

APOLLO

Responsible & Sustainable
Portfolio Supplement

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Introduction

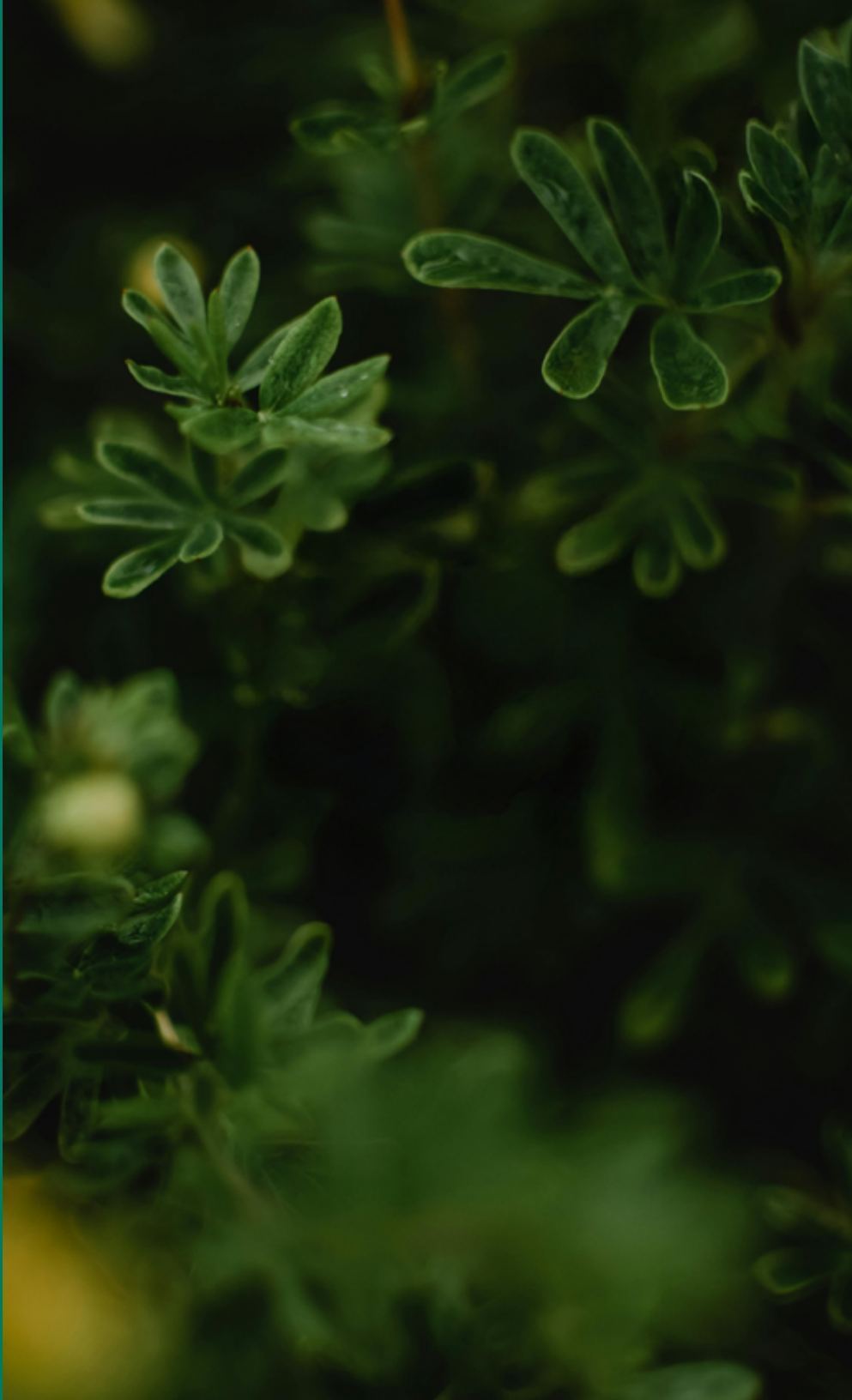
In 2024, Apollo Global Management, Inc. (“Apollo”, “we” or “our”) conducted our 16th annual Responsible & Sustainable Reporting Program. As in previous years, we collected responses from certain Apollo-managed funds’ portfolio companies¹ (collectively, the “Reporting Companies”) to an in-depth questionnaire that includes more than 100 quantitative and qualitative questions. The survey is designed to provide insight into the activities, programs and progress of the Reporting Companies. The results enable Apollo and Apollo-managed funds’ portfolio companies to track progress against goals, identify and mitigate risk, and make informed decisions — all factors that we believe can contribute to strong financial performance.

The Responsible & Sustainable Reporting Program focuses mainly on companies held by Apollo-managed private equity and real estate funds and covers a variety of topics, including, but not limited to:

- Environmental consumption and reduction efforts
- Greenhouse gas (“GHG”) emissions and climate-related risk
- Employee engagement
- Employee health & safety
- Supply chain management
- Philanthropy and volunteering
- Corporate social responsibility
- Select policies and trainings

This Responsible & Sustainable Portfolio Supplement includes highlights from Reporting Companies that participated in Apollo’s 2024 Responsible & Sustainable Reporting Program. The list of Reporting Companies can be found in Appendix A. This supplement also features high-level analyses and anonymized data points from the 2024 Reporting Questionnaire.

¹ In general, Apollo expects companies in which Apollo-managed private equity funds invest to participate in the annual Responsible & Sustainable Reporting Program where they meet the following eligibility criteria: (1) the acquisition of the company by Apollo-managed funds has closed on or before the end of the third calendar quarter of the applicable reporting year; (2) the value ascribed to the investment is equal to or greater than \$40 million; and (3) Apollo-managed funds collectively own equal to or greater than 10% of the voting equity of the company. Notwithstanding the preceding criteria, Apollo may tailor its approach depending upon the unique facts and circumstances of each investment, which may include the exclusion of a company from the Responsible & Sustainable Reporting Program, or the application of other, or additional, criteria; accordingly, the criteria set forth above do not represent absolute requirements and remain subject to Apollo’s sole discretion.





A LETTER FROM

Carletta Ooton

Operating Partner and
Head of Responsible &
Sustainable Operations

Starting in early 2022, Apollo's Responsible & Sustainable Operations ("RSO") team, part of Apollo's Portfolio Performance Solutions ("APPS") team, made a step change to seek to drive value creation as part of our differentiated operational efforts. We assembled a team of subject matter experts with operational experience, deployed a new strategic framework and communicated several external-facing improvement goals. Today, the RSO team engages with portfolio company management teams to help them identify, develop and execute on goals and projects that prioritize return on investment ("ROI"), enabling companies to drive long-term sustainability efforts and value creation for investors, stakeholders and customers alike. At Apollo, we believe that driving improvement in these areas is not solely tied to compliance or "doing good" for the environment, employees or communities; but importantly, it can drive significant financial value that creates a win-win scenario for investors and other stakeholders.

This year, 2024, was quite busy for the team. I am proud that we successfully achieved and delivered against our goals and priorities. While it is always hard for me to highlight just a few things, here are 3 of our headline deliverables:

We consistently focused on driving value creation through decarbonization. In doing so, we are now on track to deliver the decarbonization goal for our flagship strategy. It is great to see the progress we made in baselining GHG emissions, deploying carbon accounting software and the in-depth work of identifying and implementing ROI-positive

projects that drove emissions reduction in 2024. It is equally exciting to see how these efforts have yielded positive results for Apollo-managed funds' portfolio companies.

We also believe that sharing best practices and connecting a community of experts can help Apollo drive value, scale our work and enable seamless collaboration. As an example, we conducted our biennial Responsible & Sustainable Portfolio conference in September. During the 2.5-day event, more than 240 attendees dove into timely curricula such as community engagement, climate resilience and greenwashing, with internal and external speakers sharing insights and data that attendees could leverage in their companies. We also hosted several webinars covering important topics such as Corporate Sustainability Reporting Directive compliance and California Climate legislation to help Apollo-managed funds' portfolio companies prepare to comply with new legislation. We also published a whitepaper titled ["Building Better Businesses: How Apollo Equity helps create value through portfolio company decarbonization"](#), which details our approach to decarbonization and our aim to help portfolio companies fast-track their efforts.

Lastly, we continued to build capabilities that help Apollo-managed funds' portfolio companies identify and reduce sustainability risks. In 2024, we developed and deployed new playbooks on topical considerations such as Scope 3 GHG emissions and employee safety. These were outlined in webinars and made available through an online portal.



Instead of continuing to hear from me in this year's Portfolio Supplement, I want to dig more into the core of our work: value creation and portfolio company engagement. To do this, I have asked key questions to some of our most important stakeholders:

My first question is for Aaron Miller, Partner and Head of APPS at Apollo. Aaron, Apollo's RSO team touches several value creation themes, such as commercial excellence, cost optimization and risk mitigation — all key levers in our value creation plans.

Could you elaborate on the importance of embedding the RSO team within APPS and highlight an example of how APPS is driving sustainability progress?

Aaron Miller:

The RSO team's integration within APPS seeks to create dual value by uncovering projects that reduce costs and carbon emissions, both of which might be missed with a narrower operational focus. At its core, RSO elevates our commercial and operational execution. As Apollo-managed funds' portfolio companies face increasing customer pressures, responding efficiently and effectively becomes critical. Cost-saving opportunities that have historically been overlooked emerge when we are challenged to deliver against some of our RSO aspirations. The integrated APPS approach and capabilities serve as the engine facilitating this execution and align our efforts with other value-creation work.

Beyond its effects on commercial and operational performance, the collaboration between RSO and the APPS Data and Digital team exemplifies this value-creation approach. Working together, they deployed carbon

accounting software at Apollo-managed funds' portfolio companies faster than the software provider had ever seen. This capability enabled one portfolio company to establish its baseline and set GHG emissions reduction targets for reporting using an asset-light solution in under 3 months.

We aim to be a valued and strategic partner for our equity team's investment professionals, so my next question is for Joanna Reiss, Partner and Co-Head of Impact at Apollo.

Joanna, how have you and the deal team worked with the APPS RSO team to incorporate sustainability in value creation, and how was it received by portfolio companies?

Joanna Reiss:

Portfolio companies across our Impact Platform have closely collaborated with the RSO team to identify sustainability-related levers of value creation during diligence and execute them effectively over their holding periods. Each engagement is bespoke to the company and is typically centered around operational and commercial excellence. For example, in collaboration with the APPS team, we identified opportunities to support certain portfolio companies in driving operational efficiencies and reducing costs through energy efficiency and waste reduction initiatives. We have also worked with companies to leverage sustainable practices to enhance market positioning and pursue revenue growth. This holistic approach has not only contributed to our long-term value creation plans but also helped portfolio companies comprehend the sustainability-related risks and opportunities for their business. Portfolio company





management teams have welcomed the focus on sustainability, as they often lack dedicated internal resources and rely on Apollo's support for both education and consultation on the topic.

I would like to ask the same question to Peter Sinensky, an Investment Partner at Apollo.

Peter, how have you and your deal team worked with the APPS RSO team to incorporate sustainability in value creation, and how was it received by Apollo-managed funds' portfolio companies?

Peter Sinensky:

The Apollo deal team, RSO team and Novolex have worked closely together on responsible and sustainable value creation since closing on Novolex in 2022. Novolex provides its customers with innovative and sustainable packaging solutions, with a goal tied to its cost of capital to drive decarbonization through its sustainability-linked financing. This provided a great opportunity to build and deploy new RSO capabilities with the intention of helping Novolex meet its goals before launching these new capabilities more broadly in the portfolio company ecosystem. The RSO team's subject matter expertise has proven to be very helpful in driving

meaningful progress throughout the holding period, and the Novolex management team has appreciated their support. We are energized by the opportunity to leverage these efforts to continue to work towards even greater progress on sustainability-related value creation initiatives within our current and future deals.

Now, I want to pivot and ask a few questions to leaders in Apollo-managed funds' portfolio companies, starting with Sam Hodlin, Head of Sustainability, Safety and Wellbeing at Purmo Group.

Sam, what are the main ways in which you have found Apollo to be beneficial to your team's sustainability initiatives?

Sam Hodlin:

Having been part of the Apollo ecosystem for several months, I have found that Apollo provided support in three main areas through its advice and expertise. The first has been unlocking the network of Apollo-managed funds' portfolio businesses to share sustainability best practices. The second has been to generate a sense of momentum and agility with our efforts to address sustainability risks and the third has been benefiting from the expertise and insight of

Apollo's RSO team to commercialize sustainability, showcase its value and bring it to the heart of our business.

My second portfolio company question is for Liam McCarroll, Senior Director Global Sustainability at Univar.

Liam, as you pursue medium- and long-term decarbonization targets, how are you prioritizing across initiatives and managing execution? How has Apollo helped you understand the ROI of various abatement opportunities?

Liam McCarroll:

Univar's global emissions reduction strategy is built on a diverse set of levers to help mitigate emissions in a balanced and pragmatic way. To maximize emissions reductions per dollar spent, we collaborate closely with engineering, operations, transport and other teams. We also track progress, monitor key initiatives and projects and adjust Univar's approach as needed to ensure optimal results. We have worked with Apollo, who has helped us broaden our emissions reduction levers and demonstrate the long-term value being generated through these reduction efforts. Together with Apollo's RSO team, Univar has expanded our focus to





develop a broader toolset for reducing emissions globally, which includes engaging new approaches such as sustainability as a service model and expanding the use of renewable energy in our operations.

Continuing with another portfolio company question, I next want to pose a safety question to Mark Decker, EVP Chief Human Resources Officer at ABC Technologies.

Mark, safety is paramount in manufacturing operations. Strong performance on safety metrics is also connected with a more engaged and productive workforce. How have you worked with Apollo to engage and advance ABC Technologies' ("ABC") safety initiatives?

Mark Decker:

Creating a safety-first culture is not just established by distributing pocket cards, it is earned through action. This philosophy is embraced by Apollo and ABC Technologies, which is grounded in an organizational focus on driving proactive and preventive safety activities instead of only tracking reactive safety key performance indicators ("KPIs"). Apollo's RSO team

and ABC have worked together to drive continuous improvement through site and program assessments and corrective action plans.

ABC Technologies strives to ensure that teammates return home in the same condition in which they arrived at work and endeavors to be accountable to that without compromise.

I'd like to pivot to a different type of question for Richard Broekman, Chief Commercial Officer and Head of Sustainability at Atlas Air Worldwide ("Atlas").

