

**DEI COMPANY REPORT 2023**

*POWERED BY*

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**Denominator**

**Scores & Ratings**

- **Score:** Absolute performance (0 lowest and 100 highest)
- **Absolute rating:** conversion of score intervals into rating
- **Relative rating:** performance relative to country/industry quartiles

[Read about methodology](#)

**Total Diversity, Equity & Inclusion (DEI) scores & ratings**

A holistic DEI performance at all levels in the company, enclosing more than 15 DEI dimensions

**OVERALL DEI**

Score **55** /100

Absolute rating **B\*\*\*** Relative rating **A\*\***

**BOARD LEVEL DEI**

Score **50** /100

Absolute rating **B\*\*\*** Relative rating **A\***

**EXECUTIVE LEVEL DEI**

Score **45** /100

Absolute rating **B\*\*\*** Relative rating **B\*\***

**COMPANY LEVEL DEI**

Score **68** /100

Absolute rating **A\*** Relative rating **A\*\*\***

**Race/Ethnicity scores & leadership composition**

Performance of the company in mirroring race/ethnicity composition of its countries of operations

**RACE/ETHNICITY**

Score **57** /100

Absolute rating **B\*\*\*** Relative rating **C\***

**RACE/ETHNICITY IN LEADERSHIP TEAMS**

● = less than 10%   ● = 10% to 20%   ● = more than 20%

	Caucasian	Black	Hispanic	Asian	Indigenous	ME&NA
Board of Directors	●	●	●	●	●	●
Executive team*	●	●	●	●	●	●

\*) Executive team members as disclosed by the company

**Selected DEI scores & ratings**

DEI performance can be measured on more than 15 DEI dimensions, contributing to the overall DEI performance

**GENDER**

Score **49** /100

Absolute rating **B\*\*\*** Relative rating **A\*\*\***

**SEXUALITY**

Score **73** /100

Absolute rating **A\*\*** Relative rating **A\*\*\***

**DISABILITY**

Score **56** /100

Absolute rating **B\*\*\*** Relative rating **A\*\*\***

**DEI ENGAGEMENT**

Score **88** /100

Absolute rating **A\*\*\*** Relative rating **A\*\*\***

# Bank of America

Financial Services

### Scores & Ratings

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## Total Diversity, Equity & Inclusion (DEI) scores & ratings

A holistic DEI performance at all levels in the company, enclosing more than 15 DEI dimensions

**OVERALL DEI**

Score **65** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

**BOARD LEVEL DEI**

Score **61** /100

Absolute rating: **A\***    Relative rating: **A\***

**EXECUTIVE LEVEL DEI**

Score **62** /100

Absolute rating: **A\***    Relative rating: **A\***

**COMPANY LEVEL DEI**

Score **72** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

## Race/Ethnicity scores & leadership composition

Performance of the company in mirroring race/ethnicity composition of its countries of operations

**RACE/ETHNICITY**

Score **71** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

**RACE/ETHNICITY IN LEADERSHIP TEAMS**

● = less than 10%    ● = 10% to 20%    ● = more than 20%

	Caucasian	Black	Hispanic	Asian	Indigenous	ME&NA
Board of Directors	●	●	●	●	●	●
Executive team*	●	●	●	●	●	●

\*) Executive team members as disclosed by the company

## Selected DEI scores & ratings

DEI performance can be measured on more than 15 DEI dimensions, contributing to the overall DEI performance

