivalent energy use of nearly 1.2 million U.S. households in a year — of fossil fuel primary energy through the generation of 2,717,172 tons of pellets.
- Sourced raw materials from the closest geographic locations possible to reduce the carbon footprint of the supply chain.
- Established a Sustainability-Linked Financing Framework aligning investments with UN SDG 12: Responsible Consumption and Production and 13: Take Urgent Action to Combat Climate Change and its Impacts.
- Encouraged safe behavior in the workplace through periodic safety meetings and tracking leading safety indicators.

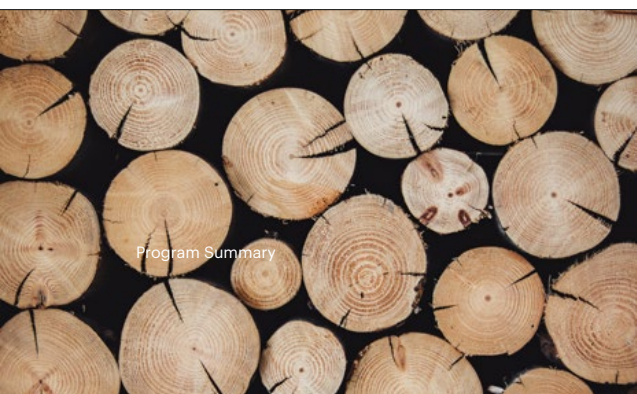
ASPEN INSURANCE

Corporate Profile

Aspen Insurance is a global property & casualty specialty insurer and reinsurer.

Key Efforts

- Became a signatory of the United Nations Environment Programme Finance Initiative Principles for Sustainable Insurance in addition to its two-year commitment to the UN SDGs.
- Offset 2,150 MT of carbon through the Panama Reforestation Project, 300 MT through the Kenya Reforestation Project, and 900 MT through the Soma-Polat Turkey wind farm for a total of 3,343.24 MT of carbon offset by Aspen in 2020.
- Contributed \$1,405,000 to charitable organizations across Aspen communities in the United States, the U.K., Bermuda, and globally.
- Refreshed the Aspen cultural values and established a set of behaviors to guide operational and personal behavior.
- Produced its first public **ESG report** in 2021.



ATHENE

Corporate Profile

Athene is a retirement services company that issues, reinsures, and acquires retirement savings products. On January 1, 2022, Apollo and Athene successfully completed their merger under Apollo Global Management, Inc. ("AGM"), a high-growth, global alternative asset manager and retirement services provider. As a result of the merger, the combined entity AGM has two principal subsidiaries: Apollo Asset Management, Inc. ("AAM"), our alternative asset management business, and Athene Holding Ltd. ("Athene"), our retirement services business.

Key Efforts

- Introduced and awarded 20 scholarships through the new Game Changer Scholars program, which is designed to support underrepresented minority students in reaching their educational goals.
- Committed \$1M to the Great Outdoors Foundation and its subsidiary, Central Iowa Water Trails, to support water quality efforts at strategic access points and safeguard waterways.
- Launched the Athene Pro Bono Legal Services Program, created to serve Athene's communities and increase access to legal services for all, which provided 70 legal services hours in 2021, for a total in-kind donation value of \$14,490.
- Published publicly available **CSR Report**.

ATHORA

Corporate Profile

Athora is an insurance and reinsurance group focused exclusively on the European market.

Key Efforts

- Partnered with fund managers Funds for Good, DNCA, M&G, and Nordea to launch Responsible Finance Club, to raise awareness among insurance brokers and their clients of the societal importance of responsible investment.
- Established Inclusion, Diversity, and Equality Council to foster an inclusive, diverse, and equal working environment, supporting the company's values and engaging colleagues on the topic.
- Introduced Smart Working framework, enabling employees to tailor their work structure to be conducive to their working habits and lifestyle.
- Donated €750,000 to charities, supporting the communities in countries of operation.
- Monitored employee engagement levels, which were maintained through the COVID-19 pandemic and business transformation.





B

BENSONS FOR BEDS

Corporate Profile

Bensons for Beds is a bed retailer specializing in beds, mattresses, and bedroom furniture across its 170+ stores and online.

Key Efforts

- Established a sustainability focus group comprised of 14 representatives across the business to codify Bensons' sustainability strategy. To date, the group has surveyed the company to gather ideas for sustainability initiatives and included sustainability questions in market research via the brand tracker to solicit customer and prospect perspectives.
- Partnered with the British Heart Foundation ("BHF") to enable Bensons for Beds customers to donate any bed or bedroom furniture. The program has raised £7.3 million for the BHF since its inception in 2013 up until the end of 2021.
- Donated £10 from each sale of a Slumberland Rollo mattress to MIND, a mental health charity, raising a total of £155,810.
- Introduced a new Learning Management System ("LMS") platform, "Spring," to enhance the learning pathways of Bensons' people. During COP26, Bensons rolled out a mandatory Climate Change Training on the LMS. More than 980 employees completed the climate change training, which includes an overview of the impact climate change could have on Bensons for Beds, Bensons' plans to address climate change, and tips for reducing individual impact at home.



C

CAREERBUILDER

Corporate Profile

CareerBuilder is a global talent marketplace that provides talent acquisition solutions to help employers find, hire, and onboard talent, and helps job seekers build the skills needed in the modern workplace.

Key Efforts

- Partnered with Black Information Network in 2022 to launch “100,000 Careers,” an initiative to connect employers with Black American career seekers.
- Continued to offer the EmpowerHire Pack, offering six months of free access to Careerbuilder’s talent acquisition solutions to Black-owned small businesses.
- Engaged employees through town halls, social events, employee recognition programs, health and wellness programs, and two paid volunteer days a year, allowing employees to dedicate time to causes that inspire them.

CATALINA

Corporate Profile

Catalina is a group that acquires and manages non-life insurance and reinsurance companies and portfolios in run-off.

Key Efforts

- Laid the groundwork and applied to become a signatory to the Principles for Responsible Investment in 2021 and was accepted in the first quarter of 2022. This evidences Catalina’s commitment to align business practices with market leading standards.
- Implemented a Volunteer Paid Time Off policy, which led to 203 paid volunteer hours taken by employees.
- Increased the company charitable matching program to \$500 per employee, resulting in \$9,210 matching dollars and a total of \$18,420 in charitable donations initiated by employees.
- Held employee wellness step challenge at Singapore offices to fundraise for partner organizations Xin Yuan Community Care, Shine Children and Youth Services, and Beyond Social Services. During the challenge, employees took a total of 32 million steps to raise SGD 20,000.

CBR FASHION GROUP

Corporate Profile

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

Key Efforts

- Monitored compliance risks in the brand supply chain through a comprehensive social compliance program, which conducted 256 supplier inspections in 2021.
- Utilized renewable energy at all sites in Germany.
- Responded to COVID-19 with health and safety measures, including required face masks or coverings, COVID-specific health and safety training, daily testing for unvaccinated employees, adjusted floor plans, reduced capacity, physical barriers, increased sanitation, reduction of business trips, offered rapid tests, and 45% of employees working from home some or all of the time.

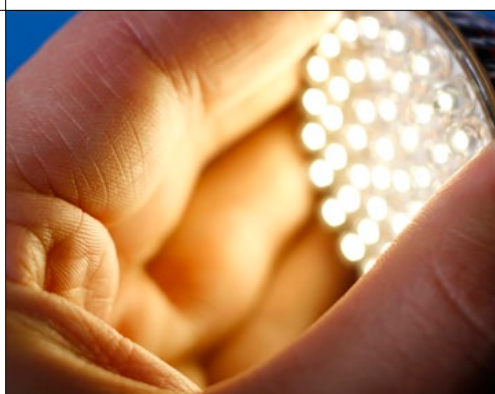
CELEROS FLOW TECHNOLOGY

Corporate Profile

Celeros Flow Technology is a supplier of mission critical pumps, valves, closures, and filtration equipment in the power, energy, naval, and industrial sectors.

Key Efforts

- Launched the Celeros Flow Technology Women's Network, established to attract, foster, support, and advocate for female talent within the company.
- Established a multidisciplinary Carbon Reduction Initiative Team to develop and integrate a carbon reduction and sustainability vision into Celeros Flow Technology's business plan.
- Endeavored to reduce GHG emissions through efforts that included installing LED lighting, variable speed drives on motors, and upgrading to more efficient boilers.
- Participated in a national "Cycle to Work" program, where employees are offered incentives to buy a bicycle for traveling to and from work.



COINSTAR

Corporate Profile

Coinstar operates automated coin-cashing machines.

Key Efforts

- Sought to increase fuel efficiency through initiatives such as fuel tracking, tire pressure maintenance, and route optimization. Hybrid vehicles now make up 80% of Coinstar's fleet, and all trucks are equipped with aerodynamic packages to reduce fuel consumption. Fuel consumption has steadily decreased year over year since the company began reporting to Apollo in 2016, most recently achieving a 4% decrease in fuel consumption between 2020 and 2021.
- Engaged employees through a variety of events and channels, including town halls, newsletters, recognition programs, social events, an employee assistance program, flexible working hours, remote work, learning and/or career development programs, and an annual employee survey.
- Implemented "Third Thursday" in response to employee desire for collaboration and connection with colleagues, allowing time for teams to meet at the headquarters office to brainstorm, problem-solve, etc., and accompanied by a social event.
- Audited recruiting and onboarding communications to ensure gender-inclusive language and added health and paid time off benefits to meet a diversity of family and individual needs.

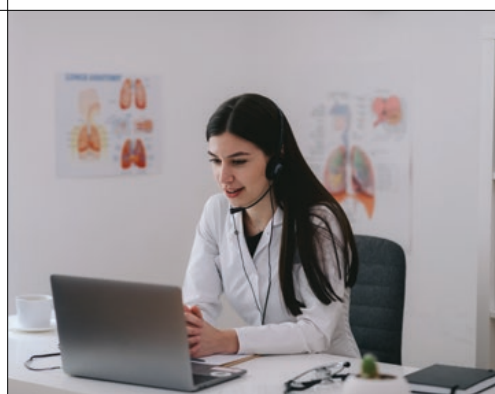
COVIS PHARMA

Corporate Profile

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

Key Efforts

- Engaged employees through a variety of events and initiatives, including town halls, social events, employee recognition programs, companywide mental health days off, employee learning and/or career development programs, mentorship opportunities, flexible working hours, and remote working.
- Implemented a new bi-annual 12-question Pulse Survey, which is used to measure progress in company culture and employee engagement, which resulted in several meaningful changes — a hybrid office/remote work model, an enhanced omni-channel communications plan, a new global parental leave policy, an employee assistance program for all employees, and a clearer approach to annual performance and reward processes to increase transparency.
- Created a Global Diversity and Inclusion Council made up of employees from across the business, which was tasked with leading the diversity and inclusion strategy development and focus areas.



COX MEDIA GROUP

Corporate Profile

Cox Media Group (“CMG”) is an American media conglomerate featuring a portfolio of local, national, and digital brands.

Key Efforts

- Delivered more than 400 on-air and digital stories as part of the company’s Gets Real initiative, an effort to actively lead community-based conversations about race and inequality. In 2021, CMG’s “Gets Real” programming won 11 local and regional content awards, including five regional Emmys. In 2022, CMG was awarded the NAB Service to America Award for all of the “Gets Real” segments across CMG-TV in 2021.
- Served over 260,000 community members through CMG’s disaster relief program, Convoy of Care, now in its sixth year of helping communities recover after natural disasters.
- Provided a Building an Inclusive Workplace training for CMG leaders to increase their diversity, equity, and inclusion acumen, understand unconscious bias, and create a Diverse Performance Culture at CMG.
- Engaged employees through employee newsletters, town halls, employee health and wellness programs, social events, and employee learning and development programs.