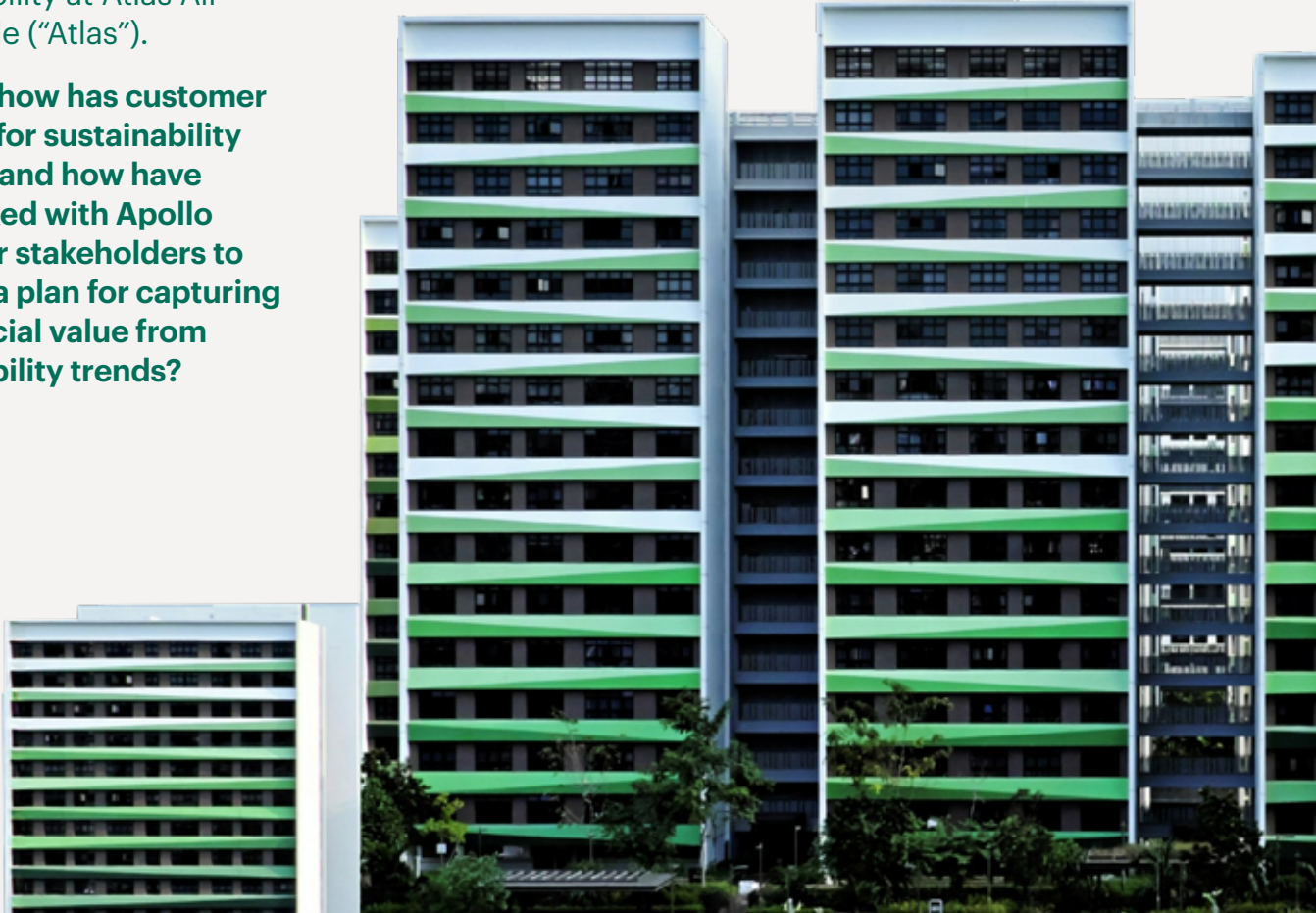
Richard, how has customer demand for sustainability evolved, and how have you worked with Apollo and other stakeholders to develop a plan for capturing commercial value from sustainability trends?

Richard Broekman:

In recent years, Atlas has seen a fundamental shift as customers with climate targets have increasingly prioritized sustainability throughout their supply chains. There is a growing demand from our customers to work with us to develop solutions that reduce carbon emissions from air freight. By collaborating with our customers and Apollo, Atlas developed a comprehensive sustainable aviation fuel ("SAF") strategy that leverages the company's global network to source

cost-effective SAF that meets rigorous industry standards. We believe offering SAF at market-competitive rates has strengthened our customer loyalty.

Atlas also worked with Apollo to identify operational efficiencies including cutting-edge drag reduction technologies and sophisticated dynamic routing tools that reduce fuel consumption. These strategic initiatives help Atlas and our customers accelerate decarbonization progress and create a competitive advantage.





Finally, I want to ask Dennis Norman, Chief Financial Officer at Novolex, the last question.

Dennis, many studies link sustainability efforts to operational efficiencies and lower capital costs. How have you worked with Apollo, banks and third parties to measure the results related to these metrics?

Dennis Norman:

To deliver sustainable products, Novolex must also invest in the sustainability of our operations. That's one major reason we have

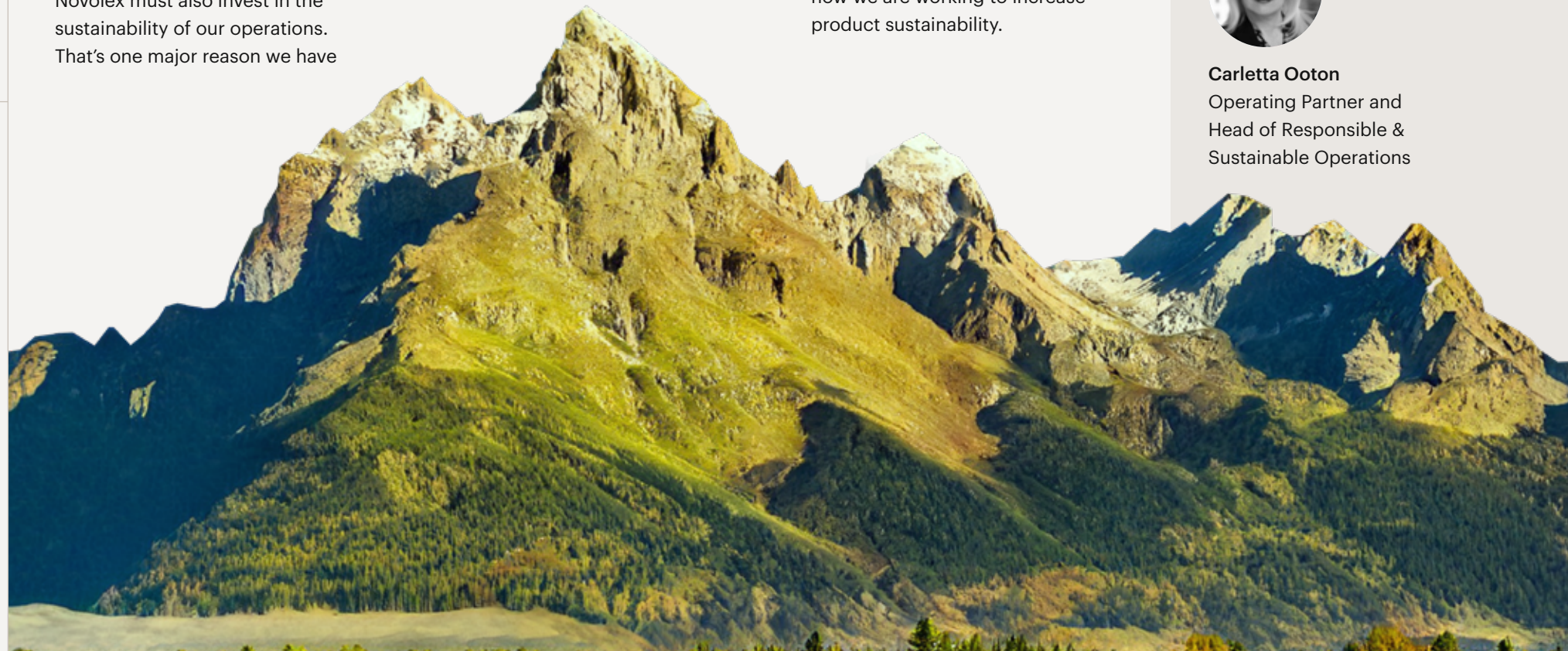
a greenhouse gas target focused on reducing emissions from manufacturing by 30% by 2030. Progress towards this target is part of a sustainability-linked financing agreement, which means Novolex must achieve annual KPIs to receive discounts on debt financing — resulting in a projected \$3.5M in annual interest rate savings. To achieve the target, a core team reviews opportunities at the intersection of sustainability, cost savings and productivity, which has resulted in several investments focused on geographies where the emissions per kWh are the highest. By working with

Apollo, Novolex identified an energy firm that will fund these projects through a third-party, off-balance-sheet model. This initiative is expected to free up approximately \$50M in capital over the next 5 years while ensuring we continue to reduce emissions in line with our target. Concurrently, in 2024 Novolex worked with Apollo's RSO team to reduce production scrap and thereby improve conversion costs, resulting in \$25M in recurring annual operating expenditure savings. The combination of these investments leads to a more resilient business model and, importantly, provides Novolex's sales teams with data to share with customers to demonstrate how we are working to increase product sustainability.

I appreciate our partners and our stakeholders giving us their view on the work the RSO team does in collaboration with them. Our maniacal focus on driving value creation comes to life in their answers and provides a thoughtful view into how we effectively engage with Apollo funds' portfolio companies. I look forward to 2025 and the many opportunities in front of us to continue this important work.



Carletta Ooton
Operating Partner and
Head of Responsible &
Sustainable Operations





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ABC Technologies Inc., together with its affiliates (collectively, “ABC”, “ABC Technologies”), is a provider of automotive systems and components manufacturing for the global automotive industry.

- ABC Mexico increased solar panel installation and now produces 287.7K kWh of renewable solar energy per month.
- The company’s EcoVadis score increased by 2 points from the 2023 calendar year submission, solidifying the company’s status in the 82nd percentile of all EcoVadis users.
- The company increased its employee satisfaction score by 4% from the prior year.
- ABC Technologies has achieved and maintains ISO/IEC 27001:2022 certification, an international standard for the operation, management and continual improvement of an organization’s information security management system.

ABC Technologies



Accent is a distributor and manufacturer of baling wire and wire-tier equipment.

- Accent established a baseline emissions intensity in 2023 (Scope 1 & 2 emissions relative to production) and subsequently introduced energy efficiency initiatives which helped reduce year-on-year emissions intensity at its manufacturing sites by 10% in 2024.
- Accent primarily utilizes recycled steel to manufacture its baling wire.
- To address raw material waste mitigation, the company established processes to ensure that any wire rod material unable to be utilized or recovered is recycled and set annual targets to reduce raw material scrapped during manufacturing processes. In 2024, the company improved its raw material utilization by more than 0.5% from 2023 values, building upon the company’s strong ~97% value. This improvement was driven by the operations teams’ efforts to identify process-related inefficiencies and launch targeted initiatives to address them.

Accent



adapa Group

adapa Group specializes in high-barrier packaging solutions and technical films for various sectors, including food, tobacco and healthcare.

- adapa Group launched a recyclable paper-based flexible packaging material in 2024 as an alternative to conventional flexible plastic packaging.
- In 2024, adapa Group implemented a company-wide environmental, social and governance (“ESG”) data reporting process to monitor performance and key performance indicators. This process queries approximately 200 data points from 22 entities on a monthly basis.
- adapa Group implemented a company-wide GHG emission calculation tool in 2024 and calculated Scope 1, 2 and 3 (across relevant categories) emissions for the year.



ADT

ADT offers smart and sustainable security solutions for people, homes and small businesses, focusing on safety and customer experience.

- ADT continued to expand its renewable energy initiatives by signing multi-year contracts for wind energy with Green-e certified environmental standards in 2024. These contracts cover an additional 24 facilities across 9 states.
- ADT renovated its headquarters office located in Boca Raton, Florida, which prioritized sustainability by using non-volatile organic compound paint, reusing and recycling furniture and increasing LED lighting and open spaces. In connection with this renovation, ADT switched to sustainable products, eliminated plastic bags and reduced paper use as part of its journey to achieve zero-waste-to-landfill.
- In 2024 ADT completed 5 projects in the real estate sector, which resulted in 69K lbs of waste diverted from landfill and avoided 90 MT of CO₂ emissions.
- In 2024, ADT donated approximately \$660K to over 40 non-profits, including the American Red Cross, Team Rubicon and local food banks supporting recovery efforts across the East Coast of the U.S., including Florida.



Aeroméxico

Aeroméxico is Mexico’s global partner and flag carrier airline.

- Aeroméxico continued implementing its net-zero roadmap in 2024. It made progress in renovating the company’s fleet, increased SAF uptake, improved the company’s operational efficiency and progressed in its strategy to include carbon credits as part of the compliance with the Carbon Offsetting and Reduction Scheme for International Aviation Phase One.
- The company reduced its carbon intensity by 10% in CO₂/Revenue Tonne Kilometer versus its 2019 baseline.
- Aeroméxico enhanced its climate governance and publicly available climate information by aligning with the Task Force on Climate-related Financial Disclosures and developed its qualitative climate risk assessment.
- Aeroméxico continued to be committed to raising awareness for the prevention of human trafficking through its “Destino Libertad” touring exhibition with over 200K visitors in 2024 and the reinforcement of the “Corazon Azul” campaign, with “human trafficking prevention cards” on-board its 150 aircrafts.



ALTEMIRA Group

ALTEMIRA Group is a major Japanese manufacturer and supplier of aluminum cans and other aluminum products such as foils, sheets, and extrusion products, primarily operating in Japan and Vietnam.

- ALTEMIRA Group has unique ‘Can-to-Can’ horizontal recycling capabilities and is one of the only aluminum can manufacturers globally to operate a fully integrated value chain allowing for aluminum can manufacturing via used beverage cans.
- As part of the company’s social contribution activities, employees regularly conduct used beverage can collection and other cleanup activities around the company’s factories and Tokyo headquarters. In 2024, 899 employees participated from the company and its subsidiaries across 8 offices.
- The company reduced year-over-year Scope 1 and 2 CO₂ emissions by 4.9% in FY2023, ending March 2024, and reduced overall Scope 1 and 2 emissions by 31% compared to its 2013 baseline.



Arconic Corporation

Arconic is a provider of aluminum sheet, plate, extrusions and architectural products that advance automotive, aerospace, commercial transportation, industrial, packaging and building and construction markets.

- Arconic developed a new process at its Lancaster, PA plant to separate spliced coils, previously sold as scrap. This process returns usable material to the cast house, internally recycling nearly 1M lbs of scrap in inventory and saving approximately \$400K in 2024.
- Arconic earned a silver rating from EcoVadis with a score of 70/100, placing the company in the top 10% of the more than 100K companies assessed by EcoVadis globally.
- In 2024, Arconic developed and installed a new wastewater clarifier at its Lethbridge site, replacing a 35-year-old unit and improving its environmental footprint by more effectively removing solids from the wastewater. This upgrade featured a state-of-the-art automation control system, which added 30% more capacity and mitigates potential safety and environmental risks while discharging cleaner water.
- The company developed a process at its Kawneer Bloomsburg facility using a briquetting machine to reduce the volume of loose chips by compressing them into a compact aluminum puck, producing a more recyclable and financially viable material.
- To reduce water consumption, Arconic installed a closed-loop cooling system for its new fracture toughness testing suite at the Kitts Green Facility that will reduce the total site water withdrawal by approximately 7% and will result in annual savings of \$40.2K in discharge costs.



Aspen Insurance

Aspen Insurance Holdings Limited (“Aspen”) is a specialty insurer and reinsurer.

- During 2024, Aspen Capital Markets developed an investment-specific sustainability scorecard that highlighted key ESG metrics across its investment portfolio.
- Aspen participated in the United Nations (“UN”) Principles for Responsible Investment reporting cycle for the first time in 2024 after joining in 2023.
- Aspen donated \$2.2M to programs that support local charity associates that deliver critical environmental and social needs.
- In conjunction with its sustainability and executive committees, Aspen completed a comprehensive review of its CO₂ hotspots and developed a carbon reduction strategy. The company also educated employees on Aspen’s carbon footprint and how their individual actions can contribute to reducing that footprint.