**GENDER**

Score **70** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

**SEXUALITY**

Score **80** /100

Absolute rating: **A\*\***    Relative rating: **A\*\*\***

**DISABILITY**

Score **56** /100

Absolute rating: **B\*\*\***    Relative rating: **A\*\*\***

**DEI ENGAGEMENT**

Score **60** /100

Absolute rating: **A\***    Relative rating: **A\*\***

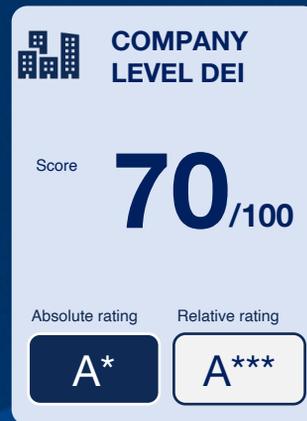
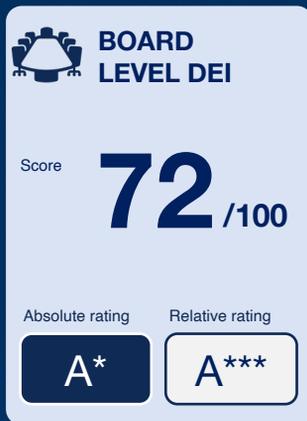
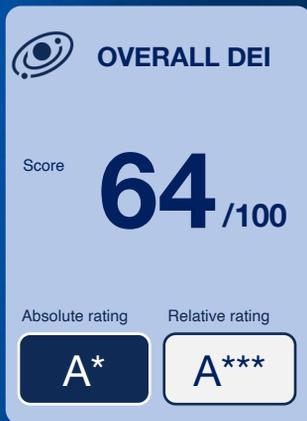
**Scores & Ratings**

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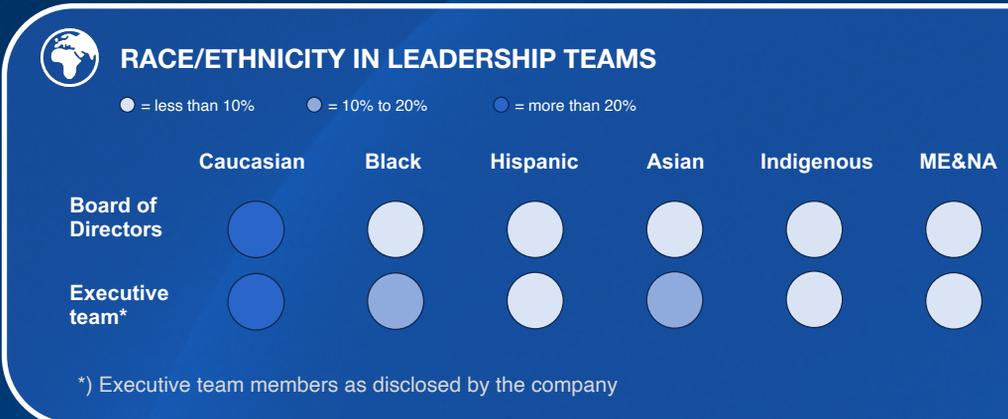
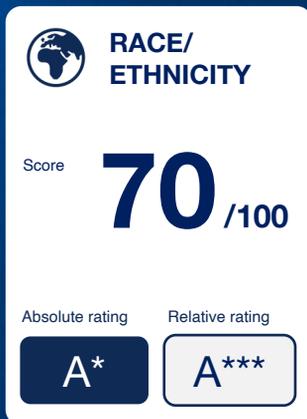
## Total Diversity, Equity & Inclusion (DEI) scores & ratings

A holistic DEI performance at all levels in the company, enclosing more than 15 DEI dimensions



## Race/Ethnicity scores & leadership composition

Performance of the company in mirroring race/ethnicity composition of its countries of operations