D

DIRECT CHASSISLINK

Corporate Profile

Direct ChassisLink is a provider of marine and domestic chassis and asset management services to the North American intermodal industry.

Key Efforts

- Established the Diversity, Equity, and Inclusion (“DEI”) Council to implement a diversity strategy and policies established by the Senior Leadership Team and to advise leadership on DEI needs.
- Entered a three-year partnership with North Carolina A&T University, a historically Black college or university (“HBCU”), for a new scholarship and internship program.
- Ensured the sustainability of core products through the Galvanized Chassis Initiative, a process by which metal is galvanized with zinc, creating a stronger barrier against rust and extending the life of the metal.
- Achieved zero OSHA reportable incidents for 2021 through a culture of Safety Always and strong communication, training, and compliance, and reinforced monthly at a network safety meeting.
- Held monthly network safety meetings, bringing together the entire field team to review and discuss various safety topics and initiatives and share best practices.



E

ECOATM

Corporate Profile

ecoATM operates automated machines that enable customers to sell unwanted smart devices.

Key Efforts

- Recycled 1,203,870.06 pounds of electronic waste in 2021 through the processing of customers' devices. In 2021 alone, ecoATM recycled more than 4.4 million devices.
- Partnered with Susan G. Komen for the Cure to include consumer charitable giving at kiosks during the month of October 2021.
- Engaged employees through a variety of efforts, including employee newsletters, social events, employee recognition programs, and employee learning and development programs.
- Launched a "Work Where You Thrive" program related to working from home.

EMPLOYBRIDGE

Corporate Profile

EmployBridge is an independent provider of flexible workforce services in the U.S. and Canada, focused on placing high-demand skilled and semi-skilled employees in the rapidly growing supply chain market.

Key Efforts

- Provided two cost-free skills training programs for temporary associates, permanent colleagues, and clients:
 - Better WorkLife Academy — a suite of online courses on a range of topics from technical and machine operations to computer skills and English as a second language.
 - Life Skills Studio — online life skills courses to support personal growth.
- Provided eight hours of paid time off for permanent colleagues and certain associates to volunteer with a charitable organization, resulting in more than 2,250 hours volunteered by employees.
- Collected employee feedback data using quarterly pulse surveys that inform actions to enhance the employment experience.
- Implemented and improved employee benefits such as parental leave, the ability to roll over paid time off, enhanced employee assistance program, and increased flexibility around working hours and for working from home.
- Surveyed workers about the factors that attract, motivate, and retain hourly workers through their 16th annual Voice of the Blue-Collar Worker survey in 2022.



F

FREESTONE MIDSTREAM

Corporate Profile

Freestone Midstream is an integrated water midstream and water management company focused on acquiring, developing, and operating top-tier water assets for the onshore U.S. energy industry.

Key Efforts

- Returned nearly 600,000 barrels (approximately 25,200,000 gallons) of cleaned production water to the environment as a result of business operations.
- Conducted monthly safety meetings for all field employees, covering safety topics relevant to operations and general safety themes.
- Formed a new entity, Freestone Renewables, focused on the development of renewable energy projects such as distributed and utility-scale solar and wind energy generated in the West.
- Began development of a pilot for desalination technology to treat wastewater from oil field operations and use as a water source for no-till sheep grazing.



G

GREAT CANADIAN GAMING CORPORATION

Corporate Profile

Great Canadian Gaming Corporation is a gaming, entertainment, and hospitality operator in Canada.

Key Efforts

- Engaged employees through a variety of activities and programs, including town halls, newsletters, social events, employee recognition programs, health and wellness programs, an employee assistance program, learning and development, and remote/flexible working hours.
- Prioritized employee physical, mental, and financial wellness by offering self-care programs, counseling and teledoc services offering specialized health care, and free access to financial advisors.
- Worked closely with Crown Agencies and other stakeholders to reopen our gaming properties in Canada in compliance with Public Health guidelines.
- Engaged with our local communities to educate and inform regarding the rigor and comprehensiveness of our COVID-19 health and safety protocols.



I

IGT SOLUTIONS

Corporate Profile

IGT Solutions is a business process management technology and digital services and solutions company that helps customers manage customer experience journeys across travel and high-tech industries.

Key Efforts

- Partnered with Olympic Gold Quest, a not-for-profit organization dedicated to assisting Indian athletes win gold at the Olympics.
- Hosted a Tree Plantation Drive in the John Hall premises, India, planting close to 50 trees and plants in January of 2021.

INGENIO

Corporate Profile

Ingenio is a knowledge-commerce platform, connecting customers and advisors through its proprietary web and telephony technology solutions.

Key Efforts

- Engaged employees through multiple programs and initiatives, including newsletters, town halls, social events, recognition programs, health and wellness programs, an employee assistance program, learning and career development, and remote working.
- Provided additional paid time off, a wellness suggestion box, a new career development program, and a \$500 wellness allowance to further support employees in response to its regular employee engagement surveys.
- Conducted monthly educational sessions for all employees on a variety of DE&I topics as well as mandatory quarterly training for leadership.

INTRADO

Corporate Profile

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

Key Efforts

- Rolled out a “Healthy Me” campaign as part of an overall employee well-being strategy, which was comprised of activities and challenges over a four-week period focused on things like step count, water consumption, meals, heart rate, and tracking workouts. The campaign was well attended with more than 446 active participants.
- Helped customers reduce their carbon footprints by enabling online events. Of the customer events that used Notified’s Carbon Calculator feature, Intrado customers calculated an average carbon saving per Studio Webcast Event of 31.6 tons of CO2 and the average carbon saving per Virtual Event of 42.8 tons of CO2.¹
- Installed LED lighting, upgraded appliances to be ENERGY STAR® compliant, installed motion detectors in some locations, and implemented HVAC controls to regulate the temperature in buildings to reduce the company’s carbon footprint.
- Offered employees development resources through developU, an on-demand platform with more than 32,000 learning artifacts. During 2021, more than 70% of employees utilized the platform.

INVITED

Corporate Profile

Invited (formerly ClubCorp) is an owner-operator of golf and country, city, sports, and university stadium clubs in the United States.

Key Efforts

- Upskilled 52 hourly and salaried employees through Invited’s RISE Training, providing the tools and certified courses to advance each selected participant through their career journey.
- Provided access to premier golf courses and mentorship opportunities for underrepresented groups in the Gateway Program, which served 80 participants and future golfers in 2021.
- Hosted 189 blood drives at 59 clubs in support of the American Red Cross.
- Gifted 15 honorary memberships to veterans and employed 16 veterans through a partnership with the Department of Defense Skillbridge program, which helps service members bridge the gap between the end of service and the beginning of their civilian careers.



1. Calculated using the average travel of attendees from the location entered by the attendee to the location where the event would have been held had it been in-person. Note: calculations do not include the offset of power consumption used by the virtual event technology or attendees who didn’t enter their origin location.



L

LAPTIHUS

Corporate Profile

Lapithus is a financial service company that primarily provides value-added asset and corporate management and performance reporting for certain Apollo investments.

Key Efforts

- Established a new ESG policy and program with key focuses for 2022 on data improvement, cybersecurity, asset and tenant safety, and anti-tax evasion facilitation for the company itself as well as the asset managers, loan servicers, and hotel operators.
- Leveraged the Apollo ESG reporting framework to generate ESG reporting questionnaires to send to property managers, loan servicers, and hotel operators.
- Launched an ISO 27001: Information Security certification process to enhance the strength of the controls and governance around IT security for protecting clients' information.
- Engaged employees through town halls, social events, and employee learning and development programs.

LIFEPOINT HEALTH

Corporate Profile

LifePoint Health is a U.S.-based diversified healthcare delivery network.

Key Efforts

- Provided Vitality Wellness Program to employees who elect LifePoint Benefits Medical Coverage, a virtual wellness companion designed to improve health.
- Offered employee assistance program services to employees and their families, regardless of medical insurance coverage.
- Created two custom DEI education modules and provided programming to raise awareness of factors impacting DEI, including a speaker series on topics of Black History Month, DEI and Allyship, Implicit Bias, DEI for Human Resources Professionals, and Raising Children with Equity.
- Addressed health inequities through training for hospital Board of Trustees and an audit of race, ethnicity, and language to better understand the needs of patients.
- Recruited diverse employees through partnerships and recruitment events at HBCUs and veteran sites.
- Awarded three National Association of Health Services Executives scholarships, including six-month mentorships.
- Established a position for Chief Diversity and Patient Experience Officer.



LOTTOMATICA GROUP

Corporate Profile

Lottomatica is an integrated gaming operator based in Italy.

Key Efforts

- Obtained G4 certification for the GoldBet.it and Lottomatica.it online gaming platforms, a process that included an audit to verify the adoption and effective implementation of the tools, policies, and procedures and an assessment of an extensive series of parameters aimed at guaranteeing the highest standards of security and safety for both customers and employees — a rigorous process that demonstrates Lottomatica's commitment to promoting responsible gambling.
- Expanded on the “Become Digital” program by providing courses to support the development of a digital mindset among employees and improve their technological and digital skills.
- Launched incentives for employees to utilize the ThinkAbout NO.W e-commerce platform, which offers companies the opportunity to purchase food at discounted prices and have it delivered to the office, diverting food that would otherwise go to waste.
- Published a publicly available **Sustainability Report**.

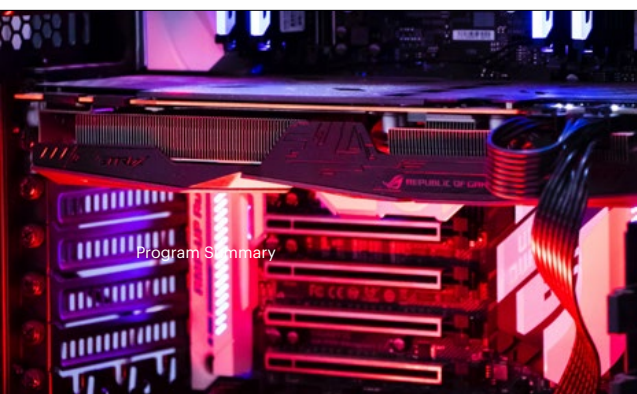
LUMILEDS

Corporate Profile

Lumileds provides innovative lighting solutions to customers in the automotive, consumer, and mobile segments globally.

Key Efforts

- Averted 8.6 million MT of CO2 emissions in 2021, a 34% increase over 2020, through the increased use of Lumileds energy-efficient products.
- Secured road-legal approval for LED retrofit headlight lamps in Korea, Germany, and Austria, providing energy efficiency and safety benefits for the existing global automotive fleet with automotive LED retrofit light sources.
- Reduced the carbon footprint of Lumileds' operations by 10.8%, energy consumption by 9.7%, and water intake by 5.9%. Lumileds exceeded the 3% reduction targets for the year, continuing a multiyear trend of improving year over year.
- Received two national Occupational Health and Safety Awards — one each for Lumileds Pabianice (Poland) and Lumileds Penang (Malaysia).
- Published a publicly available **Sustainability Report**.





