

**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 **58** /100

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

**BOARD LEVEL DEI**

Score **65** /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 **52** /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 **66** /100

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

**SEXUALITY**

Score **56** /100

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

**DISABILITY**

Score **56** /100

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

**DEI ENGAGEMENT**

Score **64** /100

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