

GOVERNANCE QUALITYSCORE

Q1 2022 METHODOLOGY HIGHLIGHTS



NEW BOARD STRUCTURE FACTORS

What is the level of disclosure of the company's board and executive aggregate diversity data? (Q413)

Region Applicability: US, Anglo (excluding Ireland), Africa

What was the greatest percentage of vote support for diversity, equity, and inclusion shareholder proposals at the most recent annual meeting? (Q414)

Region Applicability: All regions except Japan

Does the company have a board gender diversity policy with a target? (Q415)

Region Applicability: US, Canada, Anglo, Africa, Germanic, Nordic, Southern Europe, Western Europe, Russia, Australasia

Does the company have an executive gender diversity policy with a target? (Q416)

Region Applicability: US, Canada, Anglo, Africa, Germanic, Nordic, Southern Europe, Western Europe, Russia, Australasia

Does the company have a gender diversity statement for the board and/or executives? (Q424)

Region Applicability: US, Canada, Anglo, Africa, Germanic, Nordic, Southern Europe, Western Europe, Russia, Australasia

Does the board exhibit diversity based on aggregate disclosure? (Q425)

Region Applicability: US, Anglo (excluding Ireland), Africa

Do executives exhibit diversity based on aggregate disclosure? (Q426)

Region Applicability: US, Anglo (excluding Ireland), Africa

Do executive or senior level officials and managers exhibit ethnic and racial diversity? (Q430)

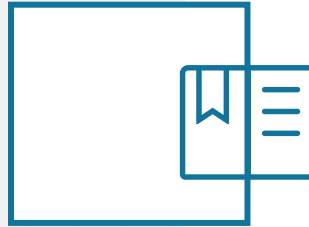
Region Applicability: US

Do executive or senior level officials and managers exhibit gender diversity? (Q431)

Region Applicability: US

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NEW COMPENSATION FACTORS

What is the level of disclosure on climate-related performance measures for the short-term or any long-term incentive plan for executives? (Q420)

Region Applicability: All regions except Japan and South Korea

What is the disclosed ratio of CEO total compensation to the median total compensation of all employees? (Q422)

Region Applicability: US

What is the degree of alignment between the CEO's pay and the company's financial performance over the past three years, relative to peers (FPA)? (Q423)

Region Applicability: US, Canada

What percentage of the CEO's equity pay mix by value is performance-conditioned? (Q432)

Region Applicability: US

What is the company's three-year average adjusted burn rate? (Q433)

Region Applicability: US

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NEW SHAREHOLDER RIGHT FACTOR

What was the greatest percentage of vote support for climate-related shareholder proposals at the most recent annual meeting? (Q419)

Region Applicability: All regions except Japan

NEW AUDIT & RISK OVERSIGHT FACTORS

Has the company publicly disclosed an EEO-1 report in the last 3 years? (Q428)

Region Applicability: US

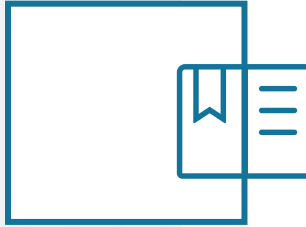
How long ago was the most recent EEO-1 report disclosure? (Q429)

Region Applicability: US

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EXPANDED COVERAGE OF BOARD STRUCTURE CATEGORY FACTORS



How many executive directors serve on a significant number of outside boards? (Q36)

Applicable Regions: US, Canada, Anglo, Germanic, Nordic, Southern Europe, Western Europe, Latin America

New Additions: AsiaPac, India

Does the CEO serve on a significant number of outside boards? (Q37)

Applicable Regions: US, Canada, Anglo, Germanic, Nordic (excluding Finland), Southern Europe (excluding Greece), Western Europe, Australasia, Latin America

New Additions: Greece, AsiaPac, India

How many non-executive directors serve on a significant number of outside boards? (Q38)

Applicable Regions: US, Canada, Anglo, Germanic, Nordic, Southern Europe (excluding Greece), Western Europe, Australasia, Latin America

New Additions: Greece, AsiaPac, India

Does the Board Chair serve on a significant number of outside boards? (Q39)

Applicable Regions: US, Canada, Anglo, Germanic, Nordic, Southern Europe (excluding Greece), Western Europe, Latin America

New Additions: Greece, AsiaPac, India

How many directors serve on a significant number of outside boards? (Q309)

Applicable Regions: AsiaPac, India, South Korea

New Additions: US, Canada, Anglo, Africa, Germanic, Nordic, Southern Europe, Western Europe, Australasia, Latin America

Does the company disclose board or governance guidelines? (Q46)

Applicable Regions: US

New Additions: Canada, Anglo, Africa, Germanic, Nordic, Southern Europe, Western Europe, Russia, Australasia, Latin America

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EXPANDED COVERAGE OF BOARD STRUCTURE CATEGORY FACTORS

What is the quorum for director meetings? (Q215)

Applicable Regions: Canada

New Additions: US, Germanic, Nordic, Southern Europe, Western Europe, Russia, Australasia

Does the company disclose the existence of a formal CEO and key executive officers' succession plan? (Q348)

Applicable Regions: US

New Additions: Canada, Anglo, Africa, Germanic, Nordic, Southern Europe, Western Europe, Russia, Australasia

What percentage of non-executive directors has been on the board less than six years? (Q355)

Applicable Regions: US, Australasia

New Additions: Canada, Anglo, Africa, Germanic, Nordic, Southern Europe, Western Europe, Russia, AsiaPac, India, Latin America

Does the board exhibit ethnic diversity? (Q390)

Applicable Regions: US

New Additions: Anglo

EXPANDED COVERAGE OF COMPENSATION CATEGORY FACTORS

Does the company disclose a performance measure for stock option plans for executives? (Q122)

Applicable Regions: Canada, Anglo, Africa, Germanic, Nordic, Southern Europe, Western Europe, AsiaPac, India, Latin America

New Additions: US, Australasia

Does the company disclose a performance measure for restricted share or stock award plans for executives? (Q123)

Applicable Regions: Canada, Anglo, Africa, Germanic, Nordic, Southern Europe, Western Europe, AsiaPac, India, Latin America

New Additions: US, Australasia

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Please see the following for more information:

- [Governance QualityScore Methodology Guide](#)
- [Governance QualityScore Issuer FAQ](#)