M

MAXIM CRANE WORKS

Corporate Profile

Maxim Crane Works (“Maxim”) is a provider of cranes and related lift services in North America with a diverse fleet of mobile cranes such as crawlers, all terrains, hydraulic truck cranes, rough terrains, carry decks, and boom trucks. Maxim also has a large fleet of tower cranes and construction hoists and performs heavy haul and transportation services with specialized equipment.

Key Efforts

- Continued efforts to increase veteran recruitment and retention, including participating in the U.S. Department of Labor’s Veterans Apprenticeship Program’s virtual job fairs and contracting with a veteran recruiting firm to assist in providing veteran candidates for open positions. In 2021, approximately 3.3% of new hires were veterans; a total of 5% of Maxim’s full-time employees are veterans.
- Expanded the Company’s Affirmative Action Plan to place additional emphasis on Covered Veterans, Americans with Disabilities, and Women and Minority populations.
- Focused fleet expansion and replacement programs on equipment with tier 3 and 4 EPA/ CARB compliant engines and added 46 more fuel-efficient 2021 model year vehicles to its fleet, and will be disposing of older units throughout the year.
- Engaged in fuel reduction initiatives, including fuel tracking, route optimization, and telematics to monitor driving behaviors.

MICHAELS STORES

Corporate Profile

Michaels Stores (“Michaels”) is a chain of arts and crafts stores, providing arts, crafts, framing, floral, and wall décor.

Key Efforts

- Continued efforts to install LED lighting, with LED lighting now in place for 99% of stores. Many sites also used energy management systems and motion sensors/ timers to control HVAC, lighting and plug load, participated in demand response programs and temperature controls.
- Began the process of ENERGY STAR® certification for 15 sites, which is expected to be completed in 2022.
- Installed solar panels and participated in a PPA in a number of locations in New Jersey and California, with two sites that were fully solar-powered. In 2021, the company consumed 2.5 million kWh of renewable energy.
- Collected store level customer donations that totaled nearly \$850,000 to support partners, including Project Sunshine, Michaels Cares, Irving ISD, and Boys & Girls Club.



N

NORTHWOODS ENERGY

Corporate Profile

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

Key Efforts

- Recycled 1,467.04 m3 of produced water for reuse in fracturing future wells in a water recycle facility.
- Performed surveys for fugitive emissions to reduce emissions, and sought to utilize well pads that utilize electric power rather than power provided by a generator.
- Plugged and abandoned three well sites, including the removal of all facilities, recontouring disturbed areas back to natural topography, and reseeded the areas for growth of native species of plants.

NOVA KBM

Corporate Profile

Nova KBM ("NKBM") is a leading banking franchise in Slovenia.

Key Efforts

- Adopted NKBM's first ESG Strategy in March 2021, embedding an ESG layer across the strategic pillars of the business strategy. This included the development of a set of 15 ESG-related internal KPIs across each pillar of its ESG strategy, and in 2022 these KPIs were incorporated in the Management Board's, B-1s', and performance management scorecards for all employees of the bank.
- Established a Climate Change and Sustainability Committee as a governance and decision-making body, which focuses on the delivery of the approved strategy.
- Received, in 2021, both the European Bank for Reconstruction and Development's Bronze Sustainability Award and, for the second year in a row, the HORUS national award for the strategic management of social responsibility.
- Increased digital transactions in the bank, which have reached 94%, through the "Click for the Environment — Print Less" program, with a goal to virtually eliminate printing in the bank. Monthly paper was decreased from an average of 490,000 sheets in 2020 to 161,000 sheets in 2021.
- Used more than 1.8 million kWh of electricity from renewable energy sources, representing 31% of all electricity consumed in 2021 and, in 2022, signed a purchase agreement for 100% of electricity coming from renewable sources.
- Published a publicly available **ESG Report**.





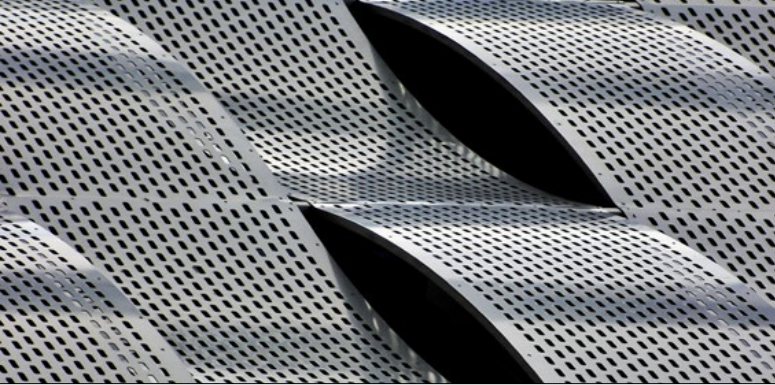
OLDENBURGISCHE LANDESBANK

Corporate Profile

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

Key Efforts

- Funded projects through the OLB Foundation, including the Oldenburg International Film Festival, the Park of Gardens in Bad Zwischenahn, exhibitions in the Emden Art Gallery, and the Children's Music Festival on Tour; a total of about 200 projects with a total volume of more than EUR 570,000 were supported in 2021.
- Reduced GHG emissions by approximately 10% last year and sourced electricity 100% from renewable energy sources.
- Mapped OLB's business activities to the criteria of the EU taxonomy for the first time, demonstrating a 19.6% share of taxonomy-eligible risk positions.
- Issued its first sustainability-linked AQF loan to a home fragrances company. This loan links the margin ratchet to the borrower's performance on two ESG KPIs: increasing women at a management level to 40% and increasing the company's use of recyclable plastic packaging. Additionally, to be able to assess ESG risks of borrowers and their industries, OLB is working on developing an ESG scoring system in an effort to better enable the bank to manage financing to ESG criteria.
- Aligned efforts with UN SDGs 5, 7, and 17:
 - UN SDG 5 Gender Equality: Committed to gender equality as a signatory to the German diversity charter
 - UN SDG 7 Affordable and Clean Energy: Invested in renewables and sustainable lending
 - UN SDG 17 Partnerships for the Goals: Member of the Federal Association of German Banks, cooperation partner of KfW
- Continued 20-year legacy of financing wind energy plants and a credit portfolio of wind energy loans for 700 million EUR.
- Published a publicly available **Non-Financial Report** that covers the firm's ESG-related initiatives and practices.



P

PHOENIX SERVICES

Corporate Profile

Phoenix Services provides a variety of services such as slag handling, scrap management, metal recovery, in-plant logistics, and equipment rental services to steel producers.

Key Efforts

- Continued waste reduction efforts, including waste segregation, replacing plastic cups with thermal cups for water and hot drinks, equipping kitchens with cutlery, cups, plates, and dishwashers, and set printers to print double sided as a default.
- Collected rainwater to use for equipment washing. After equipment is washed, the water is filtered and reused for dust suppression or in process water systems.
- Equipped jig plants for processing slag with a closed water system to reuse technical water.
- Conducted periodic safety meetings, ergonomic assessments, and driver safety training.
- Installed physical barriers, provided PPE, and required face masks or coverings to protect employees from COVID-19-related safety risks.
- Tracked driver safety metrics and leading safety indicators.

PLANETCAST

Corporate Profile

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

Key Efforts

- Established an energy management system that helped reduce energy consumption through a variety of initiatives, including utilizing motion-sensors and timers to control the HVAC and lighting, and temperature control alerts as well as installing LED lighting at 100% of sites.
- Endeavored to reduce the amount of fuel used in the company's fleet through fuel tracking, route optimization, tire pressure maintenance, and the acquisition of three new hybrid vehicles.
- Installed new rainwater harvesting infrastructure at Noida location, building on the success of the Mumbai facility effort.

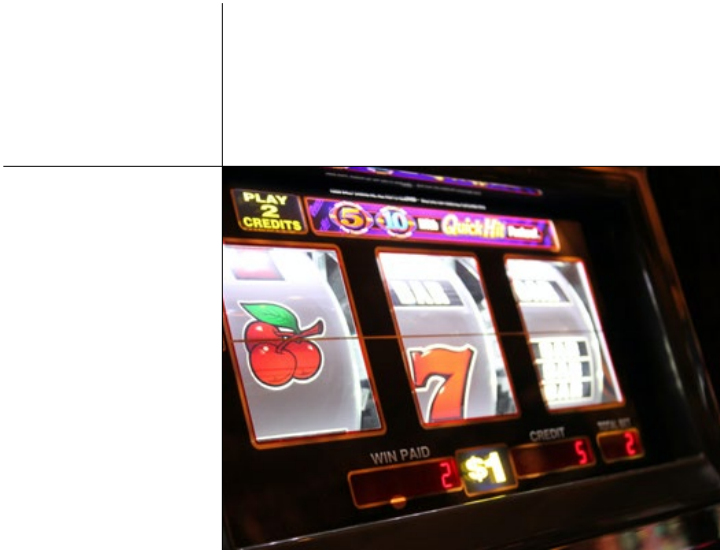
PLAYAGS

Corporate Profile

PlayAGS is a designer, manufacturer, and distributor of slot machines.

Key Efforts

- Awarded Best and Brightest Companies to Work for in the Nation® and in Atlanta for the fifth consecutive year in acknowledgment of the company’s employee culture, the only gaming company named to these lists.
- Supported community partners and local events to engage future leaders, support innovation and STEAM education, increase literacy, and engage employees.
- Awarded the 2021 Platinum Medallion Award by the U.S. Department of Labor’s HIRE Vets Program for commitment to recruiting, employing, and retaining U.S. military veterans.
- Fostered team member morale and engagement through an employee survey, a volunteer Culture C.R.E.W. group that leads events and celebrations, and communications channels that encourage community building.





Q

QDOBA

Corporate Profile

QDOBA is a chain of fast-casual Mexican restaurants.

Key Efforts

- Aligned the promotion of good health and well-being with customers, employees, and communities with the United Nations Sustainable Development Goal 3: Good Health and Well-Being.
- Expanded high-quality and nutritionally responsible menu options to address dietary and lifestyle choices and eliminate artificial ingredients.
- Introduced plant-based Impossible™ protein as a meat alternative.
- Rolled out 100% recyclable strawless lids and compostable bowls in 2021 in addition to other sustainable packing efforts such as brown paper bags made from 100% recycled materials and 100% recyclable cutlery.



R

RACKSPACE

Corporate Profile

Rackspace is a multicloud technology company, providing software and services to help customers manage cloud computing services.

Key Efforts

- Published first publicly available **ESG Report**, highlighting its commitment to customers, employees, and communities.
- Transitioned to an Agile Ways of Working approach, which allows employees and their leaders to co-design strategies that include when they work, where they work, and where they live. Nearly all employees at Rackspace worked from home some or all of the time in 2021.
- Expanded the annual Thanksgiving food drive to all global locations, enabling employees to give to food bank organizations in their own countries.
- Celebrated 15 years of the San Antonio food drive in partnership with the San Antonio Food Bank, through which Rackspace has donated thousands of Thanksgiving meals in the communities surrounding the corporate headquarters.
- Contributed 26,000 hours of volunteer time through involvement with schools, nonprofits, COVID-19 relief, and more.
- Funded the Rackspace Foundation through employee contributions to meet the needs of seven underserved public schools in San Antonio, to help meet basic needs and provide students with a well-rounded education. Since its founding, the Rackspace Foundation has contributed more than \$6 million to these schools.

RDM GROUP

Corporate Profile

RDM Group is a producer of recycled cartonboard.