## Selected DEI scores & ratings

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# JPMorgan Chase

Financial Services

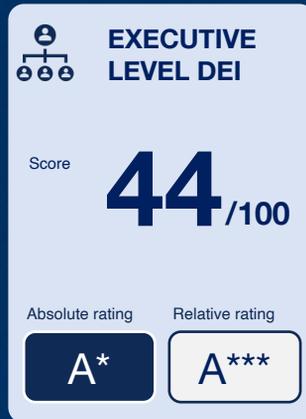
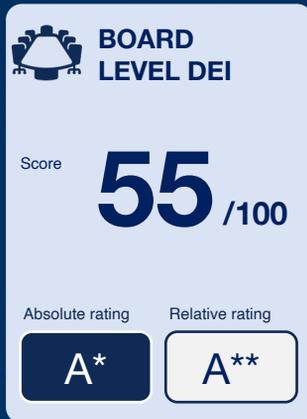
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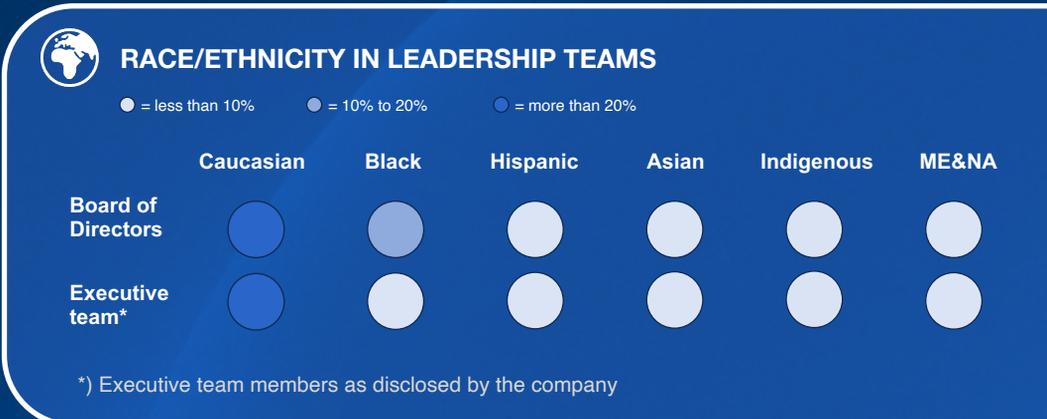
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# Mastercard

Financial Services

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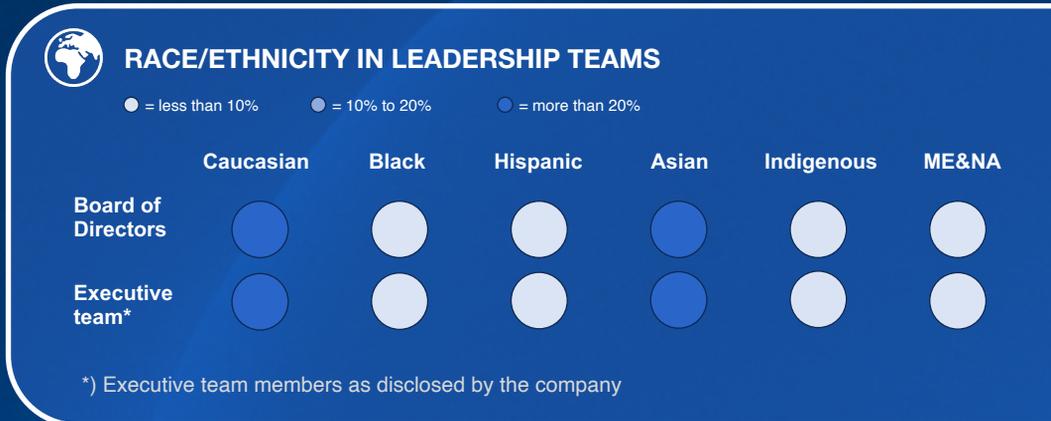
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# McDonald's