Athora

Athora is a leading European savings and retirement services group.

- In 2024, Athora established a central group function to coordinate and drive forward its sustainability efforts, which is led by a dedicated Head of Sustainability.
- Athora's Amsterdam office achieved the highest sustainability scores from the WELL Building Standard. This office also received one of the highest scores in the Benelux region from the independent Leesman survey in 2024, a global benchmark measuring how well work environments support employees, placing it in the top 7% of offices worldwide.
- Athora's London office was rated "Outstanding" by the Building Research Establishment Environmental Assessment Method.
- Athora Netherlands received the "Top Employer" certificate for the third year in a row from the Top Employer Institute. This international certificate is awarded to employers with excellent human resources policies.
- Athora Netherlands also launched a customer ESG dashboard for pension scheme participants, enabling customers to view the various sustainability characteristics of their pension investments.
- The company donated €300K to charitable organizations, supporting causes such as homelessness, women's safety, children's welfare, mental health, cancer care and research and humanitarian aid relief.
- Athora continued to make progress in implementing and embedding its sustainability strategy throughout the business, taking further steps to formalize and strengthen the governance and integration of sustainability into its investment activity and risk management processes.



Atlas Air Worldwide

Atlas Air Worldwide ("Atlas") is a leading global provider of outsourced aircraft and aviation operating services, serving as critical infrastructure to the functioning of global supply chains focused on cargo, military and leasing markets.

- Atlas continued its commitment to using SAF with its customer Inditex on flights departing from Zaragoza Airport in Spain, becoming the first cargo airline to use SAF regularly in the country in 2024.
- Atlas received the Aviation Week Laureate Award in 2024 for creating the Sustainable Engine Alliance, the aim of which is to reduce alliance members' collective environmental impact and build synergized networks for sustainable engine supply ecosystems.
- Atlas' Hong Kong office received the following Green Performance Pledge awards from Swire Properties: Gold Rating for Operational Environmental Performance, Top Performer in Energy Efficiency and Most Improved in Energy Efficiency Performance.



Bensons for Beds

Bensons for Beds ("Bensons") is a bed retailer and manufacturer in the UK.

- In 2024, Bensons improved shipping efficiency by using empty vehicles returning from other deliveries to collect from suppliers, reducing supplier trips by 1.4K trips. The company also introduced double-deck trailers and optimized driver scheduling, reducing trips between manufacturing and distribution centers/cross-dock sites by 15 per week and 5 per day, respectively.
- In 2024, the company carried out fundraising and volunteering activities for Crisis, its national charity collaborator.
- Bensons introduced several initiatives to improve employee well-being in 2024, including conducting an online men's mental health session, forming its fifth colleague network focused on supporting employees with disabilities, introducing a well-being hub on its intranet and launching "well-being champions" to support colleague well-being and raise mental health awareness.
- In November 2024, the company launched an external Great Place to Work Survey to benchmark itself against industry best practices. The survey had a 78% participation rate from colleagues and prompted the company to commence action planning to address the findings from the survey.



Brightspeed

Brightspeed is one of the nation's largest fiber broadband builder, serving customers across 20 states.

- Brightspeed has several initiatives in progress to consolidate and decommission aging end-of-life equipment, including voice switch, transport and ethernet network elements. In conjunction with powering down unused or underused network devices, these initiatives yielded \$700K in power savings in 2024.
- Brightspeed launched an employee relief fund to support colleagues in times of hardship. The fund allows employees to apply for need-based, tax-free grants following unforeseen natural disasters or personal hardships. Within one month Brightspeed raised more than \$170K in donations, and within 3 months the company had 12 employee applications and awarded 7 grants.
- Brightspeed supported local communities through Brightspeed Cares, the company's community support program. The company empowered employees to donate and volunteer by offering volunteer rewards, paid time off to volunteer and a matching donations program. During National Volunteer Month, Brightspeed employees volunteered more than 400 hours, had 15 team events and served 30 nonprofits across 17 states. The company also participated in Giving Tuesday by double-matching employee donations, raising nearly \$65K for 189 causes across 161 communities.



Catalina is a leading global provider of capital management and risk transfer solutions.

- In 2024, Catalina arranged 19 corporate volunteering activities, including food packing and donations for schools and charities. Catalina employees receive 2 days of volunteer time off annually.
- Catalina employees made charitable donations through corporate-sponsored initiatives in 2024. This included raising \$1.3K for the UK's Royal National Lifeboat Institution and individually organized activities, such as a 22-mile swim across a virtual English Channel for a spinal injury charity, which raised over \$1K and included a company match. In 2024, the company's total giving was \$14K.

Catalina Holdings



Celeros Flow Technology

Celeros Flow Technology ("Celeros FT") is a full lifecycle partner, providing pumps, valves and closures for the world's critical flow systems.

- In 2024, Celeros FT launched its first ESG Performance Report highlighting the company's progress in environmental stewardship, social responsibility and governance practices. The report details the company's aspiration to be carbon neutral by 2035 and a target to be net-zero by 2050.
- Celeros FT put frontline people leaders through the UK Institute of Occupational Safety & Health's Managing Safely training to upskill and transform them into safety leaders. Approximately 80 people went through the 4-day training and made a personal safety commitment to keep safety top of mind.
- Celeros FT hosted an event for employees with Vandana Goyal, co-CEO of Avanti Fellows. This event was part of Celeros FT's collaboration with Avanti in India, which provides high school students with free mentorship and career services to help them get accepted into top-tier colleges across the country.
- The Celeros FT facility in Cathcart, UK, was named "Scottish Company of the Year" at the Scottish Engineering 2024 Awards. This distinction is based on various factors including, among others, the facility's commitment to creating a cleaner energy future.



Clix Capital

Clix Capital is one of the fastest-growing non-banking financial companies that focuses on leveraging technology and deep analytics to offer innovative lending solutions to India's thriving small and midsize enterprises sector in the form of secured and unsecured business loans, loan against property, healthcare equipment finance and Education Institutions financing.

- The company identified its Healthcare Finance Service product as a key area for investment, financing energy-efficient MRI and CT scanners that consume up to 30% less energy. This came after they received \$10M in funding to be used for "green purposes" in 2023, such as renewable energy projects or energy efficiency loans that achieve at least 20% savings in energy consumption or CO₂ emissions.
- The company remained committed to environmental preservation by continuously focusing on reducing paper consumption through the promotion of digital documents for agreements and communications. Additionally, Clix Capital emphasized the importance of reducing electricity and water wastage, raising awareness among employees about sustainable practices.
- In 2024, Clix Capital collaborated with various non-governmental organizations ("NGOs"), including Help Age India, Muskaan and OGQ, to promote healthcare, enhance education and support the training needs of athletes, including para-athletes. Over the past 3 years the company has donated ₹12.3M to these NGOs.



Coinstar

Coinstar is a provider in the self-service coin counting industry, with over 24K kiosks in North America and Europe.

- Coinstar conducts an annual employee engagement survey to measure perceptions of culture, workplace and job satisfaction. In 2024, Coinstar achieved a response rate of 89% and an overall favorability of 81%, with 87% of respondents saying they were "proud" to work at Coinstar. Coinstar has improved in all 16 categories evaluated since the survey began 4 years ago.
- Based on feedback from the employee engagement survey, Coinstar rolled out LinkedIn Learning courses for all employees. In the first year alone, employees accessed over 1.5K videos, courses, podcasts and articles, and spent nearly 1.1K hours learning.
- Coinstar has a 3-part approach to philanthropy: matched giving, consumer philanthropy via kiosks and corporate giving through sponsorships. This model enables Coinstar to empower employees and customers to support local and national charities and drive community engagement.



Cox Media Group

CMG Media Corporation (“Cox Media Group” or “CMG”) is a media company with a 100+ year history of serving local communities and providing audiences with local news, weather, traffic, sports, life-saving emergency information and other popular programming.

- In 2024, Cox Media Group generated nearly \$30M in economic value that supported disaster relief, children’s hospitals, the fight against cancer, health and well-being and more.
- CMG provided food, water and supplies to victims of natural disasters through the company’s Convoy of Care initiative, donated food to families and individuals in need through weekly food drives and donated thousands of backpacks filled with school supplies to disadvantaged students as part of its “Stuff the Bus” program in 2024.



Doral Renewables

Doral Renewables is a developer of utility-scale renewable energy projects.

- Doral initiated a double materiality assessment in 2024 to prepare for incoming regulations and evaluate the environmental and financial effects of its operations. The process included a peer benchmarking assessment and stakeholder interviews with internal and external subject matter experts, which will help shape a future sustainability strategy for the company.
- The company’s Mammoth Solar project won the 2024 Dual Use Plan of the Year award at the North American Agrivoltaics Award ceremony for its innovative plan to incorporate agricultural practices inside the solar field.



ecoATM

ecoATM buys and collects used consumer devices for reuse, recovery and recycling. The company promotes a mobile device circular economy by operating a network of automated kiosks where customers can sell used smartphones and tablets in a safe, simple and convenient way.

- In 2024, the company successfully collected 6.8 million devices (+7.6% YoY) leading to the reuse or recycling of over 3.3M pounds of potential e-waste (+10% YoY). This includes over 230K lbs of copper, 5K lbs of silver, 509 lbs of gold, and 346 lbs of palladium. The reuse or recycling of these devices equated to 278,000 tons of avoided CO₂ emissions (+6.4% YoY).
- The company continued to maintain its third-party certifications in Environmental Management (ISO 14001), Health & Safety Management (ISO 45001), and Information Security Management (ISO 27001).
- The company's Louisville, KY warehouse modified 70% of its water faucets to be touchless. This transition enhances water savings and operational efficiency by minimizing unnecessary water flow and contributing to water conservation.
- The company continued to offer carrier-compatible certified pre-owned devices. By doing so, it provided an alternative to buying new technology.
- In 2024, ecoATM sponsored a paid time off policy for employees to volunteer up to 8 hours at a recognized organization of their choosing.



EmployBridge

Employbridge is among the largest industrial staffing firms in the US.

- EmployBridge launched the Brighter Holidays campaign in November 2024 to encourage its employees to engage with local food banks to extend a helping hand to those facing food insecurity.
- EmployBridge made \$148.9K in charitable donations and exceeded the company's goal of 10K colleagues participating in community time off hours in 2024. Employees used 10.2K hours of community time off by year-end.
- The company upskilled more than 36K workers through its Better Worklife Academy, Life Skills Studio and forklift validation programs in 2024.



Energos Infrastructure is an international owner and operator of 13 liquified natural gas (“LNG”) infrastructure vessels, providing critical infrastructure for the delivery, storage and regasification of LNG to power countries globally.

- Energos maintained compliance with a full range of classification society, flag state and port state requirements covering emissions reporting and other environmental and labor compliance rules.
- The company implemented comprehensive and frequent reporting processes for metrics such as emissions and safety, which were shared publicly through its annual ESG Report.
- Energos proactively assessed and implemented emissions control technologies, including efforts to minimize fugitive emissions such as irregular leaks to enhance energy efficiency, resulting in a 10% reduction of Scope 1 and 2 emissions year-over-year.

Energos Infrastructure



Evri is one of the UK’s biggest dedicated parcel delivery companies, leading the way in creating responsible delivery experiences for everyone, everywhere. The company aims to do that by offering the most convenient way to send, receive and return parcels without costing the earth.

- Evri expanded its eCargo bike program for final mile operations, reaching 84 bikes in 2024 and delivering over 750k parcels annually. eCargo bikes emit zero emissions, reduce road congestion and provide better accessibility to increasingly pedestrianized urban centers.
- As part of Evri’s supply chain engagement program, the company offered its final mile outsourced logistics partners the opportunity to sub-lease electric vehicles approaching the end of their lease from Evri for a year. This gave the contractor access to a low-cost vehicle while also supporting the decarbonization of Evri’s supply chain.
- In 2024, Evri’s van fleet leasing replacement program transitioned over 50% of its core van fleet to electric vehicles, supported by the installation of 7kW EV charge points across 7 depots.
- Evri created a detailed plan to achieve net zero emissions in 2024. The company analyzed specific areas like its heavy goods vehicle fleet and final mile delivery strategies, breaking down the data into operational metrics the business’ stakeholders can understand. This plan is aligned with Evri’s business growth plans and forms the basis for its budgets for operational and capital investments, giving the team a clear baseline to work from.

Evri Group Limited



FlexGen Power Systems

FlexGen is an integration services and software technology provider for utility-scale energy storage solutions in the US and globally.

- In 2024, FlexGen powered on 3 GWh of battery energy storage systems across the US. The company's software and services accelerated the deployment of these storage systems and maximized their performance, directly enhancing grid stability and supporting the renewable energy transition.
- The company provided OSHA 30 training for 100% of field personnel, in addition to First Aid/CPR/AED, NFPA 70E (Arc Flash Training) and Qualified Electrical Worker Training programs. In 2024, FlexGen had no OSHA incidents and a TRIR of 0.
- In 2024, FlexGen donated to local charities and communities, including the Durham Rescue Mission, Tunnel to Towers Foundation, Alltricity Scholarship Foundation, Exploring Program and Alliant Energy's "Drive Out Hunger" program.



Graanul Invest Group ("Graanul") produces sustainable biomass and bioenergy, focusing on premium-grade and industrial wood pellets and renewable electricity and heat generation only from residual and leftover forestry products and waste.

- Graanul reduced its Total Recordable Incident Rate ("TRIR") by 60% compared to 2023 (3.26 vs. 1.29), demonstrating the positive effects of the company's safety culture improvements initiated in 2023.
- In 2024, the company strengthened its focus on preventive measures and hazard identification, enhanced safety training programs and developed behavioral safety action plans.
- All Graanul Estonian and Latvian pellet plants have implemented ISO 45001 health and safety management systems to improve workplace safety through employee engagement.

Graanul Invest Group



Great Bay Renewables, LLC

Great Bay Renewables (“GBR”), based in Portsmouth, New Hampshire, provides capital to the renewable energy sector in exchange for royalties in renewable energy generating facilities at all stages in their life cycle.

- In 2024, GBR deployed \$116.2M in new and existing commitments to renewable energy projects across the US.
- GBR donated \$2.1K to local food banks in 2024.



Great Canadian Entertainment

Great Canadian Entertainment (“GCE”) is a gaming and entertainment company in Canada with one of the largest and most diversified collections of gaming and hospitality destinations nationwide, with over 1M square feet of gaming space.

- GCE launched "GCE Grow," a comprehensive suite of leadership development programming offering team members an opportunity to grow with the company. In its first year, over 300 team members aspiring to grow into leadership roles participated in the programs, with over 3.5K hours of development training attributed to GCE Grow.
- GCE donated over \$2M CAD towards community sponsorships and its volunteer program. The company increased employee volunteer hours by 20% compared to 2023, with 3.9K volunteer hours reported in 2024.
- GCE strengthened its responsible gambling program under the banner "Player Health, Player's First," including launching a refreshed Responsible Gambling Blueprint, training for internal stakeholders and publishing a public-facing Responsible Gambling Statement of Commitment.
- The company was approved for entry into the WSIB Safety Excellence Program, administered through the Ontario Workplace Safety and Insurance Board, which is given to employers demonstrating best-in-class safety programming.



Heritage Grocers Group

Heritage Grocers Group ("Heritage") is a specialty grocery retailer with 115 total stores under the Cardenas Markets, Los Altos Ranch Markets, El Rancho Supermercado and Tony's Fresh Market banners.