Key Efforts

- Utilized paper for recycling as the primary raw material for its new board products, which are themselves recyclable and biodegradable, contributing to the circular economy through RDM's business model.
- Returned approximately 90% of water that is withdrawn by mills to the environment via surface water bodies after treatment, or directly as noncontact cooling water.
- Upgraded Barcelona mill's wastewater treatment plant to improve the purification enough to be reused in the production process.
- Published a publicly available **Sustainability Report**.

RIDGEBACK RESOURCES

Corporate Profile

Ridgeback Resources is a petroleum and natural gas company, engaged in the exploration, development, and production of petroleum and natural gas in Western Canada.

Key Efforts

- Consolidated the efforts of two underutilized compressors, enabling one to be shut down, which resulted in a reduction of both fuel consumption and GHG emissions.
- Equipped all new test satellites with instrument air and electric heat in order to eliminate combustion and methane venting and leaking.
- Constructed two clean oil pipelines to eliminate trucking and potential vented gas, resulting in a reduction in Scope 1 emissions. Achieved additional emission reductions through flare gas capture, solution gas tank vent capture, and the elimination of solution gas tank venting.
- Eliminated clean oil and emulsion trucking at two facilities.
- Drilled seven wells in Charlie Lake Wembley field using a Savanna-Drilling Bi-Fuel rig, which burns a natural gas and diesel mix rather than solely diesel, which eliminated 202,367 L of diesel fuel consumption and approximately 530 MT of CO₂ emissions.



S

SHOWA ALUMINUM

Corporate Profile

Showa Aluminum is an aluminum beverage packaging provider headquartered in Japan.

Key Efforts

- Earned the Fire Safety Building Award from the Oyama City Fire Prevention Management Association for safety efforts at the Oyama Plant, the Zero Injury Award at the Hikone Plant from the Shiga Labor Standards Association for going 4,830 days without injury, and the Award for Excellence in Labor Safety at the Omuta Plant from the Japan Aluminum Association.
- Ensured health and safety awareness through monthly safety supervisor and Safety & Health Committee meetings at Showa and its subsidiaries.
- Implemented energy reduction efforts at several facilities, including control of facility inverters, reduction in combustion temperature, conversion to LED lighting, and reduction of gas usage.
- Conducted education for water conservation, repaired leaks, and ultimately recycled 228,964 m3 of water.



SHUTTERFLY

Corporate Profile

Shutterfly is an e-commerce platform and manufacturer of personalized photo-based products and school photography.

Key Efforts

- Articulated and rolled out a long-term DEI strategy, which included an expansion of the internal DEI resource model to include a full-time dedicated lead role.
- Expanded employee resource group offerings, education and storytelling initiatives, and acknowledgment of cultural milestones.
- Signed the CEO Action for Diversity & Inclusion pledge, committing to sharing the company's actions over the coming years, and expanded the Talent Acquisition team to include a resource dedicated to diverse talent sourcing for director level and above.
- Increased the size of the batch run on a press, leading to a reduction of 267,000 sheets of paper, the equivalent of 25 tons, or 100 trees.
- Improved the standard operating process for a piece of binding equipment, reducing the reprint rate by nearly 50%.
- Decreased waste produced by the production platform by 17% in 2021.
- Introduced four new recycling programs to accommodate hard-to-recycle materials, including plastics and printing materials, and added recycling and waste-sorting to the standard Operator Training and Job Instructions, making it equally important to properly operating a piece of equipment.
- Launched a feedback mechanism in 2021 to ensure customer satisfaction with the Shutterfly app and collect feedback to support Shutterfly's six-method customer experience program.
- Launched a Customer-First Transformation, forming across-functional task force comprised of leaders from across the organization to identify metrics and goals for customer retention.

SMART START

Corporate Profile

Smart Start is a leading provider of alcohol monitoring programs utilizing ignition interlock devices for DUI offenders.

Key Efforts

- Continued membership in the Responsibility. Org Corporate Partner program, which supports educational initiatives around the dangers of underage drinking and drunk driving and of which Smart Start was a founding member in 2020.
- Held companywide philanthropic initiatives, including a blood drive and events in partnership with Mothers Against Drunk Driving.
- Established a working group comprised of both management and employees focused on health and safety.
- Implemented COVID-19 specific health and safety measures, including required face masks or coverings, COVID-19 specific health and safety training, adjusted floor plans, provided PPE, reduced capacity, and installation of physical barriers.

SUN COUNTRY AIRLINES

Corporate Profile

Sun Country Airlines is a Minnesota-based budget air carrier that specializes in flights to warm weather locales.

Key Efforts

- Added two new female board members in 2021.
- Implemented fuel reduction initiatives, including removing ovens, reducing coffee makers, and adding new seats to reduce aircraft weight, flight planning, implementing high speed pushback tractor and single engine taxis, and lowering takeoff flaps settings. The company also continued to prioritize flying when and where there was demand, leading to fuller but fewer flights, thereby reducing fuel consumption and GHG emissions.
- Employed an Internal Evaluation Program, which continuously reviews Company operations for safety, regulatory, and policy compliance, and requires extensive safety training for employees operating equipment.
- Continued to serve as a partner to Make-A-Wish® Minnesota by donating travel costs for Minnesota children in the Make-A-Wish program flying with the airlines during their trip, and held its 14th annual Flight to the North Pole, but virtually. This year, Sun Country Airlines' CEO dressed as Santa for virtual visits and Sun Country employees dressed as holiday characters and delivered gifts to the children's homes.



SUNDANCE ENERGY

Corporate Profile

Sundance Energy is an oil and gas producer focused on the exploration and production of oil and gas reserves in the Eagle Ford basin.

Key Efforts

- Endeavored to reduce truck traffic, detect and limit leaks and spills, minimize surface use, minimize chemical use with slickwater fracs, protect water quality, and minimize freshwater use and emissions.
- Utilized reclaimed rock and gravel from previous drilling sites to construct the next well pad.
- Monitored emissions, leaks, and spills, seeking to reduce them. Efforts are reported to the board and management.
- Utilized solar panels to generate power for SCADA data transmission.

SUPPLEMENTAL HEALTH CARE

Corporate Profile

Supplemental Health Care is a healthcare staffing and workforce solutions partner.

Key Efforts

- Established a diversity committee made up of volunteer members from locations throughout the company, who work with executive leaders and a consultant to plan company events, review goals and initiatives, and provide feedback for all diversity, equity, and inclusion efforts.
- Engaged employees with a weekly internal newsletter, operational improvement calls, and monthly key initiatives calls to share updates, process improvements, company success, and strategic programs.
- Recognized employee efforts through stories in the internal newsletter, the Heart of Caring award, the Cornerstone of Caring award, a recognition event for top performances across the organization called Champions Circle, Spirit Week and Employee Appreciation Week, employee assistance programs, and remote working options for all employees.





T

TAKKION

Corporate Profile

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

Key Efforts

- Enabled company headcount growth of over 300% through strategic employee engagement efforts, including “Grass Roots,” a meeting to develop relationships between the front-line team members and their leadership team.
- Engaged employees through newsletters, town halls, social events, and employee recognition and wellness programs.
- Achieved an experience modification rate of 0.87, well below the industry average of 1.0, by soliciting and responding to employee-generated ideas to improve safety and work standards.

TD SYNnex

Corporate Profile

TD Synnex is a multinational distributor and solutions aggregator for the IT ecosystem.

Key Efforts

- Committed, in 2022, to the Science Based Targets Initiative Business Ambition Pledge.
- Partnered with a third party and purchased 330 trees, virtually sent to participants in the European Vendor Partner Summit in lieu of a participation memento. The feedback was so positive that the European Leadership Team established a legacy Tech Data Dream Forest and gave a tree to all 7,000 European employees.
- Established the Climate Parliament, an employee-driven sustainability initiative with the goal to achieve carbon neutrality for TD Synnex’s operations in the Benelux region by 2030. Efforts to achieve this goal focus on greener transportation, energy savings efforts, and waste reduction.
- Raised funds for nonprofit partners addressing needs of children and families through an annual fundraising program in North American markets called Share the Magic. Since its inception in 2011, this effort has raised more than \$17 million.

TEGRA

Corporate Profile

Tegra is a leading vertically integrated apparel manufacturing and supply chain provider with operations in Latin America.

Key Efforts

- Implemented New Day, New Way — a biosafety protocol, which features a screening process, temperature checks, education in biosafety measures, sanitizing routines, and PPE — into all Tegra sites.
- Partnered with local health agencies to facilitate mass vaccination campaigns and in 2021, started the vaccination campaigns in all Tegra sites, resulting in 74% of employees vaccinated.
- Donated clothing to affected employees as well as displaced communities in Honduras and Nicaragua in response to Hurricanes Eta and Iota with an estimated value of \$325,000.

THE FRESH MARKET

Corporate Profile

The Fresh Market is an operator of specialty grocery stores primarily in the Southeast.

Key Efforts

- Created a cross-department Diversity Action Board and appointed a Head of Diversity responsible for helping to create and champion the company's DE&I initiatives, resulting in companywide unconscious bias and candid conversations trainings, an internship program actively targeting future minority leaders for operations roles, and financial donations and collaboration with the International Civil Rights Center and Museum on projects advancing civil and human rights.
- Provided in-kind goods to nonprofits and local communities at all 159 stores and through the Store Support Center.
- Raised funds through point-of-sale round up campaigns and a percentage matching donation from The Fresh Market, which resulted in donations totaling over \$1M for Feeding America and more than \$26,000 for the American Red Cross in 2021.
- Donated 3,092,450 pounds of food to food banks in the Feeding America network.
- Provided funding to charitable organizations, including the Wounded Warriors Project, the United Way of Greater Greensboro, and the Greater High Point Food Alliance.
- Established four business resource groups in 2021 and 2022 — one each for women, LGBTQIA+, parents/caregivers, and Latinx, and broadened sourcing of diverse candidates.



THE NEW HOME COMPANY

Corporate Profile

The New Home Company is a U.S. homebuilder focused on the design, construction, and sale of homes.

Key Efforts

- Engaged employees through weekly newsletters, semi-annual town halls, social events, employee recognition programs, a milestone program, and employee health and wellness programs.
- Created and implemented the Management Development Program to provide opportunities for growth and learning.
- Formed a Diversity & Inclusion Council to promote, educate, and bring more awareness to diversity and inclusion and implemented a course for supervisors on understanding and managing bias.
- Hosted a golf tournament to raise money to support a crisis shelter and center for victims of domestic violence, raising \$290,000 for the shelter in 2021 alone.
- Published a publicly available **Sustainability Report**.

TIDEWATER LOGISTICS

Corporate Profile

Tidewater Logistics delivers multimodal, custom logistics solutions to the industrial and energy industries.

Key Efforts

- Upgraded a facility site to increase safety and energy efficiency through initiatives like building removal, tank replacement, electrical upgrades, roof repairs/replacements, hazmat inspections and testing, third-party inspections, and beautification projects.
- Increased veteran hires and initiated the development of employee health and wellness programs, community projects like first responder events, volunteering, and cash donations, and established regular volunteer opportunities for employees.



TOPS

Corporate Profile

TOPS is an oilfield equipment rental company specializing in the natural gas compression market.