Food & Beverages

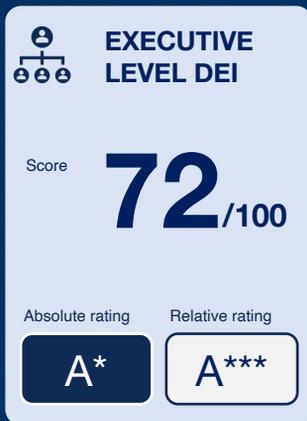
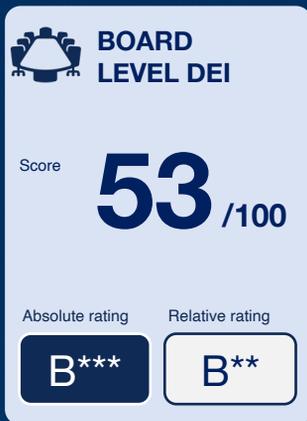
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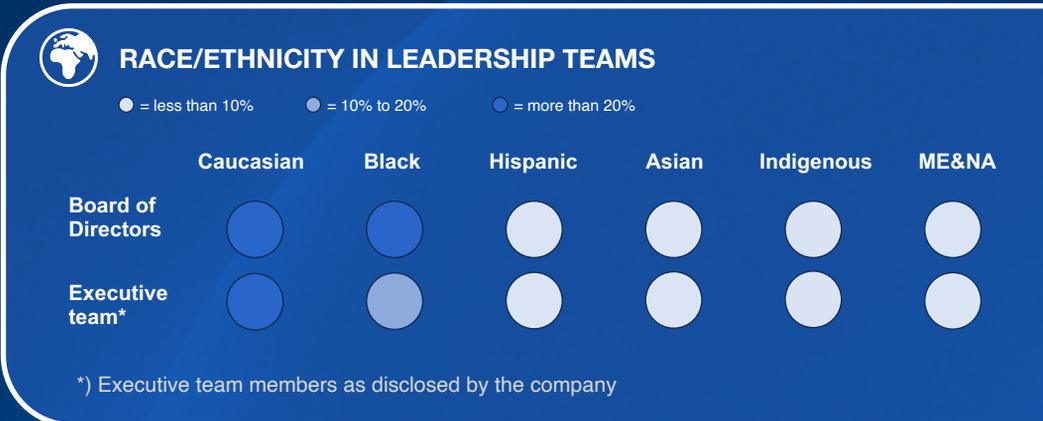
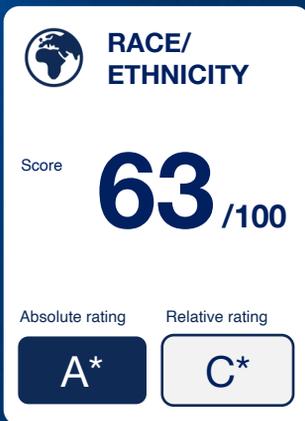
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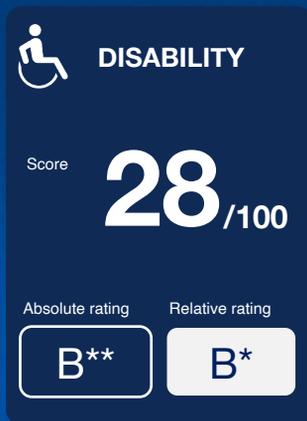
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Performance of the company in mirroring race/ethnicity composition of its countries of operations



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## Total Diversity, Equity & Inclusion (DEI) scores & ratings

A holistic DEI performance at all levels in the company, enclosing more than 15 DEI dimensions

**OVERALL DEI**

Score **62** /100

Absolute rating **A\***    Relative rating **A\*\*\***

**BOARD LEVEL DEI**

Score **59** /100

Absolute rating **A\***    Relative rating **A\***

**EXECUTIVE LEVEL DEI**

Score **55** /100

Absolute rating **B\*\*\***    Relative rating **A\***

**COMPANY LEVEL DEI**

Score **71** /100

Absolute rating **A\***    Relative rating **A\*\*\***

## Race/Ethnicity scores & leadership composition

Performance of the company in mirroring race/ethnicity composition of its countries of operations

**RACE/ETHNICITY**

Score **66** /100

Absolute rating **A\***    Relative rating **A\*\***

**RACE/ETHNICITY IN LEADERSHIP TEAMS**

● = less than 10%    ● = 10% to 20%    ● = more than 20%

	Caucasian	Black	Hispanic	Asian	Indigenous	ME&NA
Board of Directors	●	●	●	●	●	●
Executive team*	●	●	●	●	●	●

\*) Executive team members as disclosed by the company

## Selected DEI scores & ratings

DEI performance can be measured on more than 15 DEI dimensions, contributing to the overall DEI performance