- In 2024, Heritage reduced its emissions intensity value, which measures Scope 1 and 2 emissions relative to total store square footage. The reduction was driven by energy efficiency initiatives, including entering a renewable energy contract with its utility provider in Texas and completing lighting conversions and refrigerant upgrades in over 20 stores.
- Heritage increased its contributions to local food banks, donating approximately 2.6M lbs of food in 2024, representing a 30% increase compared to 2023.
- Supporting local communities is a longstanding practice at Heritage that is reflected through the philanthropic efforts of each banner's charitable foundation. Highlights in 2024 included the Cardenas Foundation awarding scholarships totaling \$195K to local students, while the Tony's Charitable Foundation and Manos y Corazones Unidos Foundation established programs this year and awarded \$63K and \$87K in scholarships, respectively.



Hydria Gas Technologies Holdings LLC

Hydria is a provider of transport and storage solutions for compressed gas operators.

- Hydria trailers are used by industrial gas and oilfield services operators to transition away from diesel and toward cleaner fuels, including compressed natural gas ("CNG"), renewable natural gas ("RNG"), helium and hydrogen. Replacing diesel with natural gas results in approximately 30% CO₂ emissions reduction per trailer. Transitioning to RNG or hydrogen can be carbon negative depending on feedstock.
- In 2024, the Hydria fleet contributed to an estimated 6.5M metric tons of avoided emissions through reducing reliance on diesel.
- In 2024, Hydria developed stationary compressed gas storage solutions for CNG and hydrogen; when deployed alongside generators, Hydria's equipment can replace diesel with low-emission or no-emission alternatives.
- In 2024, Hydria switched all lighting in its manufacturing operations to LED, reducing electricity consumption by 30%.
- In 2024, Hydria became an American Society of Mechanical Engineers certified facility, designing stationary CNG and hydrogen fuel storage solutions for critical infrastructures, replacing diesel to dispatch low- or zero-emission power to data centers and hospitals.



Ingenico

Ingenico helps businesses navigate a new world of commerce in which verticalization, expanded services and digital players are transforming the payments landscape.

- In 2024, Ingenico defined its new sustainability program based on 3 pillars: Build and Maintain Trust with our Ecosystem for a Secure Commerce, Innovate for Responsible Products, Services and Solutions and Take care of our Teams.
- Ingenico organized its second carING day in October 2024, which mobilized its employees to participate in corporate citizenship initiatives such as charity sports events and donations, environmental clean-up, food donation, blood donation, "pink" donation for breast cancer and more.



Intermodal Tank Transport ("ITT") is a tank container logistics and transportation operator.

- ITT's business model is based on the use of International Organization for Standardization tank containers, reusable stainless steel tanks encased in a durable metal frame which eliminate the need for single-use plastic alternatives such as drums or flexitanks.
- ITT reduced GHG emissions by optimizing its multimodal transportation in 2024, shifting from truck to rail and barge when feasible, and implementing route optimization.
- In 2024, ITT reported 0 work-related injuries or incidents attributable to its health and safety programs, including regular employee training and proactive safety management systems.
- ITT earned a "Bronze" sustainability rating from EcoVadis and holds certifications such as CDI IMPCAS Attestation for chemical distribution safety, ISO 9001 for quality management and ISO 14001 for environmental management.

Intermodal Tank Transport



Invited

Invited is one of the largest owners and operators of premium private golf and country clubs in the US. The company's more than 160 clubs and 350K members sit at the intersection of various sectors, benefiting from increasing demand, including premium lifestyle, golf and racquet sports.

- The company conducted turf reduction projects to lower water usage, reducing use by 15-20% at a given club per project.
- Over 35 of Invited's 140 clubs are certified by the Audubon Society, a non-profit organization dedicated to bird conservation and habitat protection.
- In 2024, Invited was recognized as a "Top 5" corporation for blood donation by the Red Cross.
- Invited donated over \$3.8M to local charities and its Employee Care Fund through the company's Charity Classic club fundraisers.



Kem One Group

Kem One Group is a producer of Polyvinyl chloride ("PVC"), caustic soda and chlorine-derived products, with nearly 95% of its production carried out in France and over 80% exported.

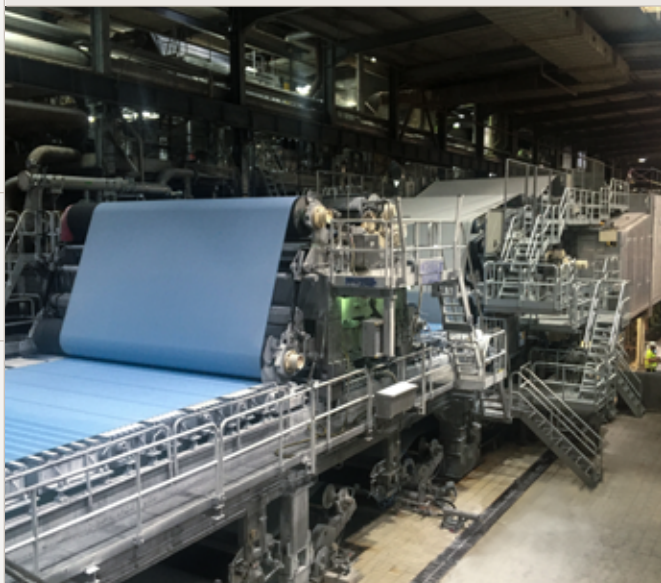
- The company scored an 81 on its EcoVadis benchmark, earning a "platinum" ranking and placing in the 1% of best-performing companies.
- In 2024, Kem One Group launched a project to convert a major plant in the south of France to the latest electrolysis technology by the beginning of 2025. When complete, it is projected to save 50K tons of CO₂ per year and enhance the company's energy efficiency.
- Kem One Group launched the Kemaïa product range, a new range of PVC and chlorinated derivatives with an improved carbon footprint and continued its search for an innovative and patented technology for recycling end-of-life PVC. The company also invested in its recycling pilot unit at its Saint-Fons, France production site.
- The company reduced water withdrawals by 6% compared to 2023, achieving a 23% reduction against its 2019 benchmark. The Kem One Group also valorized 85% of waste in 2024, beating its target of 80%.



Lapithus

The Lapithus Group (“Lapithus”) provides a comprehensive range of asset management services tailored to the needs of its clients’ principal finance funds and increasingly supports a growing number of affiliated funds.

- As of 2024, Lapithus has implemented water, waste and energy reduction initiatives across a portion of its real estate portfolio. The company has also incorporated green lease provisions and pursued third-party environmental certifications, such as LEED, for several of its investment properties. Additionally, the company’s investment properties consumed 9.96M kWh of renewable energy in 2024.
- In 2024, Lapithus achieved ISO 27001:2013 certification (Information security management systems). This standard helps protect sensitive data and ensures compliance with security regulations.
- In 2024, the company enhanced its sustainability data collection and reporting across its portfolio to inform decision-making, improve performance and ensure compliance with regulatory requirements.
- In 2024, the company supported a range of philanthropic initiatives, which included community engagement activities such as environmental projects, health-related campaigns, charitable fundraising and local sponsorships.



Lecta

Lecta is a leading European manufacturer and distributor of specialty papers for labels and flexible packaging, coated and uncoated paper for publishing and commercial printing, and other high-value innovative products.

- Lecta earned a “Platinum” ranking from Ecovadis, positioning the company among the 1% best-rated companies overall and among the top 10 best-rated companies of the pulp, paper and paperboard industry sector.
- The company’s near-term decarbonization goal was successfully validated by the Science Based Targets initiative (“SBTi”).
- Lecta continued efforts to reach its renewable electricity consumption target of 100% by 2030, and 20% of the electricity the company consumed came from renewable sources in 2024.
- The company conducted its first employee engagement survey and received a response rate of 71%. Lecta analyzed the results and launched actions to improve its employment engagement level as a result.



Legendary Entertainment, creator of franchises including *Dune* and the *Monsterverse*, is a media company with film, television, digital and comics divisions dedicated to owning, producing and delivering content to worldwide audiences.

- During Legendary’s 2024 annual Impact Week, the company partnered with Habitat for Humanity, which allowed employee volunteers to clean and refurbish homes needing repair for low-income families. The company also donated clothing and assembled over 200 backpacks filled with high-need items to benefit homeless youth in Los Angeles through My Friend’s Place.
- Employees participated in a Thanksgiving food drive and surpassed 2023 donation volumes by providing over 3K food items to the Burbank Temporary Aid Center.
- During the holiday season, employees donated clothing and toys to children from at-risk families through Aviva Family & Children’s Services, a community organization providing support, resources and hope to children, youth and families in crisis.

Legendary Entertainment



Lifepoint Health is a healthcare provider that serves patients, clinicians, communities and partner organizations across the healthcare continuum.

- Lifepoint Health’s quality of care improved as 34 of 46 (74%) eligible acute hospitals achieved A or B safety grades in the Fall 2024 Leapfrog Hospital Safety Grade rating cycle, compared to only 56% of hospitals achieving As and Bs nationally.
- 27 of Lifepoint’s inpatient rehabilitation facilities (“IRFs”), or 60% of its network, were recognized in Newsweek’s 2024 list of America’s Best Physical Rehabilitation Centers, up from 19 in the prior year. 10 of Lifepoint’s IRFs were ranked first in their states, up from 5 in the prior year. 18 of Lifepoint’s acute rehabilitation units were also recognized on the Newsweek list.
- Lifepoint Health was recognized at a special ceremony held at the White House hosted by the US Department of Labor to honor the company’s accomplished apprenticeship ambassadors. Lifepoint’s Registered Nurse (“RN”) Residency program achieved an 88% retention rate of new graduate RNs, and its Medical Assistant Apprenticeship program achieved a 95% pass rate on certification for clinical medical assistants.
- In 2024, 11 Lifepoint facilities won Energy to Care awards, and 38 Lifepoint facilities won Sustained Performance awards from The American Society of Healthcare Engineering (“ASHE”), the largest association devoted to professionals who design, build, maintain and operate hospitals and other healthcare facilities. The ASHE Energy to Care Award honors healthcare facilities achieving either a 10% energy reduction for 1 year or a 15% energy reduction over a 2-year period. The Sustained Performance Award recognizes facilities for “demonstrating strong leadership in pursuit of healthcare decarbonization.”

Lifepoint Health



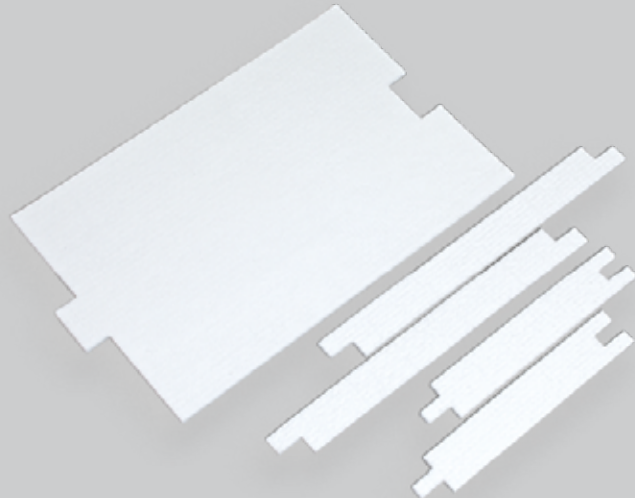
LOTTOMatica



Lottomatica Group is a company that operates in the gaming sector in Italy.

- In 2024, Lottomatica published the first version of its decarbonization strategy and adopted a sustainability policy. The company mapped 13 of the 15 Scope 3 categories and identified 4 macro areas to organize key environmental initiatives: green and circular economy, environmental impact, mobility impact and environmental culture.
- In 2024, Lottomatica carried out its first Corporate Responsible Gaming campaign called “don't play if” by sending material to all points of sale to raise awareness about responsible gaming, targeting online betting and retail betting and gaming.
- The company continued its training and information-sharing activities, raising awareness through the resources operating along its supply chain, including employees interacting with players, in gaming halls and through remote gaming platforms and in collaboration with the Gemelli Polyclinic Research Hospital in Rome.

Lottomatica Group



MAFTEC is one of the world’s largest producers of polycrystalline wool, a ceramic fiber product with high-temperature stability and mechanical strength used in a wide range of thermal applications up to 1.6K°C. The company currently serves both industrial and auto end markets.

- As a result of the company’s product waste reuse and recycling program, 420 tons of non-hazardous waste generated in 2024 were recycled or reused.
- The company optimized production schedules to minimize electricity use per production volume. As a result, electricity consumption rate (kWh/kg produced) dropped by 4.5% from 2023 to 2024.

MAFTEC



Maxim Crane Works

Maxim Crane Works is one of the largest lifting solutions companies in the US and the only coast-to-coast provider of crane rentals and turnkey lift services.

- Maxim Crane finished 2024 with a TRIR of 0.55. This represents a nearly 50% reduction from the company's 2023 results and is below the average TRIR for the construction industry of approximately 2.4.
- The company received several safety awards in 2024, including the 2024 National Commission for the Certification of Crane Operators Gold Employer Award, the 2024 Specialized Carriers and Rigging Association ("SC&RA") Crane and Rigging Safety Award, the 2024 SC&RA Transportation Group Safety Award (20-50M Mile Group) and the 2024 SC&RA Transportation Safety Improvement Award.
- Maxim Crane reduced its worker compensation claim count year-over-year. In 2024, workers' compensation claims performance decreased 44% against 2023 claims.



Miller Homes

Miller Homes is one of the UK's largest, privately owned national homebuilders.

- In 2024, Miller Homes developed its "homes for nature" initiative, supporting threatened species including swifts and hedgehogs by providing nesting opportunities, habitat and access routes. Through this program, Miller Homes will deliver more nature-friendly planting and, where appropriate, nature-friendly surface water drainage features. The company also worked with sector organizations, NGOs and peers to encourage other housebuilders to adopt similar programs.
- To reduce waste, Miller Homes launched a waste incentive scheme that rewarded site teams for improving segregation and waste reduction per home built. This resulted in a decrease in waste-per-plot from 6.9 metric tons in 2023 to 5.9 metric tons in 2024. Key actions included creating new guidance and waste compound layouts, briefing site teams and contractors, engaging waste contractors for toolbox talks and developing new signage.
- Miller Homes achieved an 80% engagement score on its annual employee engagement survey.
- Miller Homes supported local and national charities in 2024 by matching regional fundraising efforts up to £10K each, resulting in a total donation of over £231K to 11 charities selected by company teams.



Modern Aviation

Modern Aviation is a fixed base operator with 17 locations offering fueling, hangar rentals and services to aviation customers across the general, business, cargo, VIP, commercial and military sectors.

- Modern Aviation entered into agreements to upgrade lighting at several facilities in 2024, with execution and the expansion of energy efficiency initiatives planned for 2025.
- The company continued to offer SAF at Mather Airport, one of its locations in Sacramento, CA.
- In 2024, Modern Aviation acquired its first electric fuel truck, among the first of its kind in North America.



New Home Co.

New Home Co. is a high-growth homebuilder that operates in select growth markets in California, Arizona, Colorado, Oregon, Washington and Texas.

- In 2024, the company achieved an average Home Energy Rating System score of 36.18, outperforming the national average of 55 for homes rated in 2024.
- 71% of all faucets installed in New Home Co. homes were US EPA WaterSense-certified, meaning that the faucets have been independently tested and verified to use at least 20% less water than standard models.
- New Home Co. supports Interval House, which provides domestic violence services and housing programs in over 70 languages, by organizing an annual fundraiser. Employees volunteer and trade partners participate to support the organization. In 2024, the company raised \$291K for Interval House, exceeding the previous year's total.