Key Efforts

- Facilitated the conversion to electric driven gas compressors in the oil and gas sector through business operations, replacing traditional combustion equipment with remote-operated electric motors to reduce CO2 emissions.
- Utilized fuel tracking and telematics to monitor eco-driving behaviors such as speed, idling, rapid acceleration, and hard braking to reduce fuel consumption.
- Held periodic safety meetings to improve employee health and safety and monthly meetings with customers to ensure expectations are being met.
- Reported to the board of directors on environmental initiatives, health, and safety as well as cybersecurity and data privacy.





U

UNIVERSITY OF PHOENIX

Corporate Profile

University of Phoenix is a for-profit post-secondary education provider offering undergraduate, graduate, and professional development programs through online and on-campus programs.

Key Efforts

- Established the President's Advisory Council on Diversity, Equity, Inclusion, and Belonging, which is charged with integrating activities across the University into a strategic plan.
- Launched a biweekly "Inclusive Café" for all employees to attend or watch recorded Educational Equity Webinars.
- Awarded Best Places to Work for LGBTQ by the Human Rights Campaign Corporate Equality Index for the fifth year in a row and is listed on Minority Access Incorporated's List of Institutions Committed to Diversity.
- Implemented programs to reduce Scope 3 GHG emissions through Maricopa County Arizona's Travel Reduction Program, and a company-sponsored remote work program, "Work My Way." The University also provides electric vehicle charging stations at the corporate headquarters in Phoenix, Arizona for employees.
- Issued a Tuition Guarantee to students, ensuring that tuition will not rise for the duration of their program.



V

VACUUMSCHMELZE

Corporate Profile

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

Key Efforts

- Installed LED lighting, used motion sensors and/or timers to control HVAC and/or lighting, used an energy management system, and had temperature control alerts to reduce energy use at some sites.
- Utilized renewable energy, including wind, sun, water, and biomass at two facilities.
- Reused metal scraps generated during metal processing, resulting in fewer raw materials purchased.
- Recycled 76,605.05 m3 of water through closed circuit systems that circulate, cool, then return water after it is used to cool down sintering furnaces and pressing equipment.
- Optimized routes and tracked tire pressure in efforts to reduce fleet fuel consumption.

VENTIA

Corporate Profile

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

Key Efforts

- Launched a new sustainability strategy in 2021 featuring targets and metrics in key focus areas.
- Achieved 10.4% reduction in aggregate Scope 1 and Scope 2 emissions from 2019 base year.
- Expanded hybrid and electrical fleet by 73 vehicles, a 62.2% increase from 2020.
- Installed ~4,000 in-vehicle monitoring devices in the company's fleet, providing immediate feedback on driving, resulting in 60% improvement in safe driving behavior and driving performance — twice the industry standard.
- Won Best Mental Health Program in the National Safety Awards of Excellence for Ventia's Healthy Minds program, in which 190 Ventia people were trained as mental health champions. An in-house developed training course on mental health was given to 250 leaders.
- Published an annual **sustainability report**.



Y

YAHOO

Corporate Profile

Yahoo is a global technology and media company.

Key Efforts

- Received the 2021 Information Technology Industry Council's Corporate Social Responsibility Award in recognition of Yahoo's accessibility work for consumers with disabilities. Yahoo has a recently established internal Accessibility Council, a dedicated accessibility team and an Accessibility Oversight Group consisting of developers who are dedicated to remediating bugs to provide the highest quality of accessible programs.
- Announced a 2021 commitment to featuring closed captions on 100% of spoken English-language live and on-demand content that is streamed on Yahoo.
- Relaunched Yahoo for Good as a self-service model where employees can request matched donations and create their own volunteer opportunities. Employee charitable contributions totaled \$667,242.05 across approximately 1,800 organizations. The annual volunteer day, "The Great Build," resulted in thousands of employees participating in 18 countries in-person and virtually, with over 100 nonprofit organizations. In total, employees volunteered 1,288 hours to charitable organizations in 2021.

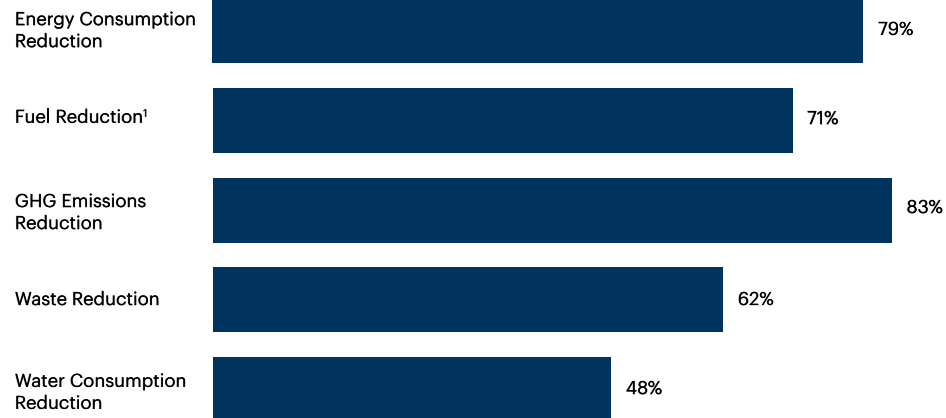
Reporting Companies ESG Performance Summary

Select Reporting Company Environmental Data

Metric	Total Consumption/ Generation	Reporting Company Disclosure Rate
Energy Consumption (MWh)	11,790,559.89	98%
Transportation Fuel Consumed (gal) ¹	35,888,420.38	90%
Scope 1 GHG Emissions (MT of CO2e)	2,147,639.66	100% ²
Scope 2 GHG Emissions (MT of CO2e)	1,676,362.97	100%
Scope 3 GHG Emissions from Employee Commuting and/or Business Travel (MT of CO2e)	18,875.59	31%
Non-Hazardous Waste to Landfill Weight (MT)	1,627,935.78	93%
Non-Hazardous Waste Recycled or Reused Weight (MT)	1,064,658.23	64%
Water Consumption (m3)	67,026,776.78	90%

Select Reporting Company Environmental Efforts

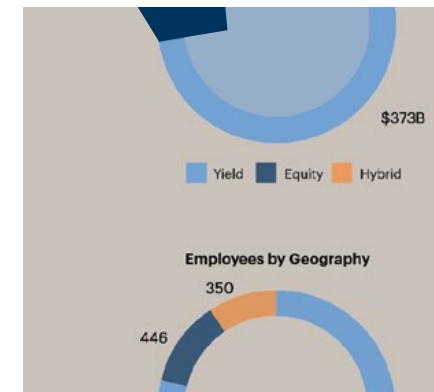
Effort Type



1. Only includes data from companies that reported owning or operating one or more vehicle.

2. Only includes companies that generate Scope 1 GHG emissions.

Reporting Companies with ESG Targets in Place or in Development



ESG Targets or Goals in Place

ESG Targets or Goals in Development

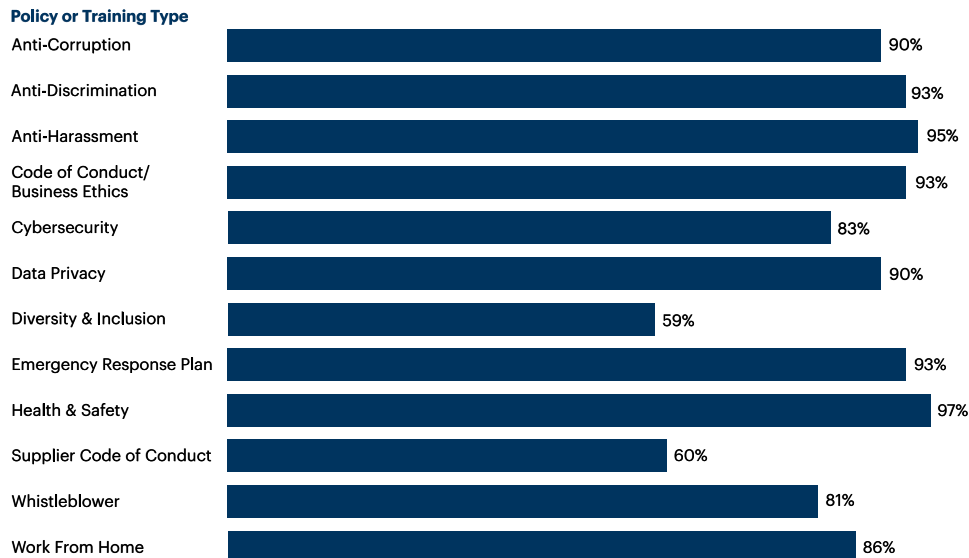
No ESG Targets or Goals

Reporting Companies ESG Performance Summary

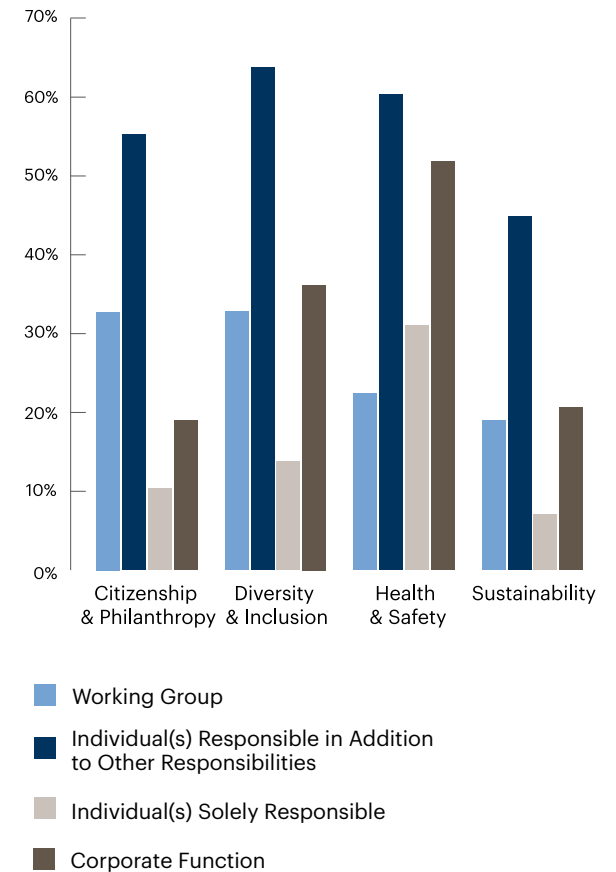
Select Reporting Company Social Efforts



Reporting Companies' Policies and Trainings

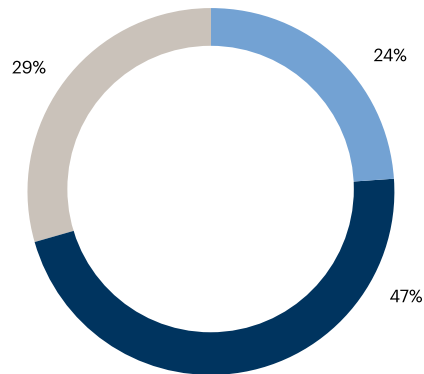


ESG-Related Functions at Reporting Companies



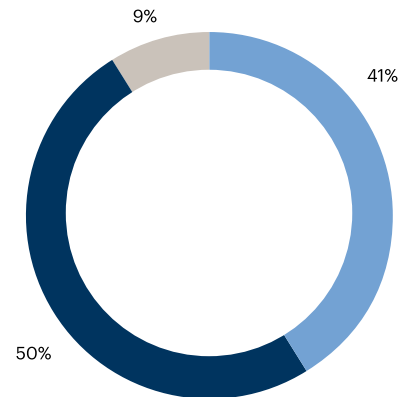
Reporting Companies ESG Performance Summary

