

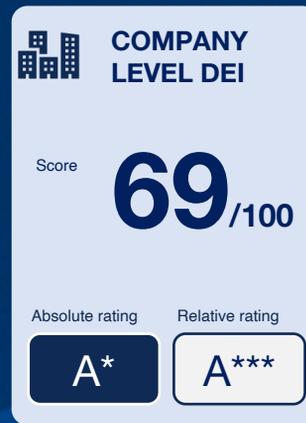
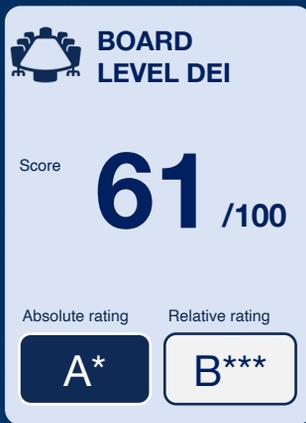
**Scores & Ratings**

- **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](#)

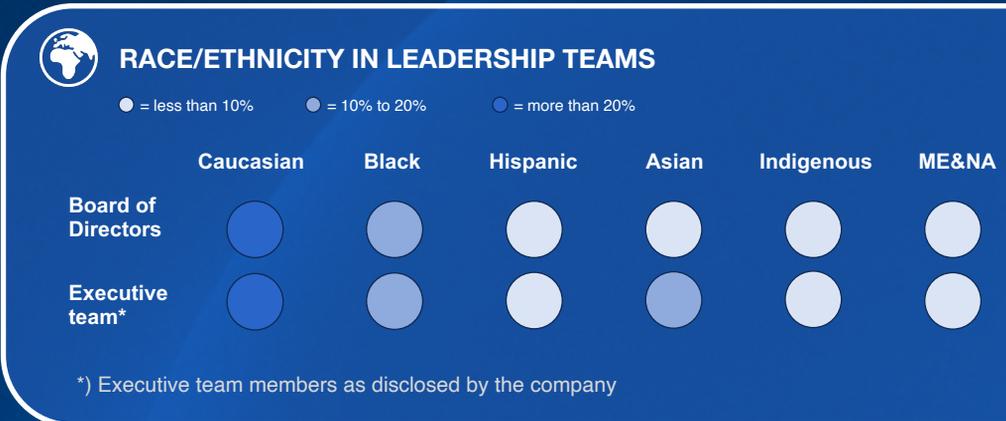
## Total Diversity, Equity & Inclusion (DEI) scores & ratings

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



## Race/Ethnicity scores & leadership composition

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



## Selected DEI scores & ratings

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