Novolex is a leading manufacturer of food, beverage and specialty fiber- and resin-based packaging, servicing blue chip customers through a broad array of products and a vast distribution network.

- In 2024, Novolex received Apollo’s Sustainability Performance Award at the Firm’s bi-annual Responsible & Sustainable Portfolio Conference. Novolex was 1 of 4 companies awarded among over 60 companies attending the conference. The award recognized Novolex’s multi-year program to reduce greenhouse gas emissions resulting from energy use in its facilities.
- In 2020, the company set an initial target to reduce emissions 20% per ton of production by 2025. In 2022, the company extended and expanded its goal to reduce emissions 30% by 2030, which enabled Novolex to participate in what remains the largest sustainability-linked financing transaction in the US. Progress towards the target is audited annually by a third-party, resulting in a discount on the company’s debt financing.
- Novolex partnered with an energy solutions company, to identify additional energy savings projects in its plants. Several facilities in Ohio, Indiana and Texas were identified to be in scope for upgrades or replacements to energy-intensive equipment such as HVAC systems, boilers, chillers, lighting and more. A cross-functional team manages these initiatives, drawing on expertise from Novolex Engineering Services, Finance, Procurement, Sustainability and plant leaders.
- Novolex announced a partnership with Nova Chemicals for Novolex to operate their new recycling facility to produce recycled resin under a favorable cost-plus structure through which Novolex will receive a tolling fee per pound of resin produced. The project came online ahead of schedule in Q1’2025 with the target of producing 100M pounds per year of recycled Polyethylene at run-rate.

Novolex



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

- In 2024, OLB supported over 200 charitable projects with a total volume of approximately €795K, largely through the "150 thousand good reasons for social volunteering" campaign. In this campaign, OLB supported social projects with up to €5K.
- OLB is a climate mitigation collaborator of the Plant My Tree Foundation, a global non-profit that plants trees around the world, and in 2024, the company sponsored the planting of 1.7K trees in Germany.

Oldenburgische Landesbank



Planetcast

Planetcast is a leading provider of technology-led managed services for the broadcasting industry in India and neighboring nations, offering end-to-end solutions for content storage, enrichment, play-out and distribution across satellite, digital and cloud platforms.

- As part of its corporate social responsibility program, Planetcast donated ₹19.6M to organizations assisting underprivileged children and athletes who need financial support.
- The company installed LED lighting, motion sensors and temperature control alerts.
- In 2024, the company implemented Retrofit Emissions Control Devices on 4 diesel generators. These devices convert harmful pollutants into less harmful substances to help improve air quality.
- Planetcast promoted awareness and controlled waste disposal by tracking paper use in its departments with the philosophy that if employees realize how much paper they use, they will likely use less.



Primafrío

Grupo Primafrío (“Primafrío”) is an international logistics operator specializing in temperature-controlled transportation with a presence in 27 European countries.

- In 2024, Primafrío achieved GHG Protocol verification for Scope 1 and 2 emissions (2018–2024), marking a milestone in climate accountability.
- In 2024, over 15% of Primafrío’s total energy consumption was self-generated from photovoltaic systems, with the remainder sourced from 100% certified renewable energy. The company also completed the installation of a 2.5MW-capacity smart charging system integrated into its logistics operations. The system is supported by AI-driven energy management and adheres to LEED and BREEAM efficiency standards.
- In line with its fleet renewal strategy, Primafrío maintained an average fleet age of 1.2 years. The company also continued scaling its multi-energy fleet while advancing Europe’s first zero-emission logistics corridor.
- The company launched a Client Quality & Sustainability Department, offering real-time documentation and tailored emissions reduction strategies through tools like AI-based route optimization, fuel-switching and multimodal transport planning.
- Through its University-Industry Chairs Program, Primafrío reinforced long-term partnerships with Spain’s top universities. The program promotes STEM education, research in sustainable transport and AI, and talent pipeline development, supporting innovation and knowledge transfer in the logistics sector.



Purmo Group

Purmo Group is a leading manufacturer of sustainable indoor climate products and solutions, delivering energy efficiency improvements for the heating and cooling of buildings and reducing associated carbon emissions.

- In 2024, Purmo Group's targets for reducing GHG emissions were validated and approved by the SBTi. The targets cover Scope 1, 2 and 3 emissions in both the near term (2033) and long term (2050). Purmo Group also set a target to reach net-zero GHG emissions by 2050.
- Purmo Group produced an externally assured and Corporate Sustainability Reporting Directive ("CSRD") compliant sustainability report in 2024. This involved the development of significant new reporting processes and policies and over 600 sustainability data points.
- The company ranked in the top Excellence class in the ESG Transparency Award 2024, presented by ESG Transparency Awards. The ESG Transparency Award honors organizations that have adopted forward-looking sustainability concepts in their organizations and communicated them effectively in their sustainability report.
- In 2024, Purmo Group reduced its lost time injury frequency rate by over 48% from 6.3 to 3.4. The company had 17 accidents resulting in lost time compared to 33 in 2023.
- In 2024, the company accelerated the production of its environmental product declarations ("EPD") by completing 5 for its radiator and pipe manufacturing with further EPDs submitted for validation in early 2025.
- Purmo Group saw an increase in its employee engagement, with its employee Net Promoter Score improving to +18 in 2024. The company's score as of year-end 2024 is over 15 points above the external manufacturing benchmark.



Rackspace Technology

Rackspace Technology is an end-to-end hybrid, multicloud and AI solutions company. It can design, build and operate customers' cloud environments across all major technology platforms, regardless of technology stack or deployment model. Rackspace partners with customers at every stage of their cloud journey, enabling them to modernize applications, build new products and adopt innovative technologies.

- Rackspace renegotiated its energy contracts and now powers 3 out of its 5 secured facilities with renewable energy. Additionally, the company worked with data center partners to transition all of its 39 data centers to run on 80% renewable energy.
- Rackspace donated more than 1.2K devices to the Turing Trust, which supports the education of over 10K people in Africa.
- The company was recognized by SustainableIT.org for the second consecutive year for its positive social efforts.
- In 2024, Rackspace published the GreenIT Playbook in partnership with Smart Columbus. The playbook outlines recommended practices for the technology community.



Reno De Medici

Reno De Medici (“RDM”) is a producer of recycled carton board in Europe. Its products are made from ~96% recycled fiber, renewable materials that are fully recyclable.

- RDM’s Sustainability Report received awards from 3 organizations in 2024, including winning first prize in the “Voluntary Basis” category of the Sustainability Report Award from the University of Pavia. The company also received Apollo’s Responsible & Sustainable Operations External Reporting Award, which recognized the company’s annual Sustainability Report as a leader across the portfolio.
- In 2024, RDM continued to innovate its sustainable product offerings by launching new products including a water-resistant recyclable GD2 board in the mills where this option was not available readily before, and Syros Duo Brown, a moisture-resistant, cost-effective 100% made-from-recycled-fibers uncoated carton board, both designed for the food and e-commerce industry. The products were developed to meet specific customer needs and comply with sector-specific regulations while serving as sustainable, cost-comparable packaging.
- In 2024, The company closed an agreement with a partner in the Netherlands to establish infrastructure for future production of biopolymers from RDM’s wastewater discharges in 2024, supporting the circularity of the company’s operations.



Saphire Gas Solutions

Saphire Gas Solutions provides nationwide access to compressed, liquefied and renewable natural gas solutions for utility, fleet and industrial customers.

- Saphire Gas Solutions expanded its RNG support services business and increased the percentage of RNG in the company’s fuel supply portfolio from 20% to 30%.
- In 2024, the company optimized its truck-routing strategies to reduce fuel consumption, reducing CO₂ emissions from trucking by an average of 6%.
- The company increased the number of virtual company meetings and events to reduce flights and other unnecessary employee travel, resulting in a 14% reduction of CO₂ emissions from business travel.



ScionHealth

ScionHealth ("Scion") is a national healthcare system consisting of 17 Community hospitals and 68 Specialty hospitals across 28 states. The company provides a wide range of essential medical services including short- and long-term acute care and rehabilitation.

- Scion continued to improve quality of care and patient safety through the National Quality Strategy it launched in 2023. Key focuses in 2024 included promoting evaluation of patients' health-related social needs (e.g., food availability, housing security, transportation, interpersonal safety) to drive positive outcomes and increasing reporting of near-miss and serious safety events. Several Scion hospitals received the prestigious "A" Hospital Safety Grade from The Leapfrog Group for their Fall 2024 ratings as well as other industry recognitions.
- In 2024, Scion hospitals and the ScionHealth Foundation donated over \$1.6M to support local healthcare services as well as other healthcare, education, community development and cultural initiatives. Additionally, ScionHealth Gives awarded over \$100K in grants to more than a dozen not-for-profit organizations nominated by employees.



Shutterfly

Shutterfly is an e-commerce brand for personalized products and custom designs. The Shutterfly family of brands helps consumers create products and capture moments that reflect their individuality.

- In 2024, Shutterfly introduced a new training program to improve workplace communication and collaboration with the goal of enabling a healthier organization. The program gives employees quick ways to understand themselves and others using a model that describes basic behavioral styles.
- Shutterfly developed a new program called "The Leadership Lens", which trains people leaders on the skills, traits and behaviors that make Shutterfly leaders successful.
- In 2024, Shutterfly reduced company-wide energy usage by integrating business units, right-sizing footprints and LED retrofitting at one of its flagship manufacturing locations.
- The company expanded its donation program to include waste fabric from the Spoonflower brand. The artists who own the rights to the designs on the Spoonflower material agreed to allow waste to be used for educational purposes. This allowed Shutterfly to set up a pilot program with a local university's fashion and design program, diverting more than 600 lbs of fabric from a landfill in 2024.



SMARTSTART



Smart Start

Global IID Holdco, LLC (“Smart Start”) is a provider of alcohol monitoring programs utilizing ignition interlock devices (“IIDs”), which are car breathalyzers that prevent a vehicle from starting if the driver has been drinking alcohol above a limit set by a monitoring authority.

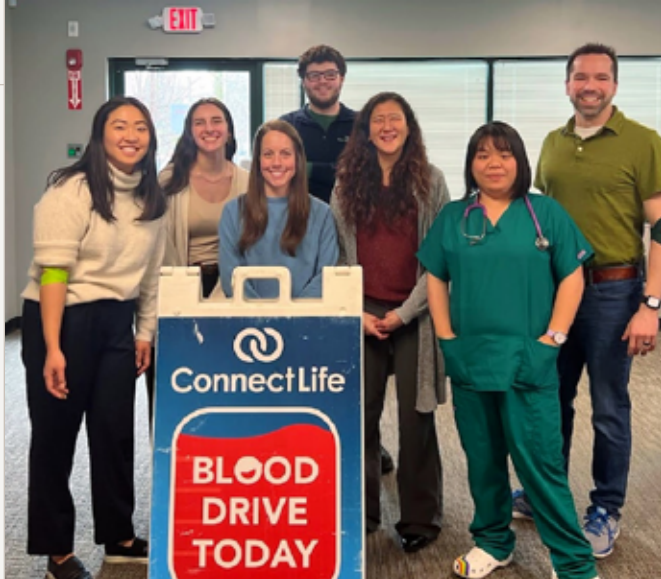
- The company continues to drive recycling of its used alcohol monitoring devices that have come to the end of their lives and are unable to be refurbished, repurposed or reused. In 2024, Smart Start recycled 83% of retired devices.
- The Smart Start management team continued to advocate for the adoption and implementation of new and improved IID legislation at both the state- and federal-level in 2024. The company partnered with key traffic safety advocates such as AAA, Mothers Against Drunk Driving (“MADD”) and the National Safety Council to advocate for safer roads.
- In 2024, Smart Start became an official sponsor of MADD with the intent to further MADD’s support of state and federal IID legislation.



Summit Ridge Energy

Summit Ridge Energy (“SRE”) is one of the largest owner-operators of commercial solar assets in the US.

- In 2024, SRE's operating assets produced more than 395.1M kWh of renewable electricity across its solar facilities.
- SRE continued to advance its commitment to the "Sustainability Hub". SRE hired one of the first graduates from the “Sustainability Hub” in Chicago’s West Side neighborhood that provides education to residents so that they can obtain clean energy jobs. To date, SRE has also donated over \$600K into the partnership over the last 3 years and looks to prioritize the training of veterans, returning citizens and high school-educated residents from underserved communities.
- SRE has continued to support domestic jobs and reduce its macro supply chain risk and impact by sourcing the majority of its equipment from domestic suppliers. SRE now procures all major equipment components including modules, inverters, transformers, switchboards and racking systems from facilities in the United States.



Supplemental Health Care

Supplemental Health Care (“SHC”) is a provider of tech-enabled workforce solutions for behavioral health, education and healthcare settings.

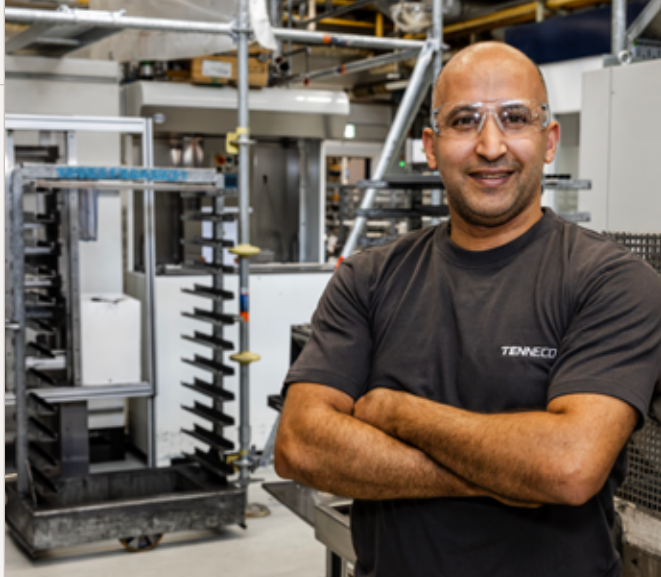
- SHC won ClearlyRated’s Best of Staffing Client and Talent awards for the 8th year in a row. This award recognizes staffing agencies that have exhibited superior service quality based on ratings provided by clients and placed talent.
- The company continued to build upon its upskilling program, which provides training for healthcare talent to grow their skills and advance their careers. In 2024, the company sponsored trainings for nurses across divisions including Schools and Home Health. This initiative is highly strategic and additive to SHC’s existing offering, as the company generates a proprietary healthcare professional pipeline to aid in filling more specialized roles with current and new clients.
- SHC continued to support philanthropic organizations in many of the communities that the company serves and with organizations that its employees are close to. SHC celebrated Family Literacy Day by donating books to Love for Literacy, an organization created by Dr. Kelly Byrd, a school speech-language pathologist who has been with SHC for over a decade. The company also sponsored volunteer and philanthropic opportunities for employees, including honoring National Volunteer Month with a company-wide blood drive.



Takkion Holdings

Takkion is an enabler and full-service solutions provider to the renewable energy industry in North America.

- Takkion achieved low safety scores across its workforce with a TRIR of 1.55 below the industry average of 13.3.
- The company’s 2024 employee engagement survey had a 70% response rate.
- In 2024, the company collaborated with schools, young professional networks and various community organizations. The company donated \$15K, and its employees volunteered 200 hours.