Reporting Companies' Public ESG Disclosures¹



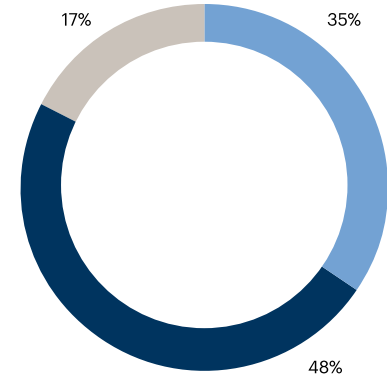
- Public Sustainability/ESG Report
- Other Public ESG Disclosure
- No Public ESG Disclosure

ESG Oversight at Reporting Companies



- ESG Oversight at Board of Directors or (Sub)committee of the Board of Directors Level
- ESG Oversight at Executive Level
- No Board of Directors or Executive ESG Oversight

Frequency of ESG Updates to Board of Directors at Reporting Companies



- ESG Updates at All Board Meetings
- ESG Updates at One or More Board Meetings
- No ESG Updates at Board Meetings

1. Excludes public ESG disclosures included in Apollo Reporting Materials.

Select Reporting Company Environmental Data

Company	Energy Intensity (kWh/\$M Revenue) ¹	Transportation Fuel Intensity (gal/\$M Revenue) ^{1,2}	Non-Hazardous Waste Intensity (MT/\$M Revenue) ¹	Percent of Non-Hazardous Waste Recycled	Water Intensity (m3/\$M Revenue) ¹	Environmental Consumption Reduction Efforts	Scope 1 GHG Emissions Intensity (MT of CO2e/ \$M Revenue) ^{1,3}	Scope 2 GHG Emissions Intensity (MT of CO2e/ \$M Revenue) ¹	GHG Emissions Reduction Efforts
Communication Services									
Company A	25,932	1.00	0.37	24%	9.93		0.03	10.71	
Company B	325,979	960.09	0.03*	—	255.31		11.08	211.78	
Company C	90,444	288.00	0.40	32%	96.13		2.55	33.39	
Company D	1,729	—	—	—	—	None	0.00	0.70	None
Company E	103,493	—	0.02	99%	27.77		0.11	31.92	None
Consumer Discretionary									
Company A	146,965	1,454.29	17.54*	—	43,226.45		29.91	52.00	
Company B	10,731	1,771.84	1.06	50%	57.76		15.58	3.71	
Company C	13,555	0.03	0.47	14%	20.93		0.09	5.03	
Company D	89,859	37.64	13.15	45%	472.81		6.54	29.12	
Company E	14,004	144.35	0.11*	—	12.54		1.46	2.08	
Company F	353,865	—	7.92	37%	278.94		13.04	85.89	
Company G	6,737	2,136.44	0.29*	—	16.76		19.90	2.59	
Company H	5,113	—	1.00	82%	14.43		0.23	1.94	
Company I	8,814	—	1.91*	—	421.48		0.00	5.99	None
Company J	28,439	109.79	0.12	51%	64.98		0.93	13.04	
Company K	59,426	—	12.89	45%	294.21		0.00	38.50	
Company L	12,643	307.52	—	—	—		3.25	3.69	

Key: Energy Consumption Reduction Effort Water Consumption Reduction Effort Waste Consumption Reduction Effort Fuel Consumption Reduction Effort
 Scope 1 GHG Emissions Reduction Initiatives Scope 2 GHG Emissions Reduction Initiatives Scope 3 GHG Emissions Reduction Initiatives
— Company Did Not Report * Indicates non-hazardous waste-to-landfill intensity only.

1. For 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 2021.

2. Applicable only to companies that reported owning or operating one or more vehicle.

3. Where applicable, includes Scope 1 emissions from stationary combustion, mobile combustion, and fugitive emissions.

Note: For purposes of the intensity metrics in the table, zero values may represent true zero values or those less than 0.05 that have been rounded down.

Select Reporting Company Environmental Data

Company	Energy Intensity (kWh/\$M Revenue) ¹	Transportation Fuel Intensity (gal/\$M Revenue) ^{1,2}	Non-Hazardous Waste Intensity (MT/\$M Revenue) ¹	Percent of Non-Hazardous Waste Recycled	Water Intensity (m3/\$M Revenue) ¹	Environmental Consumption Reduction Efforts	Scope 1 GHG Emissions Intensity (MT of CO2e/ \$M Revenue) ^{1,3}	Scope 2 GHG Emissions Intensity (MT of CO2e/ \$M Revenue) ¹	GHG Emissions Reduction Efforts
Consumer Discretionary (continued)									
Company M	282,576	—	1.88*	—	111.40	⚡🗑️	34.12	36.21	🏭🔄🌱
Company N	34,846	492.98	5.18	69%	29.53	⚡🗑️📱	1.46	12.49	🏭🔄🌱
Company O	16,930	—	0.43*	—	496.60	⚡	3.58	8.99	None
Company P	55,807	1,998.80	15.72	94%	92.40	⚡🗑️📱	22.69	11.19	🏭🔄🌱
Company Q	2,355,154	54.98	4,306.39	38%	2,975.10	⚡🗑️📱	240.33	151.99	🏭🔄
Consumer Staples and Health Care									
Company A	104,724	—	19.29	22%	271.20	⚡🗑️	19.35	27.92	🔄🌱
Company B	24,640	—	0.78*	—	11.27	None	0.00	0.82	None
Company C	934	—	0.03*	—	4.59	🗑️	0.00	0.63	🔄
Company D	114,318	33.53	1.62	28%	301.70	⚡🗑️	11.22	21.02	🏭🔄
Energy and Utilities									
Company A	—	769.34	1.52*	—	2,529.34	⚡🗑️📱	22.61	1.12	🏭🔄🌱
Company B	2,154	46.24	2,535.12	100%	9,073.30	⚡	220.97	0.83	🔄🌱
Company C	1,167,326	445.52	162.34*	—	418.25	⚡📱	566.59	215.22	🏭🔄
Company D	4,024,415	3,255.48	2.34*	—	456.87	⚡🗑️📱	54.83	161.90	🏭🔄🌱
Company E	47,409	670.20	3.63	9%	1,481.16	⚡🗑️📱	69.32	21.19	🏭🔄
Company F	117,972	704.35	153.69	17%	4,655.60	🗑️📱	336.60	45.29	🏭

Key: ⚡ Energy Consumption Reduction Effort 🔄 Water Consumption Reduction Effort 🗑️ Waste Consumption Reduction Effort 📱 Fuel Consumption Reduction Effort
🏭 Scope 1 GHG Emissions Reduction Initiatives 🔄 Scope 2 GHG Emissions Reduction Initiatives 🌱 Scope 3 GHG Emissions Reduction Initiatives
— Company Did Not Report * Indicates non-hazardous waste-to-landfill intensity only.

1. For 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 2021.
2. Applicable only to companies that reported owning or operating one or more vehicle.
3. Where applicable, includes Scope 1 emissions from stationary combustion, mobile combustion, and fugitive emissions.
Note: For purposes of the intensity metrics in the table, zero values may represent true zero values or those less

Select Reporting Company Environmental Data

Company	Energy Intensity (kWh/\$M Revenue) ¹	Transportation Fuel Intensity (gal/\$M Revenue) ^{1,2}	Non-Hazardous Waste Intensity (MT/\$M Revenue) ¹	Percent of Non-Hazardous Waste Recycled	Water Intensity (m3/\$M Revenue) ¹	Environmental Consumption Reduction Efforts	Scope 1 GHG Emissions Intensity (MT of CO2e/ \$M Revenue) ^{1,3}	Scope 2 GHG Emissions Intensity (MT of CO2e/ \$M Revenue) ¹	GHG Emissions Reduction Efforts
Financials									
Company A	779	6.14	12.10	74%	1.26		0.15	0.03	
Company B	136	—	0.00	11%	0.00		0.00	0.27	
Company C	539	0.79	0.00	17%	1.57		0.02	0.18	
Company D	41,388	75.81	0.89*	—	41.50		0.77	1.93	
Company E	6,400	—	0.19*	—	29.91		0.00	2.19	
Company F	5,095	—	0.27*	—	42.33	None	0.00	2.08	None
Company G	104	1.84	0.01*	—	1.09		0.02	0.03	None
Company H	31,723	65.69	0.88	80%	20.59		1.02	4.19	
Industrials and Materials									
Company A	99,211	92.24	61.42	100%	144.99		0.93	29.38	
Company B	85	5,703.49	2.47*	—	47.53		18.52	6.31	
Company C	4,281	—	0.14	4%	21.31		0.00	1.64	
Company D	2,741	442.97	0.31	24%	1,228.95		958.63	1.05	None
Company E	398,046	4,125.29	1.17	2%	111,584.94	None	75.21	144.80	
Company F	22,879	9,065.84	8.11	38%	21.31		88.07	8.78	
Company G	45,810	22,832.74	727.54	2%	777.09		316.09	10.16	
Company H	192,368	—	2.00	91%	1,079.31		8.90	71.53	
Company I	26,563	2,897.70	6.03	35%	3,970.26		28.00	10.79	

Key: Energy Consumption Reduction Effort Water Consumption Reduction Effort Waste Consumption Reduction Effort Fuel Consumption Reduction Effort
 Scope 1 GHG Emissions Reduction Initiatives Scope 2 GHG Emissions Reduction Initiatives Scope 3 GHG Emissions Reduction Initiatives
— Company Did Not Report * Indicates non-hazardous waste-to-landfill intensity only.

















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2. Applicable only to companies that reported owning or operating one or more vehicle.




3. Where applicable, includes Scope 1 emissions from stationary combustion, mobile combustion, and fugitive emissions.

Note: For purposes of the intensity metrics in the table, zero values may represent true zero values or those less than 0.05 that have been rounded down.

Select Reporting Company Environmental Data

Company	Energy Intensity (kWh/\$M Revenue) ¹	Transportation Fuel Intensity (gal/\$M Revenue) ^{1,2}	Non-Hazardous Waste Intensity (MT/\$M Revenue) ¹	Percent of Non-Hazardous Waste Recycled	Water Intensity (m3/\$M Revenue) ¹	Environmental Consumption Reduction Efforts	Scope 1 GHG Emissions Intensity (MT of CO2e/ \$M Revenue) ^{1,3}	Scope 2 GHG Emissions Intensity (MT of CO2e/ \$M Revenue) ¹	GHG Emissions Reduction Efforts
Industrials and Materials (continued)									
Company J	644	104.75	14.07	100%	1.80		0.92	0.37	None
Company K	65,983	637.17	—	—	—		13.79	5.92	
Company L	1,186,612	8.11	17.82	90%	2,517.79		74.31	111.35	
Company M	4,409,126	—	303.59	71%	—		779.53	93.33	—
Company N	405,745	7.77	0.78	87%	421.75		14.83	63.58	
Information Technology									
Company A	12,836	—	0.41*	—	—		0.00	5.21	
Company B	108,707	—	0.14	72%	34.66		0.14	37.32	
Company C	3,022	—	0.08	55%	13.47		0.30	1.02	
Company D	31,850	—	1.57*	—	243.32		0.06	21.38	

Key:  Energy Consumption Reduction Effort  Water Consumption Reduction Effort  Waste Consumption Reduction Effort  Fuel Consumption Reduction Effort

 Scope 1 GHG Emissions Reduction Initiatives  Scope 2 GHG Emissions Reduction Initiatives  Scope 3 GHG Emissions Reduction Initiatives

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

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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 0.05 that have been rounded down.