**GENDER**

Score **52** /100

Absolute rating **B\*\*\***    Relative rating **A\*\*\***

**SEXUALITY**

Score **49** /100

Absolute rating **B\*\*\***    Relative rating **A\***

**DISABILITY**

Score **28** /100

Absolute rating **B\*\*\***    Relative rating **B\***

**DEI ENGAGEMENT**

Score **90** /100

Absolute rating **A\*\*\***    Relative rating **A\*\*\***

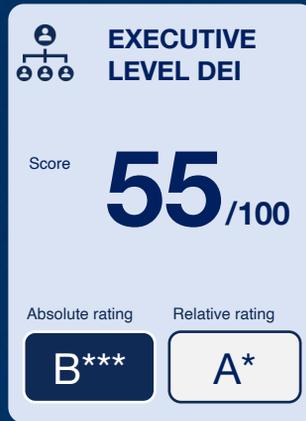
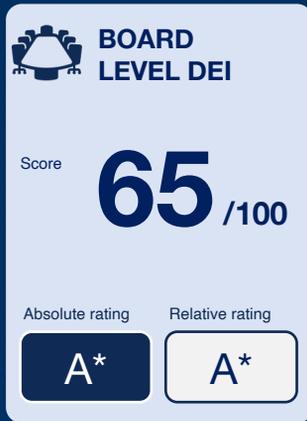
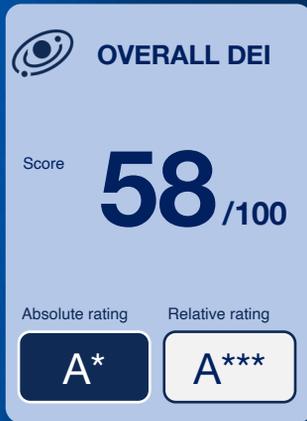
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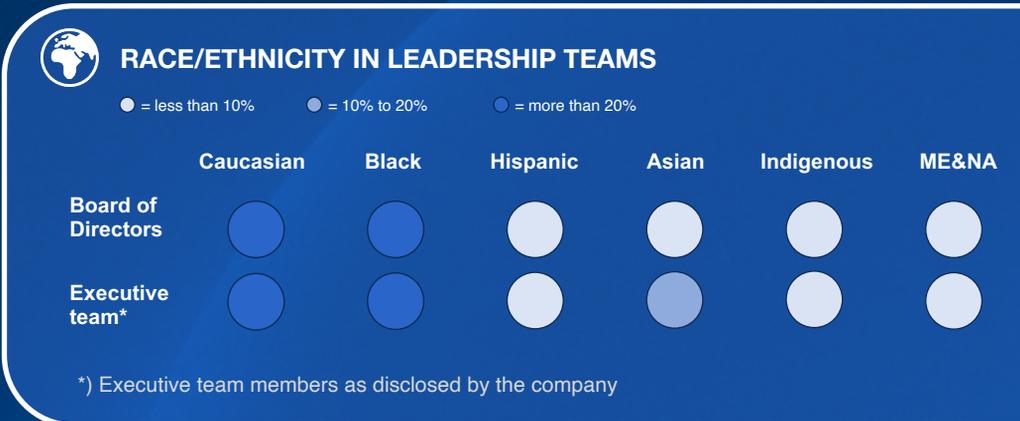
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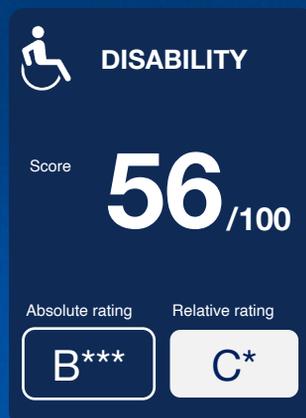
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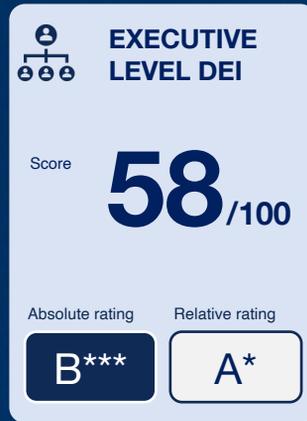
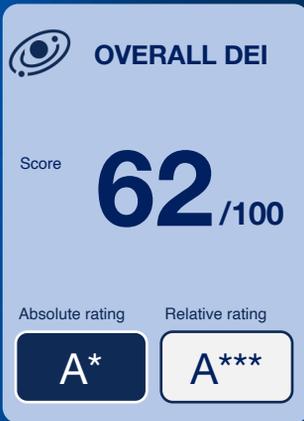
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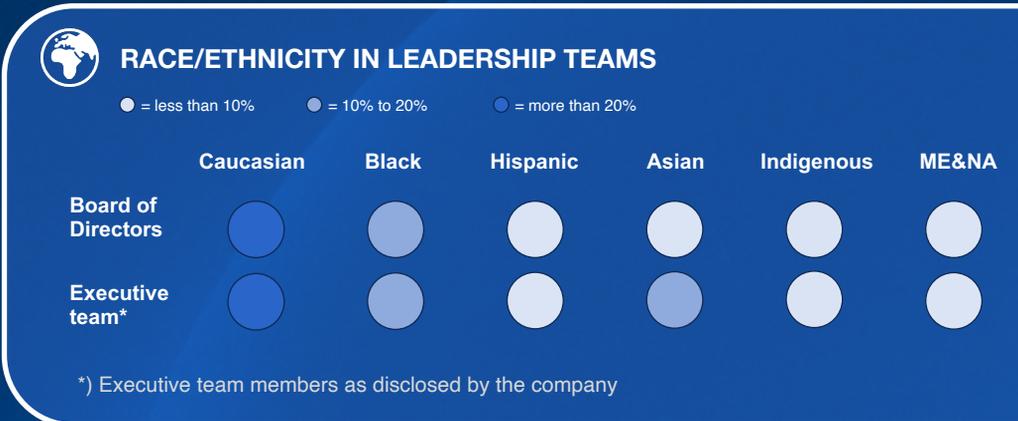
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Performance of the company in mirroring race/ethnicity composition of its countries of operations