Tenneco

Tenneco designs, manufactures and markets automotive products for original equipment and aftermarket customers.

- Tenneco focused on preventing safety issues by identifying and addressing potential severe injuries or fatalities (“PSIFs”). In 2024, more than 400K PSIFs were identified, leading to proactive safety measures.
- In 2024, Tenneco registered 146 energy efficiency projects, generating an estimated \$7.5M in savings through initiatives like heat recovery, LED retrofits and process optimizations. Global workshops in Europe and China strengthened regional collaboration, advancing sustainability efforts and aligning with the company’s decarbonization goals.
- In preparation for CSRD compliance, Tenneco conducted legal entity scoping and a double materiality assessment to identify key sustainability reporting topics. This process included mapping the company’s value chain, interviewing executives, a board member and a customer in addition to surveying middle management, customers and suppliers. The company conducted a gap analysis to assess current data collection capabilities to strengthen its reporting program and identify future needs.



The Michaels Companies

The Michaels Companies Inc. (“Michaels”) is a creative destination in North America.

- In 2024, Michaels was named as an ENERGY STAR Partner and received ENERGY STAR certifications for 32 stores, increasing its total number of ENERGY STAR certified stores to 68.
- In 2024 the company expanded its disability hiring initiative, Makers Like Me, to 58% of its US stores and 100% of its Canadian stores. Since its inception, Makers Like Me has hired more than 1K people with disabilities.
- Michaels team members donated nearly \$681K to the company’s Michaels Cares program to assist fellow team members impacted by financial hardships. The program provided 502 grants totaling just under \$645K to team members impacted by hardships.



The Restaurant Group is one of the UK's biggest hospitality businesses with a portfolio of well-known restaurant and pub restaurant brands.

- For the period 2024-2025, the Restaurant Group was awarded the maximum 3 stars across all 3 divisions (wagamama, Brunning & Price and Concessions & Barburrito) in the Sustainable Restaurant Association Food Made Good standard. This certification assesses businesses across 3 areas: sourcing, society and the environment.
- By the end of 2024, the Restaurant Group had installed energy management systems at 30 wagamama locations, enabling remote monitoring and control of energy usage. This led to an average reduction of over 10% in electricity consumption at existing sites where the systems were installed.
- The Restaurant Group's wagamama division was awarded a SKA Gold rating for its Clarks Village site in Somerset, UK. SKA is a rating that assesses commercial fit-out projects against sustainability good practice criteria.
- The company's wagamama business was named in the Sunday Times Best Places to Work List 2024 in the 2K+ employees category.

The Restaurant Group



The University of Phoenix is a private university that offers a wide range of degree programs primarily designed for working adults and non-traditional students.

- The company's Learning & Development team was honored as one of the "Top 100 Learning & Development Teams" by OnConferences in 2024. The criteria for the award included demonstrating a mix of success and positive impact on the organization and making contributions through thought leadership.
- The University of Phoenix awarded \$6.5M in internal scholarships in 2024, \$1M more than in 2023.
- Through cross-departmental workstreams, the University's undergraduate first course (GEN/201) success rate improved by nearly 4% in 2024. This can partially be attributed to the development and launch of a 100% mobile-friendly version of GEN/201, which gave students time to learn computer-based skills.

The University of Phoenix



The Venetian Resort Las Vegas

The Venetian Resort Las Vegas, which includes The Venetian and The Palazzo, is an all-suite resort with over 7K suites.

- The Venetian Resort surpassed its goal of 10K employee volunteer hours, achieving nearly 11.1K hours in 2024. This more than doubled the company's volunteer hours in 2023 and can be attributed to a yearlong campaign with executive buy-in, promotion and facilitation of team volunteer activities, and a new recognition and rewards program.
- The Venetian Resort published its first stand-alone CSR report and worked with an outside consultant to assist with data collection, content and design. Report highlights include initiatives focused on environmental and community initiatives, as well as team member culture, including benefits, recruiting, growth and development. The company also reported data to the CDP for the first time as a stand-alone property in 2024.
- In its first full year of the newly launched Food Rescue Alliance program, The Venetian Resort partnered with local non-profit, The Just One Project, to rescue over 200K nutritious meals from its convention and expo operations and distribute them to the community. This alliance, recognized by the White House in February, was celebrated for its efforts to combat food insecurity as part of the White House Challenge to End Hunger and Build Healthy Communities.



United Living

United Living is a leading infrastructure, construction and property services company in the UK. The company helps the customers and communities they serve benefit from resilient infrastructure, affordable homes and improved living spaces that are fit for the future. The company employs over 1.5K people and works with a broad range of public and private sector clients.

- United Living maintained its Gold Investors in People accreditation, which is granted to companies that demonstrate a clear commitment to their employees.
- The company continued to strengthen its Zero Harm safety strategy through further embedding positive behaviors, improved system development and risk reduction activities, which resulted in improved injury frequency rates and other key safety metrics.
- The company implemented a carbon accounting tool to improve data capture of Scope 1, 2 and 3 emissions.



Univar Solutions Inc.

Univar Solutions (“Univar”) is a global distributor of commodity and specialty chemicals and ingredients, as well as a provider of value-added services to customers across a range of diverse industries. Univar purchases chemicals and ingredients from producers worldwide to warehouse, repackage, blend, dilute, transport and sell safely to nearly 100K customer locations across approximately 110 countries.

- In 2024, Univar implemented levers to drive down its GHG emissions, including investing in efficient vehicles and plant equipment, increasing the company’s share of procured renewable energy certificates and activating its largest solar project to date in Commerce, CA. In 2024, Univar reduced its absolute Scope 1 & 2 emissions by 26% from its current baseline of 2019/2020 averages, and over 37% from its initial global reporting in 2016.
- The company strengthened its safety and release prevention culture by achieving its second-safest year on record with a Total Case Incident Rate of 0.36 and by reducing its significant accidental chemical releases by 17% from 2023.
- In 2024, Univar introduced an inaugural GHG Scope 3 emissions reduction goal, targeting a 15% intensity reduction by 2030.
- To strengthen supply chain sustainability and transparency, Univar joined Together for Sustainability, a joint initiative of chemical companies centered around advancing and aligning sustainability practices in the chemical industry’s supply chain in 2024. The company also worked with its suppliers to bring more sustainable solutions to its customers. This grew its portfolio of materials within the company’s sustainable and natural product framework and helped empower its customers to reduce their Scope 3 emissions and product impacts throughout a range of products with defined sustainability criteria.



U.S. Acute Care Solutions Holdings

U.S. Acute Care Solutions (“USACS”) is one of the largest physician-owned integrated acute care companies in the US.

- USACS maintains stringent and continually monitored data security policies and practices. Employees at all levels receive regular IT training and communications emphasizing data safety, privacy and responsible stewardship.
- USACS offers beneficial employee engagement and support programs. The employee-led Culture Committee develops initiatives to boost morale, while the staff-funded USACS 501(c)(3) provides financial assistance to colleagues facing hardship.



U.S. Silica Holdings, Inc

U.S. Silica Holdings, Inc. (“U.S. Silica”) is a global leader in performance materials, specializing in commercial silica and industrial minerals for oil & gas, as well as diverse industrial applications.

- U.S. Silica recorded a TRIR of 0.67 and a lost time rate of 0.19 in 2024, demonstrating its focus on workplace safety. These metrics, driven by the company’s core values and safety program, are well below industry averages reported by the US Bureau of Labor Statistics.
- Employees received over 37K hours of general and customized operational and safety training across various categories and employee functions. Maintenance personnel, operators, technicians and supervisors all received this training to prepare them to properly, safely and efficiently operate. In 2024, more than 1.2K U.S. Silica-affiliated truckers were registered as having completed the Truckers Against Trafficking training programs.
- In 2024, U.S. Silica contributed nearly \$320K to support local communities, education, youth organizations and emergency response efforts. This included 30 donations to schools and scholarships, 28 contributions to youth programs like Little Leagues and FFA and partnerships with 13 local emergency response organizations. Employees at U.S. Silica’s Columbia, SC plant also collected and donated critical supplies for Hurricane Helene victims.
- U.S. Silica reduced fuel consumption per ton of sand by 6.5% at its Crane County, TX facility in 2024 and by 12.5% at its Lamesa, TX facility through fan upgrades and system automation.



US Wind

US Wind is an offshore wind development company that embraces the local community and provides opportunities for economic participation in the growing US supply chain.

- In 2024, US Wind secured key federal and state approvals to advance the company's projects for construction.
- US Wind continued its support for academic environmental research and monitoring at the site of the future offshore windfarms. The company funds research by the University of Maryland Center for Environmental Science to monitor the impacts on commercial and recreational fisheries and marine mammals.
- In 2024, the company continued its contributions to a near real-time whale monitoring buoy off the coast of Maryland that detects whales, and for the critically endangered North Atlantic right whale, triggers voluntary slow zones to avoid vessel strikes.
- US Wind regularly engaged with stakeholders to educate communities about the potential benefits and effects of its proposed offshore wind projects in 2024.



Venerable Insurance and Annuity Company

Venerable owns and manages a legacy variable annuity business. Created by an investor group led by affiliates of Apollo Global Management, Inc., Crestview Partners, Reverence Capital Partners and Athene Holdings, Ltd., Venerable is a business with well-established, strategic investors, experienced in successfully building and growing insurance businesses with patient, long-term capital.

- Venerable’s employee engagement efforts, including newsletters, town halls, social events, recognition programs and health and wellness programs, contributed to an 84% satisfaction rate on its 2024 employee survey, which had a 96% participation rate.
- The company’s executive leadership continued to engage with employees through monthly “Building Connections” meetings, quarterly functional and organization town hall events and through its annual Month of Service efforts.
- The company’s non-profit sponsorship program supported 18 organizations across several communities. In the second half of 2024, \$87K was donated through Venerable’s employee match program.



West Technology

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

- The company’s facilities team integrated more energy-efficient LED lighting during renovations to its Nagercoil, Bangalore, Vilnius, Woburn and London offices. These renovations also utilized ENERGY STAR equipment and sourced local materials.
- In 2024, the company donated 5 tons of office furniture to local schools and animal charities in the UK, including the National Health Service, reducing waste and supporting local communities.
- In West Technology’s Notified offices, the company implemented a policy to eliminate single-use plastic bottles in 2024. Bottled water was replaced with water purifiers, and employees were encouraged to use reusable water bottles.
- In 2024, the company implemented an employee development program that included regular live training workshops, targeted coaching opportunities and real-time access to educational resources. More than 90% of employees participated in at least 1 professional development opportunity.



Yahoo serves as a trusted guide for hundreds of millions of people globally, helping them achieve their goals online through the company's portfolio of iconic products. For advertisers, Yahoo offers omnichannel solutions and powerful data to engage with the company's brands and deliver results.

- In 2024, Yahoo conducted a Double Materiality Assessment in preparation for CSRD and held focus group discussions to determine what impacts each topic would have on Yahoo's enterprise value, society and the environment.
- In 2024, Yahoo delivered in-person and virtual CPR, AED and first-aid training for employees and developed a Crisis Response Manual for onsite facilities and security teams to guide how to respond to crisis or emergency situations that may arise in the workplace.

Yahoo





Apollo Origination Platform Highlights

Apollo’s origination ecosystem spans more than a dozen standalone origination platforms and thousands of professionals dedicated to high quality private credit origination, financing companies across industries and geographies to support their growth. Apollo’s teams closely collaborate with platforms to help ensure strong underwriting and credit quality.



Apterra Infrastructure Capital LLC

Apterra Infrastructure Capital LLC (“Apterra”) is a direct lending platform company that’s focus is to originate, structure and deploy debt capital into the infrastructure sector globally.

- In 2024, Apterra developed a comprehensive sustainability framework for all new underwritings, integrating sustainability criteria into its due diligence process to ensure a thorough assessment of borrowers.
- Apterra fosters a culture rooted in the shared values of integrity, collaboration, and entrepreneurial spirit, empowering employees to take initiative, embrace challenges, and encouraging engagement and innovation.



Aqua Finance

Aqua Finance provides dealers, contractors and retailers with consumer-friendly financing solutions. Specializing in a diverse range of markets such as water treatment, home improvements, pool and spa, HVAC, recreation and more, Aqua Finance is committed to delivering innovative, best-in-class products and services within each market.

- In 2024, Aqua Finance embraced digital solutions with the goal to reduce paper consumption. The company also improved its operational efficiencies by consolidating its operations to a single office location in Wisconsin.
- In 2024, the company implemented robust cybersecurity frameworks, encryption standards and continuous monitoring to protect sensitive financial information from cyber threats. Leaders also continued to foster a culture of security awareness through regular training, enabling employees to recognize and mitigate risks.
- The company maintained high governance standards in information security by adhering to security frameworks such as the National Institute of Standards and Technology’s Cybersecurity Framework and the Systems and Organization Controls 2 framework. The company’s internal audit teams also conducted regular security assessments to identify and mitigate vulnerabilities, ensuring a proactive approach to risk management.



ATLAS SP Partners is a global investment firm providing stable capital, financing, advisory and institutional products to market participants seeking innovative and bespoke structured credit and asset backed solutions.

- The company won the 2024 ESG Securitization Bank of the Year and 2024 ESG Securitization Deal of the Year awards from Global Capital.
- In 2024, the company donated over \$240k to philanthropic efforts.
- In January 2024, a safety training was conducted for the company’s New York City office, which included CPR training for select employees.
- ATLAS SP Partners launched an employee satisfaction survey in February 2024, through which the company received an 80% employee satisfaction rate score.

ATLAS SP Partners



Capteris is a provider of mid- and large-ticket equipment finance solutions targeting the mid-market, large corporate and financial sponsor segments.

- The company donated \$5K to Closer to Free, LivFree-Cancer and EF Cares Charitable Fund.

Capteris



Eliant Trade Finance

Eliant Trade Finance ("Eliant") facilitates greater control of and unlocking trapped value from supply chains through creative working capital solutions and cost-effective financial solutions that bring certainty and flexibility to multinational and domestic companies' supply chains, inventories and balance sheets.

- Eliant optimized client supply chains, contributing to the reduction of waste, increasing the ability to respond to market demands and enhancing end-consumer satisfaction.
- Eliant provided flexible short-term accounts receivable financing for clients, which enhanced their ability to invest in sustainable growth and deliver value throughout their constituencies.
- The company is a licensee of Rainforest Alliance and The Green Dot / EKO-KOM, trades in REACH-certified product in the European Union, and participated in the respective certification programs in 2024.



Foundation Home Loans

Foundation Home Loans ("FHL") is a specialist mortgage lender based in the UK.

- In 2024, FHL launched a 19-member sustainability-focused employee group dedicated to supporting and driving sustainability initiatives.
- FHL continued to work with a third-party to review its mortgage asset portfolio, which included recording and reporting up-to-date Energy Performance Certificate status of these assets to share with investors, exploring product development opportunities, and identifying opportunities for customers to improve their property's energy efficiency.
- The company updated its Supplier Code of Conduct in June 2024 to ensure suppliers met its sustainability standards, enabling evaluation based on climate considerations and supporting the assessment of Scope 3 emissions.



Haydock

Haydock is a specialist in supportive business finance that has provided funding to a wide range of SMEs in the UK for over 40 years.