Select Reporting Company Social Data

Company	Employee Engagement Efforts	Voluntary Turnover Rate	Human Rights Efforts	Health & Safety Efforts	Total Incident Rate	Lost-Time Incident Rate	Supplier Diversity Efforts	Diversity & Inclusion Efforts	Philanthropic or Volunteering Efforts
Communication Services									
Company A	Yes	17%	Yes	Yes	0.7	0.0	Yes	Yes	Yes
Company B	Yes	20%	Yes	Yes	0.0	0.0	No	No	No
Company C	Yes	22%	No	Yes	0.4	0.0	Yes	Yes	Yes
Company D	Yes	14%	Yes	Yes	0.0	0.0	No	Yes	Yes
Company E	Yes	15%	Yes	Yes	0.0	0.0	Yes	Yes	Yes
Consumer Discretionary									
Company A	Yes	0%	Yes	Yes	3.8	0.7	Yes	Yes	Yes
Company B	Yes	35%	Yes	Yes	1.4	0.4	Yes	Yes	Yes
Company C	Yes	9%	Yes	Yes	0.1	0.0	Yes	Yes	Yes
Company D	Yes	28%	Yes	Yes	0.9	0.3	Yes	Yes	Yes
Company E	Yes	7%	Yes	Yes	0.5	0.5	Yes	No	No
Company F	Yes	22%	Yes	Yes	1.3	0.2	Yes	Yes	Yes
Company G	Yes	9%	Yes	Yes	2.5	1.6	Yes	Yes	Yes
Company H	Yes	18%	Yes	Yes	0.7	0.7	No	Yes	Yes
Company I	Yes	10%	No	Yes	2.1	0.4	No	Yes	Yes
Company J	Yes	6%	Yes	Yes	1.2	1.2	No	No	Yes
Company K	Yes	97%	Yes	Yes	3.2	5.1	Yes	Yes	Yes
Company L	Yes	16%	Yes	Yes	2.0	0.2	Yes	Yes	Yes
Company M	Yes	48%	Yes	Yes	6.1	0.4	Yes	Yes	Yes
Company N	Yes	50%	Yes	Yes	1.3	0.6	Yes	Yes	Yes
Company O	Yes	36%	No	Yes	0.0	—	No	No	Yes
Company P	Yes	32%	Yes	Yes	0.2	0.2	No	Yes	Yes
Company Q	Yes	20%	Yes	Yes	—	0.0	Yes	Yes	Yes
Consumer Staples and Health Care									
Company A	Yes	100%	Yes	Yes	4.6	2.2	Yes	Yes	Yes
Company B	Yes	19%	No	Yes	0.0	0.0	No	Yes	Yes
Company C	Yes	24%	Yes	Yes	0.0	0.0	Yes	Yes	Yes
Company D	Yes	29%	Yes	Yes	5.9	2.2	Yes	Yes	Yes

Key: — Company Did Not Report

Select Reporting Company Social Data

Company	Employee Engagement Efforts	Voluntary Turnover Rate	Human Rights Efforts	Health & Safety Efforts	Total Incident Rate	Lost-Time Incident Rate	Supplier Diversity Efforts	Diversity & Inclusion Efforts	Philanthropic or Volunteering Efforts
Energy and Utilities									
Company A	Yes	3%	No	Yes	0.9	0.0	No	No	Yes
Company B	Yes	0%	No	Yes	0.0	0.0	No	No	Yes
Company C	Yes	3%	No	Yes	1.0	0.3	No	No	Yes
Company D	Yes	0%	Yes	Yes	1.1	1.1	No	No	Yes
Company E	Yes	25%	No	Yes	1.4	1.4	No	Yes	Yes
Company F	Yes	23%	Yes	Yes	0.0	0.0	Yes	No	Yes
Financials									
Company A	Yes	10%	Yes	Yes	0.0	0.0	No	Yes	Yes
Company B	Yes	14%	Yes	Yes	0.0	0.0	Yes	Yes	Yes
Company C	Yes	20%	Yes	Yes	0.7	0.3	Yes	Yes	Yes
Company D	Yes	6%	Yes	Yes	0.3	0.3	Yes	Yes	Yes
Company E	Yes	17%	No	Yes	0.0	0.0	No	No	Yes
Company F	Yes	15%	Yes	Yes	0.0	0.0	No	Yes	Yes
Company G	Yes	0%	Yes	Yes	0.0	0.0	No	Yes	Yes
Company H	Yes	3%	Yes	Yes	0.7	0.4	Yes	Yes	Yes
Industrials and Materials									
Company A	Yes	8%	Yes	Yes	0.6	0.6	Yes	Yes	Yes
Company B	No	35%	Yes	Yes	2.0	0.0	No	No	No
Company C	Yes	18%	Yes	Yes	0.3	0.1	Yes	Yes	Yes
Company D	Yes	2%	Yes	Yes	9.1	6.6	Yes	Yes	Yes
Company E	Yes	14%	No	Yes	0.0	0.0	No	Yes	Yes
Company F	Yes	5%	No	Yes	2.1	1.1	Yes	Yes	Yes
Company G	No	16%	No	Yes	0.8	0.5	No	Yes	No
Company H	Yes	30%	Yes	Yes	0.3	0.2	Yes	Yes	Yes
Company I	Yes	43%	Yes	Yes	1.8	0.3	No	Yes	Yes

Key: — Company Did Not Report

Select Reporting Company Social Data

Company	Employee Engagement Efforts	Voluntary Turnover Rate	Human Rights Efforts	Health & Safety Efforts	Total Incident Rate	Lost-Time Incident Rate	Supplier Diversity Efforts	Diversity & Inclusion Efforts	Philanthropic or Volunteering Efforts
Industrials and Materials (continued)									
Company J	Yes	12%	No	Yes	0.0	0.0	Yes	Yes	Yes
Company K	Yes	23%	Yes	Yes	0.9	0.5	Yes	Yes	Yes
Company L	Yes	0%	Yes	Yes	—	0.0	Yes	Yes	Yes
Company M	—	—	—	—	—	—	—	—	—
Company N	Yes	11%	Yes	Yes	0.1	0.1	Yes	Yes	Yes
Information Technology									
Company A	Yes	27%	Yes	Yes	0.0	0.0	Yes	Yes	Yes
Company B	Yes	31%	Yes	Yes	0.2	0.1	Yes	Yes	Yes
Company C	Yes	16%	Yes	Yes	1.4	0.1	Yes	Yes	Yes
Company D	Yes	78%	No	Yes	0.0	0.0	Yes	Yes	Yes

Key: — Company Did Not Report

Select Reporting Company Governance Data

Company	Number of Board Meetings	Average Attendance at Board Meetings	Number of Board Meetings with ESG Updates	ESG Oversight at Board or Executive Level	Sustainability Function	Citizenship Function	Health & Safety Function	Diversity & Inclusion Function	ESG Goals and/or Targets	Public ESG Disclosure
Communication Services										
Company A	4	100%	4	Yes	Yes	Yes	Yes	Yes	✓	Yes
Company B	19	68%	—	Yes	Yes	No	Yes	No	🔄	Yes
Company C	4	100%	4	Yes	No	Yes	Yes	Yes	🔄	Yes
Company D	4	90%	—	Yes	No	Yes	No	Yes	🔄	No
Company E	1	100%	1	Yes	Yes	Yes	Yes	Yes	✓	Yes
Consumer Discretionary										
Company A	4	100%	>1	Yes	No	Yes	Yes	Yes	🔄	Yes
Company B	6	100%	1	Yes	Yes	Yes	Yes	Yes	🔄	Yes
Company C	4	100%	>1	Yes	Yes	Yes	Yes	Yes	✓	Yes
Company D	4	95%	4	Yes	Yes	Yes	Yes	Yes	✓	Yes
Company E	12	100%	—	Yes	Yes	No	Yes	No	○	Yes
Company F	7	100%	7	Yes	Yes	Yes	Yes	Yes	✓	Yes
Company G	4	100%	1	Yes	No	Yes	Yes	Yes	○	No
Company H	4	100%	>1	Yes	Yes	Yes	Yes	Yes	✓	Yes
Company I	14	99%	1	Yes	Yes	No	Yes	Yes	○	Yes
Company J	13	93%	>1	Yes	Yes	Yes	Yes	No	🔄	Yes
Company K	11	100%	>1	Yes	Yes	Yes	Yes	Yes	🔄	No
Company L	4	100%	4	Yes	Yes	Yes	Yes	Yes	🔄	Yes
Company M	4	100%	4	Yes	Yes	No	Yes	Yes	🔄	Yes
Company N	4	100%	>1	Yes	Yes	Yes	Yes	Yes	✓	Yes
Company O	4	90%	—	No	No	Yes	Yes	No	○	No
Company P	11	100%	11	Yes	Yes	No	Yes	Yes	✓	Yes
Company Q	20	99%	—	Yes	Yes	Yes	Yes	Yes	○	Yes

Key: ✓ Has ESG Goals and/or Targets 🔄 ESG Goals and/or Targets in Development ○ No ESG Goals and/or Targets — Company Did Not Report

Select Reporting Company Governance Data

Company	Number of Board Meetings	Average Attendance at Board Meetings	Number of Board Meetings with ESG Updates	ESG Oversight at Board or Executive Level	Sustainability Function	Citizenship Function	Health & Safety Function	Diversity & Inclusion Function	ESG Goals and/or Targets	Public ESG Disclosure
Consumer Staples and Health Care										
Company A	8	100%	>1	No	Yes	Yes	Yes	Yes	☑	Yes
Company B	4	100%	—	Yes	No	Yes	Yes	Yes	○	No
Company C	12	100%	>1	Yes	No	No	Yes	Yes	○	No
Company D	9	100%	>1	Yes	Yes	Yes	Yes	Yes	☑	Yes
Energy and Utilities										
Company A	24	90%	>1	Yes	No	Yes	Yes	No	☑	Yes
Company B	4	100%	>1	Yes	Yes	Yes	Yes	No	☑	No
Company C	4	100%	>1	Yes	Yes	No	Yes	No	☑	Yes
Company D	4	100%	4	Yes	Yes	No	Yes	Yes	☑	Yes
Company E	3	100%	3	Yes	No	No	Yes	Yes	☑	No
Company F	4	100%	1	Yes	No	No	Yes	Yes	☑	No
Financials										
Company A	7	89%	>1	Yes	Yes	Yes	Yes	Yes	☑	Yes
Company B	4	95%	1	Yes	Yes	Yes	Yes	Yes	☑	Yes
Company C	7	95%	7	Yes	Yes	Yes	Yes	Yes	☑	Yes
Company D	6	90%	>1	Yes	Yes	Yes	Yes	Yes	☑	Yes
Company E	7	91%	>1	Yes	Yes	Yes	Yes	No	☑	Yes
Company F	4	100%	1	Yes	No	No	Yes	Yes	○	No
Company G	12	94%	1	No	Yes	No	Yes	Yes	○	No
Company H	52	86%	>1	Yes	Yes	Yes	Yes	No	☑	Yes

Key: ☑ Has ESG Goals and/or Targets ☑ ESG Goals and/or Targets in Development ○ No ESG Goals and/or Targets — Company Did Not Report