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# Walgreen's

Retail

**Scores & Ratings**

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## Total Diversity, Equity & Inclusion (DEI) scores & ratings

A holistic DEI performance at all levels in the company, enclosing more than 15 DEI dimensions

**OVERALL DEI**

Score **61** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

**BOARD LEVEL DEI**

Score **66** /100

Absolute rating: **A\***    Relative rating: **A\*\***

**EXECUTIVE LEVEL DEI**

Score **68** /100

Absolute rating: **B\*\*\***    Relative rating: **A\*\***

**COMPANY LEVEL DEI**

Score **54** /100

Absolute rating: **B\*\*\***    Relative rating: **A\*\*\***

## Race/Ethnicity scores & leadership composition

Performance of the company in mirroring race/ethnicity composition of its countries of operations

**RACE/ETHNICITY**

Score **53** /100

Absolute rating: **B\*\*\***    Relative rating: **A\*\*\***

**RACE/ETHNICITY IN LEADERSHIP TEAMS**

● = less than 10%    ● = 10% to 20%    ● = more than 20%

	Caucasian	Black	Hispanic	Asian	Indigenous	ME&NA
Board of Directors	●	●	●	●	●	●
Executive team*	●	●	●	●	●	●

\*) Executive team members as disclosed by the company

## Selected DEI scores & ratings

DEI performance can be measured on more than 15 DEI dimensions, contributing to the overall DEI performance

**GENDER**

Score **70** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

**SEXUALITY**

Score **49** /100

Absolute rating: **B\*\*\***    Relative rating: **A\***

**DISABILITY**

Score **56** /100

Absolute rating: **B\*\*\***    Relative rating: **A\*\*\***

**DEI ENGAGEMENT**

Score **76** /100

Absolute rating: **A\*\***    Relative rating: **A\*\*\***

# Walmart

Retail

**Scores & Ratings**

- **Score:** Absolute performance (0 lowest and 100 highest)
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**OVERALL DEI**

Score **63** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

**BOARD LEVEL DEI**

Score **59** /100

Absolute rating: **A\***    Relative rating: **B\*\*\***

**EXECUTIVE LEVEL DEI**

Score **70** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

**COMPANY LEVEL DEI**

Score **63** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

## Race/Ethnicity scores & leadership composition

Performance of the company in mirroring race/ethnicity composition of its countries of operations

**RACE/ETHNICITY**

Score **67** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

**RACE/ETHNICITY IN LEADERSHIP TEAMS**

● = less than 10%    ● = 10% to 20%    ● = more than 20%

	Caucasian	Black	Hispanic	Asian	Indigenous	ME&NA
Board of Directors	●	●	●	●	●	●
Executive team*	●	●	●	●	●	●

\*) Executive team members as disclosed by the company

## Selected DEI scores & ratings

DEI performance can be measured on more than 15 DEI dimensions, contributing to the overall DEI performance

**GENDER**

Score **63** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

**SEXUALITY**

Score **72** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***

**DISABILITY**

Score **56** /100

Absolute rating: **B\*\*\***    Relative rating: **A\*\*\***

**DEI ENGAGEMENT**

Score **61** /100

Absolute rating: **A\***    Relative rating: **A\*\*\***