- In 2024, Haydock installed LED lighting throughout its Blackburn, UK office to minimize energy consumption.
- The company installed 254 solar arrays on the roof of its offices to harness clean, renewable energy and reduce its reliance on fossil fuels. Haydock’s 116kW solar system is estimated to produce an annual yield of 83.3 MWh, which is equivalent to planting 1.5K trees per year or reducing 31.4K kg of coal burnt.
- Haydock promoted an HMRC-approved salary sacrifice electric car scheme, encouraging staff to adopt more sustainable transportation.
- The company installed 4 electric vehicle charging points at its offices in 2024 to support EV commuting options for employees and visitors.



MaxCap

MaxCap is an Australian non-bank commercial real estate lender with 6B AUD under management and advisement. Founded in 2007, MaxCap has a demonstrated track record of delivering positive outcomes for servicing its clients and investors.

- MaxCap appointed a Head of Responsible Investment to lead the implementation of the company’s 3-year sustainability strategy. This included ensuring readiness to meet the Australian Sustainability Reporting Standard’s AASB S2 reporting requirements and advancing sustainable finance product development across the platform.
- The company enhanced its sustainability due diligence and risk assessment framework by developing a performance dashboard in 2024. This improvement allowed for stronger analysis of data, leading to informed investment decisions, better risk management and integrated investor reporting.
- MaxCap established a Sustainable Investing Policy to embed risk and opportunity considerations into the beginning of investment processes in 2024. The company also implemented a Modern Slavery Framework, which included a Modern Slavery Policy and an audit of associated risks.
- MaxCap maintained its certification as a carbon-neutral operating organization by Climate Active, the Australian government standard. In 2024, the company continued contributing to global climate action efforts.



MidCap Financial Services

MidCap Financial Services (“MidCap”) is a middle market-focused specialty finance firm that provides senior debt solutions to companies across multiple industries.

- Through its career development program, MidCap provided trainings focused on financial modeling, accounting and credit.
- MidCap continued to offer health and wellness-related benefits to employees such as a subscription to the Calm app.
- The company established an emergency safety messaging system to communicate with all employees, remote and in-person, via text in the event of a crisis.



Newfi Lending

Newfi Lending (“Newfi”) is a mortgage lender that focuses on non-qualified mortgage loans.

- In 2024, Newfi was awarded the Best Mortgage Company to Work for Designation by National Mortgage News. This award is given to mortgage lenders that foster a dynamic, supportive and transparent work environment.
- The company completed the Accredited Social Impact Lender certification as part of its commitment to social impact lending.



Petros PACE Finance is a provider in the Commercial Property Assessed Clean Energy (“C-PACE”) marketplace, dedicated solely to providing long-term C-PACE financing to commercial property owners.

- In 2024, Petros PACE Finance raised money, purchased supplies and prepared bags for Caritas, an Austin, TX based non-profit organization supporting unhoused people, as part of a Care Package project.
- The company maintained its membership in C-PACE Alliance, a non-profit business association that addresses a gap in the credit market for energy efficiency and resiliency projects.

Petros PACE Finance



PK AirFinance is leading specialized aircraft and aircraft engine financing provider serving airlines, aircraft traders, lessors, investors, financial institutions and manufacturers worldwide.

- The company maintained its membership to IMPACT on Sustainable Aviation, a global platform that unites stakeholders to develop practical solutions for reducing aviation’s CO₂ emissions by 2050.

PK AirFinance



Wheels

Wheels, one of the largest fleet management and mobility solutions providers in North America, delivers a full range of products and services designed to keep businesses and their mobile workforce moving efficiently and safely.

- Wheels launched the company's first Employee Resource Groups in 2024, covering groups selected by Wheels employees through a company-wide survey.
- In 2024, Wheels partnered with a third-party sustainability consultancy group to calculate its full emissions inventory — including all relevant Scope 3 categories not previously calculated.
- The company received multiple employee-focused awards in 2024 from the National Association for Business Resources. These include being named a “Best and Brightest Company to Work For” in Atlanta and Chicago and, earning an “Elite Award for Compensation, Benefits, and Employee Solutions” in Chicago. Wheels was also recognized as one of the “Top 101 Best and Brightest Companies to Work for in the Nation”.





03

Reporting Companies Responsible & Sustainable Data Summary

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SELECT REPORTING COMPANY

Sustainability Data

SELECT REPORTING COMPANY SUSTAINABILITY DATA ¹											
Company	Energy Intensity ² (kWh/\$M Revenue)	Non-Hazardous Waste Intensity ^{2,3,4} (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled ^{3,4}	Water Intensity ^{2,5} (m ³ /\$M Revenue)	Environmental Efforts ^{6,7,8,9}	Climate-Related Risk Management Process ¹⁰	Scope 1 GHG Emissions Intensity ^{2,11} (MT of CO ₂ e/\$M Revenue)	Scope 2 GHG Emissions Intensity ^{2,12} (MT of CO ₂ e/\$M Revenue)	GHG Emissions Reduction Efforts ^{13,14,15}	GHG Emissions Reduction Targets and Goals ¹⁶	Corporate Sustainability Function ¹⁷
COMMUNICATION SERVICES											
COMPANY A	248310.15	3.55	6.30%	65.38		Yes	17.91	70.53		No	Yes
COMPANY B	61210.87	0.57	33.60%	69.05		Yes	2.24	23.3		No	No
COMPANY C	2948.73	0.08	0.70%	7.53		Yes	0	0.77		No	Yes
COMPANY D	226173.62	1.08	0.00%	239.98		No	21.92	162.17		No	Yes
COMPANY E	133728.53	3.69	0.00%	37.76		No	3.28	35.87		No	Yes
CONSUMER DISCRETIONARY & STAPLES											
COMPANY A	204263.06	5.97	36.90%	115.17		Yes	5.85	69.43		Yes	Yes
COMPANY B	5265.44	0.17	14.50%	17.22		Yes	1.41	2.94		No	Yes
COMPANY C	51785.24	17.03	100.00%	96.21		Yes	19.35	6.14		No	Yes
COMPANY D	279.64	0.05	13.70%	0.57		No	2.91	0.14		No	No

KEY	Energy Consumption Reduction Effort	Renewable Energy Effort	Water Consumption Reduction Effort	Waste Reduction Effort
	Scope 1 GHG Emissions Reduction Initiatives	Scope 2 GHG Emissions Reduction Initiatives	Scope 3 GHG Emissions Reduction Initiatives	



SELECT REPORTING COMPANY SUSTAINABILITY DATA¹

Company	Energy Intensity ² (kWh/\$M Revenue)	Non-Hazardous Waste Intensity ^{2,3,4} (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled ^{3,4}	Water Intensity ^{2,5} (m ³ /\$M Revenue)	Environmental Efforts ^{6,7,8,9}	Climate-Related Risk Management Process ¹⁰	Scope 1 GHG Emissions Intensity ^{2,11} (MT of CO ₂ e/\$M Revenue)	Scope 2 GHG Emissions Intensity ^{2,12} (MT of CO ₂ e/\$M Revenue)	GHG Emissions Reduction Efforts ^{13,14,15}	GHG Emissions Reduction Targets and Goals ¹⁶	Corporate Sustainability Function ¹⁷
CONSUMER DISCRETIONARY & STAPLES (CONTINUED)											
COMPANY E	149051.1	2962.5	0.00%	1409.14		No	21.23	16.41		No	Yes
COMPANY F	127459.22	1.51	0.00%	104.64		No	42.46	24.38		Yes	Yes
COMPANY G	109348.09	13.23	14.60%	62271.74		Yes	11.99	38.41		Yes	Yes
COMPANY H	23089.38	0.03	100.00%	89.4		Yes	2.95	0.35		Yes	Yes
COMPANY I	5586.58	0.01	100.00%	38.76		Yes	0.55	2.62		No	Yes
COMPANY J	6467.71	26.86	0.00%	318.79		Yes	0.39	1.32		No	Yes
COMPANY K	28675.43	4.88	69.70%	33.31		Yes	5.47	7.52		No	Yes
COMPANY L	33276.36	2.55	0.80%	77.92		No	6.97	6.45		No	No
COMPANY M	11519.46	0.61	0.00%	87.27		No	46.11	6.54		No	Yes
COMPANY N	221810.48	10.68	88.20%	470.65		Yes	13.22	67.04		Yes	Yes
COMPANY O	177561.86	13.96	100.00%	856.89		Yes	28.36	75.72		Yes	Yes
COMPANY P	113913.27	15.54	37.00%	175.28		Yes	18.36	22.76		No	Yes

KEY

- Energy Consumption Reduction Effort
- Renewable Energy Effort
- Water Consumption Reduction Effort
- Waste Reduction Effort
- Scope 1 GHG Emissions Reduction Initiatives
- Scope 2 GHG Emissions Reduction Initiatives
- Scope 3 GHG Emissions Reduction Initiatives



SELECT REPORTING COMPANY SUSTAINABILITY DATA¹

Company	Energy Intensity ² (kWh/\$M Revenue)	Non-Hazardous Waste Intensity ^{2,3,4} (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled ^{3,4}	Water Intensity ^{2,5} (m ³ /\$M Revenue)	Environmental Efforts ^{6,7,8,9}	Climate-Related Risk Management Process ¹⁰	Scope 1 GHG Emissions Intensity ^{2,11} (MT of CO ₂ e/\$M Revenue)	Scope 2 GHG Emissions Intensity ^{2,12} (MT of CO ₂ e/\$M Revenue)	GHG Emissions Reduction Efforts ^{13,14,15}	GHG Emissions Reduction Targets and Goals ¹⁶	Corporate Sustainability Function ¹⁷
CONSUMER DISCRETIONARY & STAPLES (CONTINUED)											
COMPANY Q	140215.23	11.26	37.00%	1186.38		No	6.81	0.33		No	Yes
COMPANY R	1877.29	19.84	98.70%	7.59		Yes	12.84	0.11		Yes	Yes
ENERGY											
COMPANY A	82090.92	1.42	82.30%	84.13		Yes	8.96	9.44		Yes	Yes
COMPANY B	36648.81	2.4	35.10%	44.76		Yes	7.69	12.98		No	No
COMPANY C	174.91	0	6.10%	0.42		Yes	1029.73	0.04		Yes	Yes
COMPANY D	16232.67	0.52	31.10%	0.52		Yes	439.42	5.99		No	No
COMPANY E	0	0		0		Yes	0.16	0.78		No	No
FINANCIALS											
COMPANY A	636.76	0.05	63.10%	1.14		Yes	0.08	0.12		No	Yes
COMPANY B	704.01	12.15	100.00%	3.49		Yes	0.06	0.18		Yes	Yes
COMPANY C	5130.92	0.15	37.50%	10.56		Yes	0	1.47		No	Yes
COMPANY D	6449.66	0.33		38.12		No	0	2.86		No	Yes

KEY

- Energy Consumption Reduction Effort
- Renewable Energy Effort
- Water Consumption Reduction Effort
- Waste Reduction Effort
- Scope 1 GHG Emissions Reduction Initiatives
- Scope 2 GHG Emissions Reduction Initiatives
- Scope 3 GHG Emissions Reduction Initiatives



SELECT REPORTING COMPANY SUSTAINABILITY DATA¹

Company	Energy Intensity ² (kWh/\$M Revenue)	Non-Hazardous Waste Intensity ^{2,3,4} (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled ^{3,4}	Water Intensity ^{2,5} (m ³ /\$M Revenue)	Environmental Efforts ^{6,7,8,9}	Climate-Related Risk Management Process ¹⁰	Scope 1 GHG Emissions Intensity ^{2,11} (MT of CO ₂ e/\$M Revenue)	Scope 2 GHG Emissions Intensity ^{2,12} (MT of CO ₂ e/\$M Revenue)	GHG Emissions Reduction Efforts ^{13,14,15}	GHG Emissions Reduction Targets and Goals ¹⁶	Corporate Sustainability Function ¹⁷
FINANCIALS (CONTINUED)											
COMPANY E	881.55	0.02	0.00%	2.14		No	0.07	0.22		No	No
COMPANY F	9537.84	0.24	16.60%	23.46		Yes	0	1.98	None	No	Yes
COMPANY G	25604.77	0.38	75.90%	28.45		Yes	3.31	3.59		Yes	Yes
COMPANY H	4293.21	0.11		10.49	None	Yes	0	1.44	None	No	No
INDUSTRIALS											
COMPANY A	8251.17	1.46	41.80%	65.77		Yes	8.73	2.23		No	Yes
COMPANY B	3213370.42	0.33	4.50%	16.98		Yes	795.82	0.82		Yes	Yes
COMPANY C	1867.57	0.04	0.00%	3.52		Yes	1623.25	0.49		Yes	Yes
COMPANY D	1745.42	0.25	49.90%	1.07		No	0.21	0.51		No	Yes
COMPANY E	12273.64	5.73	100.00%	15.96		Yes	30.37	0		Yes	Yes
COMPANY F	3680.39	0.05	5.30%	624.01		No	0.02	1.65		No	Yes
COMPANY G	1643.01	6.23	36.40%	15.97		No	51.98	3.4		No	Yes

KEY

- Energy Consumption Reduction Effort
- Renewable Energy Effort
- Water Consumption Reduction Effort
- Waste Reduction Effort
- Scope 1 GHG Emissions Reduction Initiatives
- Scope 2 GHG Emissions Reduction Initiatives
- Scope 3 GHG Emissions Reduction Initiatives



SELECT REPORTING COMPANY SUSTAINABILITY DATA¹

Company	Energy Intensity ² (kWh/\$M Revenue)	Non-Hazardous Waste Intensity ^{2,3,4} (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled ^{3,4}	Water Intensity ^{2,5} (m ³ /\$M Revenue)	Environmental Efforts ^{6,7,8,9}	Climate-Related Risk Management Process ¹⁰	Scope 1 GHG Emissions Intensity ^{2,11} (MT of CO ₂ e/\$M Revenue)	Scope 2 GHG Emissions Intensity ^{2,12} (MT of CO ₂ e/\$M Revenue)	GHG Emissions Reduction Efforts ^{13,14,15}	GHG Emissions Reduction Targets and Goals ¹⁶	Corporate Sustainability Function ¹⁷
INDUSTRIALS (CONTINUED)											
COMPANY H	44690.16	0		0		No	8.05	32.27		No	Yes
COMPANY I	12799.14	1.65	72.30%	45.89		Yes	505.94	0		Yes	Yes
COMPANY J	249009.43	11.54	98.50%	191.98		No	28.2	58.55		Yes	Yes
COMPANY K	51395.67	1.37	23.90%	24.26		Yes	9.47	2.04		Yes	Yes
INFORMATION TECHNOLOGY & HEALTH CARE											
COMPANY A	1654.13	0.3	69.00%	5.6		Yes	0	0.54		Yes	Yes
COMPANY B	1743.63	0.05	0.00%	4.18		Yes	0.09	0.37	None	No	Yes
COMPANY C	9492.09	0.25	80.10%	14.49		Yes	1.77	1.18		No	Yes
COMPANY D	124833.98	2.27	14.10%	321.07		Yes	11.73	27.19		No	Yes
COMPANY E	142558.91	0.15	0.50%	1.38		Yes	0.23	14.45		No	Yes
COMPANY F	88953.82	3.76	6.30%	545.04		Yes	0.7	31.73		No	Yes
COMPANY G	1384.32	0.03	7.60%	3.4		No	8.47	17.04		No	No

KEY

- Energy Consumption Reduction Effort
- Renewable Energy Effort
- Water Consumption Reduction Effort
- Waste Reduction Effort
- Scope 1 GHG Emissions Reduction Initiatives
- Scope 2 GHG Emissions Reduction Initiatives
- Scope 3 GHG Emissions Reduction Initiatives