Select Reporting Company Governance Data

Company	Number of Board Meetings	Average Attendance at Board Meetings	Number of Board Meetings with ESG Updates	ESG Oversight at Board or Executive Level	Sustainability Function	Citizenship Function	Health & Safety Function	Diversity & Inclusion Function	ESG Goals and/or Targets	Public ESG Disclosure
Industrials and Materials										
Company A	4	100%	4	Yes	Yes	Yes	Yes	Yes	✓	Yes
Company B	2	100%	2	Yes	No	No	Yes	No	⚙️	Yes
Company C	6	100%	>1	Yes	No	Yes	Yes	Yes	✓	No
Company D	9	93%	>1	Yes	No	No	No	Yes	✓	No
Company E	4	96%	4	Yes	No	No	Yes	No	○	Yes
Company F	3	100%	3	Yes	Yes	No	Yes	Yes	⚙️	No
Company G	4	100%	4	Yes	Yes	No	Yes	Yes	✓	No
Company H	4	100%	4	Yes	Yes	No	Yes	Yes	✓	Yes
Company I	3	100%	3	Yes	No	No	Yes	Yes	✓	No
Company J	3	96%	—	Yes	Yes	Yes	Yes	Yes	⚙️	Yes
Company K	12	100%	12	Yes	Yes	No	Yes	Yes	✓	Yes
Company L	40	—	>1	Yes	Yes	Yes	Yes	Yes	✓	Yes
Company M	—	—	—	—	—	—	—	—	—	Yes
Company N	5	95%	5	Yes	No	No	Yes	No	✓	Yes
Information Technology										
Company A	4	92%	—	No	Yes	Yes	No	Yes	○	No
Company B	4	100%	1	Yes	Yes	Yes	Yes	Yes	✓	Yes
Company C	13	97%	—	Yes	Yes	Yes	Yes	Yes	✓	Yes
Company D	4	61%	4	Yes	Yes	Yes	Yes	Yes	○	Yes

Key: ✓ Has ESG Goals and/or Targets ⚙️ ESG Goals and/or Targets in Development ○ No ESG Goals and/or Targets — Company Did Not Report

Select Reporting Company Policy & Training Data¹

Company	Anti-Corruption	Anti-Discrimination	Anti-Harassment	Code of Conduct / Business Ethics	Cyber-security	Data Privacy	Diversity & Inclusion	Emergency Response Plan	Health & Safety	Supplier Code of Conduct	Whistle-blower	Work from Home
Communication Services												
Company A	●	●	●	●	●	●	◐	●	●	◐	●	●
Company B	●	●	●	●	●	●	○	●	●	◐	●	●
Company C	◐	●	●	◐	●	●	●	◐	◐	○	◐	◐
Company D	◐	●	●	○	●	●	◐	●	○	○	○	◐
Company E	●	●	●	●	●	●	●	◐	◐	●	●	●
Consumer Discretionary												
Company A	◐	●	●	●	●	◐	◐	◐	●	◐	◐	◐
Company B	◐	●	●	●	●	●	●	●	●	◐	●	●
Company C	◐	●	●	●	●	●	●	◐	●	◐	●	●
Company D	●	●	●	●	●	●	●	●	●	●	●	●
Company E	◐	◐	◐	◐	●	●	○	●	●	◐	◐	◐
Company F	◐	●	●	●	●	●	●	●	●	●	●	●
Company G	●	●	●	●	●	●	●	●	●	●	●	◐
Company H	●	●	●	●	●	●	●	●	●	◐	◐	●
Company I	◐	●	●	◐	●	●	●	◐	●	○	●	◐
Company J	●	◐	◐	●	◐	●	○	◐	●	◐	●	◐
Company K	◐	●	●	●	●	●	●	●	●	●	◐	◐
Company L	●	●	●	●	●	●	●	○	●	◐	●	●
Company M	◐	●	●	◐	●	●	○	●	●	◐	◐	◐
Company N	◐	●	●	●	●	●	◐	●	●	◐	◐	◐
Company O	○	◐	◐	●	●	●	○	◐	●	○	○	●
Company P	●	●	●	●	●	●	◐	◐	●	◐	●	●
Company Q	●	●	●	●	●	●	○	◐	●	◐	●	●

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

1. Data indicates whether a company reported having policy(ies) and/or training(s) covering the relevant topic.

Select Reporting Company Policy & Training Data¹

Company	Anti-Corruption	Anti-Discrimination	Anti-Harassment	Code of Conduct / Business Ethics	Cyber-security	Data Privacy	Diversity & Inclusion	Emergency Response Plan	Health & Safety	Supplier Code of Conduct	Whistle-blower	Work from Home
Consumer Staples and Health Care												
Company A	●	●	●	●	●	●	●	●	●	◐	●	◐
Company B	◐	◐	●	◐	○	◐	○	◐	◐	○	○	◐
Company C	●	●	●	●	◐	○	○	○	●	○	●	◐
Company D	●	●	●	●	●	●	●	●	●	◐	●	●
Energy and Utilities												
Company A	◐	◐	◐	◐	○	○	○	●	●	○	○	◐
Company B	●	●	●	●	●	●	○	●	●	○	●	◐
Company C	◐	○	◐	◐	◐	◐	○	●	●	○	◐	○
Company D	◐	○	○	●	○	◐	○	●	●	◐	○	◐
Company E	○	●	●	●	●	●	◐	●	●	○	○	◐
Company F	○	◐	◐	○	○	◐	○	●	●	○	○	○
Financials												
Company A	●	●	●	●	●	●	◐	●	●	●	●	●
Company B	◐	◐	●	●	●	◐	●	●	●	○	◐	●
Company C	●	●	●	●	●	●	●	●	●	●	●	●
Company D	●	●	●	●	●	●	◐	●	●	◐	●	●
Company E	●	●	●	●	●	●	○	◐	●	○	●	◐
Company F	◐	◐	◐	◐	○	●	○	◐	◐	○	●	○
Company G	◐	◐	◐	◐	○	◐	○	●	●	○	○	○
Company H	●	●	◐	●	●	●	○	●	●	○	●	●

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

1. Data indicates whether a company reported having policy(ies) and/or training(s) covering the relevant topic.

Select Reporting Company Policy & Training Data¹

Company	Anti-Corruption	Anti-Discrimination	Anti-Harassment	Code of Conduct / Business Ethics	Cyber-security	Data Privacy	Diversity & Inclusion	Emergency Response Plan	Health & Safety	Supplier Code of Conduct	Whistle-blower	Work from Home
Industrials and Materials												
Company A	●	●	●	●	◐	◐	◐	◐	●	◐	●	◐
Company B	○	○	○	○	○	○	○	○	●	○	○	○
Company C	○	●	●	●	●	●	○	●	●	○	●	●
Company D	●	●	●	●	●	●	◐	●	●	◐	●	○
Company E	●	●	●	●	○	○	○	●	●	●	●	◐
Company F	◐	●	●	◐	●	●	●	◐	●	○	●	○
Company G	●	●	●	●	○	○	○	●	●	●	○	◐
Company H	●	●	●	●	●	●	○	●	●	●	●	●
Company I	●	●	●	●	●	●	●	●	●	●	●	●
Company J	●	●	●	●	●	◐	◐	●	●	○	◐	◐
Company K	●	●	●	●	●	●	●	◐	●	●	●	●
Company L	●	◐	◐	●	◐	◐	◐	●	●	○	◐	◐
Company M	—	—	—	—	—	—	—	—	—	—	—	—
Company N	●	◐	◐	●	◐	●	○	●	●	◐	●	●
Information Technology												
Company A	●	●	●	◐	●	●	●	◐	◐	○	●	◐
Company B	●	●	●	●	●	●	●	●	●	●	●	●
Company C	●	●	●	●	●	●	●	●	●	●	●	●
Company D	●	●	●	●	●	●	●	●	●	●	●	●

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

1. Data indicates whether a company reported having policy(ies) and/or training(s) covering the relevant topic.

Appendix A:

Reporting Companies Listing (Alpha)

Company	Sector	Company	Sector
ABC Technologies	Consumer Discretionary	Maxim Crane Works	Industrials
ADT	Consumer Discretionary	Michaels Stores	Consumer Discretionary
Amissima	Financials	Northwoods Energy	Energy
Apex Energy	Energy	Nova KBM	Financials
AS Graanul Invest	Utilities	Oldenburgische Landesbank	Financials
Aspen Insurance	Financials	Phoenix Services	Industrials
Athene	Financials	Planetcast	Communication Services
Athora	Financials	PlayAGS	Consumer Discretionary
Bensons for Beds	Consumer Discretionary	QDOBA	Consumer Discretionary
CareerBuilder	Information Technology	Rackspace	Information Technology
Catalina	Financials	RDM Group	Materials
CBR Fashion Group	Consumer Discretionary	Ridgeback Resources	Energy
Celeros Flow Technology	Industrials	Showa Aluminum	Materials
Coinstar	Consumer Discretionary	Shutterfly	Consumer Discretionary
Covis Pharma	Health Care	Smart Start	Consumer Discretionary
Cox Media Group	Communication Services	Sun Country Airlines	Industrials
Direct ChassisLink	Industrials	Sundance Energy	Energy
ecoATM	Consumer Discretionary	Supplemental Health Care	Health Care
EmployBridge	Industrials	Takkion	Industrials
Freestone Midstream	Industrials	TD Synnex	Information Technology
Great Canadian Gaming Corporation	Consumer Discretionary	Tegra	Consumer Discretionary
IGT Solutions	Information Technology	The Fresh Market	Consumer Staples
Ingenio	Communication Services	The New Home Company	Consumer Discretionary
Intrado	Communication Services	Tidewater Logistics	Energy
Invited	Consumer Discretionary	TOPS	Industrials
Lapithus	Financials	University of Phoenix	Consumer Discretionary
LifePoint Health	Health Care	Vacuumschmelze	Materials
Lottomatica Group	Consumer Discretionary	Ventia	Industrials
Lumileds	Industrials	Yahoo	Communication Services

Appendix B: Defined Terms & Glossary

The following list provides definitions for defined terms as well as acronyms and certain other key terms within the document.

AAM: Apollo Asset Management, Inc.

AGM: Apollo Global Management, Inc.

Apollo: Apollo Global Management, Inc.

Athene: Athene Holding Ltd.

BHF: British Heart Foundation

CEO: Chief Executive Officer

CMG: Cox Media Group

CO2: Carbon dioxide

CO2e: Carbon dioxide equivalent

DEI: Diversity, Equity, and Inclusion

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

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

LGBTQIA+: Lesbian, gay, bisexual, transgender, queer, intersex, asexual, and others

LMS: Learning Management System

LP: Limited Partner

m3: Cubic meter

Maxim: Maxim Crane Works

Michaels: Michaels Stores

MT: Metric ton

MWh: Megawatt hour

NKBM: Nova KBM

OLB: Oldenburgische Landesbank

PPE: Personal Protective Equipment

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

Summary: 2021 Apollo ESG Reporting Program Summary

UN: United Nations

UN SDGs: United Nations Sustainable Development Goals

Appendix C: Legal Disclaimer

This 2021 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 funds managed by entities affiliated with Apollo (the “Funds”), including certain yield, hybrid, and equity assets in which the Funds 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, 2021 and ending on December 31, 2021, unless otherwise indicated.

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On March 21, 2022, the SEC proposed climate-related disclosure requirements that would, among other things, require disclosure of direct and indirect GHG 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 and the ESG Reporters are 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.