SELECT REPORTING COMPANY SUSTAINABILITY DATA¹

Company	Energy Intensity ² (kWh/\$M Revenue)	Non-Hazardous Waste Intensity ^{2,3,4} (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled ^{3,4}	Water Intensity ^{2,5} (m ³ /\$M Revenue)	Environmental Efforts ^{6,7,8,9}	Climate-Related Risk Management Process ¹⁰	Scope 1 GHG Emissions Intensity ^{2,11} (MT of CO ₂ e/\$M Revenue)	Scope 2 GHG Emissions Intensity ^{2,12} (MT of CO ₂ e/\$M Revenue)	GHG Emissions Reduction Efforts ^{13,14,15}	GHG Emissions Reduction Targets and Goals ¹⁶	Corporate Sustainability Function ¹⁷
INFORMATION TECHNOLOGY & HEALTH CARE (CONTINUED)											
COMPANY H	342.67	0.01		0.96		No	0	0.16		No	No
COMPANY I	11809.67	0.24	0.00%	28.24		No	0.99	4.54		No	Yes
MATERIALS											
COMPANY A	102573.5	4.41	61.40%	53.39		No	17.11	7.32		Yes	Yes
COMPANY B	272880.95	14.03	98.60%	59.22		No	23.98	6.64	None	Yes	Yes
COMPANY C	567.9	0.05	90.10%	23.46		Yes	0.6	0.94		Yes	Yes
COMPANY D	1432112.73	19.03	67.30%	312.71		Yes	214.45	131.41		Yes	Yes
COMPANY E	3560138.47	43.6	98.20%	482.31		Yes	64.47	113.05		Yes	Yes
COMPANY F	3506.6	19.37	96.90%	13214.24		Yes	239.73	16713		Yes	Yes
COMPANY G	3244.99	64.37	100.00%	12866.88		Yes	351.27	72.75		Yes	Yes
COMPANY H	211370.37	18.81	76.80%	139.31		Yes	7.61	56.24		Yes	Yes
COMPANY I	3091776.25	321.77	88.80%	3068.08		No	532.48	108.43		Yes	Yes
COMPANY J	298470.68	8.8	10.60%	30.5		No	323.49	138.13		No	Yes

KEY	Energy Consumption Reduction Effort	Renewable Energy Effort	Water Consumption Reduction Effort	Waste Reduction Effort
	Scope 1 GHG Emissions Reduction Initiatives	Scope 2 GHG Emissions Reduction Initiatives	Scope 3 GHG Emissions Reduction Initiatives	



SELECT REPORTING COMPANY SUSTAINABILITY DATA¹

Company	Energy Intensity ² (kWh/\$M Revenue)	Non-Hazardous Waste Intensity ^{2,3,4} (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled ^{3,4}	Water Intensity ^{2,5} (m ³ /\$M Revenue)	Environmental Efforts ^{6,7,8,9}	Climate-Related Risk Management Process ¹⁰	Scope 1 GHG Emissions Intensity ^{2,11} (MT of CO ₂ e/\$M Revenue)	Scope 2 GHG Emissions Intensity ^{2,12} (MT of CO ₂ e/\$M Revenue)	GHG Emissions Reduction Efforts ^{13,14,15}	GHG Emissions Reduction Targets and Goals ¹⁶	Corporate Sustainability Function ¹⁷
REAL ESTATE & UTILITIES											
COMPANY A	38092.05	21.63	99.20%	3.71		Yes	5.47	1.49		Yes	Yes
COMPANY B	18413.54	0.12		13.47		No	0	7.9	None	No	Yes
COMPANY C	0	0	10.00%	0		No	0	0	None	No	Yes

KEY

Energy Consumption Reduction Effort

Renewable Energy Effort

Water Consumption Reduction Effort

Waste Reduction Effort

Scope 1 GHG Emissions Reduction Initiatives

Scope 2 GHG Emissions Reduction Initiatives

Scope 3 GHG Emissions Reduction Initiatives

1. Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2024. In some cases, energy, non-hazardous waste to landfill and water consumption are based on site area using estimation factors derived from the U.S. Energy Information Administration's 2018 Commercial Buildings Energy Consumption Survey and/or Urban Land Institute data.
2. For the 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 2024.
3. Non-hazardous waste to landfill includes any materials resulting from reporting company operations in 2024 that are deemed "trash" and either sent to landfill or an incineration facility that does not produce energy from the incineration process. This does not include any hazardous waste or non-hazardous waste that was recycled or incinerated with corresponding energy capture.
4. Non-hazardous waste recycled or reused includes any materials resulting from Reporting Company operations in 2024 that were transferred or sold to a third party for reuse, recycling or incineration with corresponding energy capture, or any non-hazardous waste beneficially reused by the Reporting Company itself. This does not include recycled or reused water.
5. Water consumption includes all water withdrawn by Reporting Companies from all freshwater sources, including surface water, ground water, rainwater and municipal water supply for use in 2024 minus any water that was discharged back to a freshwater source.
6. Energy consumption reduction efforts include, but are not limited to, installing LED lighting, using motion sensors or timers to control HVAC or lighting and using energy management systems.
7. Water consumption reduction efforts include, but are not limited to, utilizing low-flow faucets, showers, and/or toilets, climate-appropriate landscaping and optimization of irrigation systems and rainwater/storm water use.
8. Waste consumption reduction efforts include, but are not limited to, purchasing bulk products and amenities to reduce packaging, digitization of paper output and using reusable bottles, cups, cutlery and plates to reduce single-use disposable items.
9. Renewable energy is energy from any source that is virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time, such as hydropower, geothermal, wind, solar and biomass. Renewable energy efforts include, but are not limited to, onsite renewable energy generation, the use of Direct PPAs or Virtual PPAs associated with specific renewable energy projects and the execution of power-supply agreements that include renewable energy certificates.
10. Processes to manage climate-related risks include, but are not limited to, diversification of supply chains, constructing levees or other asset protection and creating a climate change adaptation plan.
11. Reporting Companies are asked to report Scope 1 GHG emissions from on-site stationary combustion, mobile combustion or fugitive emissions in accordance with the GHG Protocol corporate standard methodology. Emissions data used in intensity metrics reflects the control approach.
12. Reporting Companies are asked to report Scope 2 GHG emissions in accordance with the GHG Protocol corporate standard location-based methodology. Emissions data used in intensity metrics reflects the control approach.
13. Scope 1 GHG emissions reduction efforts include, but are not limited to, transportation fuel reduction efforts for vehicles owned or operated by Reporting Companies, improving refrigeration, air conditioning, and fire suppression systems and utilizing cleaner burning fuels in on-site combustion.
14. Scope 2 GHG emissions reduction efforts include, but are not limited to, installing energy efficient lighting, installing light sensors or automatic lighting and properly maintaining and upgrading facility equipment.
15. Scope 3 GHG emissions reduction efforts include, but are not limited to, sustainable product life cycle design, supplier engagement and transportation and distribution optimization.
16. The GHG emissions reduction targets and goals included in this data set are existing targets and goals that are quantitative and measurable, and targets and goals that are in development and are expected to be quantitative and measurable.
17. Includes any of the following: corporate function responsible for sustainability, designated individual(s) whose sole responsibility is sustainability, designated individual(s) responsible for sustainability in addition to their other job functions, informal working group responsible for sustainability.

Note: For purposes of the intensity metrics in the table, zero values may represent true zero values or those less than 0.005 that have been rounded down.



SELECT REPORTING COMPANY

Opportunity & Engagement Data

SELECT REPORTING COMPANY OPPORTUNITY & ENGAGEMENT DATA								
Company	Employee Engagement Efforts ¹	Opportunity & Engagement Efforts ²	Philanthropic or Volunteering Efforts ³	Citizenship & Philanthropy Function ⁴	Total Voluntary Turnover Rate ⁵	Anti-Discrimination ⁶	Anti-Harassment ⁶	Supplier Code of Conduct ⁶
COMMUNICATION SERVICES								
COMPANY A	Yes	Yes	Yes	Yes	6.84%	●	●	◐
COMPANY B	Yes	Yes	Yes	Yes	13.70%	●	●	◐
COMPANY C	Yes	Yes	Yes	Yes	10.25%	●	●	○
COMPANY D	Yes	Yes	Yes	Yes	19.40%	●	●	○
COMPANY E	Yes	Yes	Yes	Yes	4.83%	●	●	●
CONSUMER DISCRETIONARY & STAPLES								
COMPANY A	Yes	Yes	Yes	Yes	35.00%	●	●	●
COMPANY B	Yes	Yes	Yes	Yes	3.22%	●	●	◐
COMPANY C	Yes	Yes	Yes	Yes	18.22%	●	●	◐
COMPANY D	Yes	Yes	Yes	Yes	6.68%	●	●	●

KEY

- No Policy or Training in Place
- ◐ Policy in Place
- ◑ Training in Place
- Policy and Training in Place
- Company Did Not Report



SELECT REPORTING COMPANY OPPORTUNITY & ENGAGEMENT DATA

Company	Employee Engagement Efforts ¹	Opportunity & Engagement Efforts ²	Philanthropic or Volunteering Efforts ³	Citizenship & Philanthropy Function ⁴	Total Voluntary Turnover Rate ⁵	Anti-Discrimination ⁶	Anti-Harassment ⁶	Supplier Code of Conduct ⁶
CONSUMER DISCRETIONARY & STAPLES (CONTINUED)								
COMPANY E	Yes	Yes	Yes	Yes	15.42%	●	●	◐
COMPANY F	Yes	Yes	Yes	Yes	50.47%	●	●	○
COMPANY G	Yes	Yes	Yes	Yes	87.00%	●	●	●
COMPANY H	Yes	Yes	Yes	Yes	7.00%	●	◐	◐
COMPANY I	Yes	No	No	No	6.40%	●	●	◐
COMPANY J	Yes	Yes	Yes	Yes	16.95%	●	●	◐
COMPANY K	Yes	Yes	Yes	Yes	50.60%	●	●	◐
COMPANY L	Yes	No	Yes	No	26.00%	◐	◐	○
COMPANY M	Yes	Yes	Yes	Yes	37.00%	●	●	●
COMPANY N	Yes	Yes	Yes	Yes	11.00%	●	●	●
COMPANY O	Yes	Yes	Yes	Yes	55.20%	●	●	●
COMPANY P	Yes	Yes	Yes	Yes	43.00%	◐	●	◐

KEY

- No Policy or Training in Place
- Policy in Place
- Training in Place
- Policy and Training in Place
- Company Did Not Report



SELECT REPORTING COMPANY OPPORTUNITY & ENGAGEMENT DATA

Company	Employee Engagement Efforts ¹	Opportunity & Engagement Efforts ²	Philanthropic or Volunteering Efforts ³	Citizenship & Philanthropy Function ⁴	Total Voluntary Turnover Rate ⁵	Anti-Discrimination ⁶	Anti-Harassment ⁶	Supplier Code of Conduct ⁶
CONSUMER DISCRETIONARY & STAPLES (CONTINUED)								
COMPANY Q	Yes	Yes	Yes	Yes	17.18%	●	●	●
COMPANY R	Yes	Yes	Yes	Yes	26.00%	●	●	◐
ENERGY								
COMPANY A	Yes	Yes	Yes	Yes	9.20%	●	●	●
COMPANY B	Yes	No	Yes	No	10.00%	◐	●	○
COMPANY C	Yes	Yes	No	No	10.53%	◐	●	○
COMPANY D	Yes	Yes	Yes	Yes	18.85%	●	●	○
COMPANY E	Yes	Yes	Yes	Yes	15.90%	●	●	○
FINANCIALS								
COMPANY A	Yes	Yes	Yes	Yes	9.30%	●	●	○
COMPANY B	Yes	Yes	Yes	Yes	7.00%	●	◐	◐
COMPANY C	Yes	Yes	Yes	Yes	14.88%	●	◐	◐

KEY

- No Policy or Training in Place
- Policy in Place
- Training in Place
- Policy and Training in Place
- Company Did Not Report



SELECT REPORTING COMPANY OPPORTUNITY & ENGAGEMENT DATA

Company	Employee Engagement Efforts ¹	Opportunity & Engagement Efforts ²	Philanthropic or Volunteering Efforts ³	Citizenship & Philanthropy Function ⁴	Total Voluntary Turnover Rate ⁵	Anti-Discrimination ⁶	Anti-Harassment ⁶	Supplier Code of Conduct ⁶
FINANCIALS (CONTINUED)								
COMPANY D	Yes	Yes	Yes	Yes	39.00%	●	●	●
COMPANY E	Yes	Yes	Yes	Yes	12.50%	◐	◐	○
COMPANY F	Yes	Yes	No	No	13.00%	●	●	○
COMPANY G	Yes	Yes	Yes	Yes	3.00%	●	◐	◐
COMPANY H	Yes	Yes	Yes	Yes	3.34%	●	●	◐
INDUSTRIALS								
COMPANY A	Yes	Yes	Yes	Yes	32.00%	●	●	◐
COMPANY B	Yes	Yes	Yes	Yes	5.00%	●	●	●
COMPANY C	Yes	Yes	Yes	Yes	9.10%	●	●	○
COMPANY D	Yes	Yes	Yes	Yes	19.10%	●	●	◐
COMPANY E	Yes	Yes	Yes	Yes	34.11%	●	●	◐
COMPANY F	Yes	No	Yes	No	17.80%	●	●	●
COMPANY G	Yes	Yes	Yes	No	3.40%	●	●	◐

KEY

- No Policy or Training in Place
- ◐ Policy in Place
- ◑ Training in Place
- Policy and Training in Place
- Company Did Not Report



SELECT REPORTING COMPANY OPPORTUNITY & ENGAGEMENT DATA

Company	Employee Engagement Efforts ¹	Opportunity & Engagement Efforts ²	Philanthropic or Volunteering Efforts ³	Citizenship & Philanthropy Function ⁴	Total Voluntary Turnover Rate ⁵	Anti-Discrimination ⁶	Anti-Harassment ⁶	Supplier Code of Conduct ⁶
INDUSTRIALS (CONTINUED)								
COMPANY H	Yes	Yes	Yes	Yes	33.03%	●	●	○
COMPANY I	Yes	Yes	Yes	Yes	34.00%	●	●	●
COMPANY J	Yes	Yes	Yes	Yes	9.86%	○	○	◐
COMPANY K	Yes	Yes	Yes	Yes	10.90%	●	●	●
INFORMATION TECHNOLOGY & HEALTH CARE								
COMPANY A	Yes	Yes	Yes	Yes	0.19%	●	●	◐
COMPANY B	Yes	Yes	Yes	No	14.92%	◐	◐	◐
COMPANY C	Yes	Yes	Yes	Yes	0.00%	●	●	●
COMPANY D	Yes	Yes	Yes	Yes	21.67%	●	●	●
COMPANY E	Yes	Yes	Yes	Yes	13.20%	●	●	●
COMPANY F	Yes	Yes	Yes	Yes	36.00%	●	●	○
COMPANY G	Yes	Yes	Yes	Yes	17.00%	●	●	○

KEY

- No Policy or Training in Place
- Policy in Place
- Training in Place
- Policy and Training in Place
- Company Did Not Report



SELECT REPORTING COMPANY OPPORTUNITY & ENGAGEMENT DATA

Company	Employee Engagement Efforts ¹	Opportunity & Engagement Efforts ²	Philanthropic or Volunteering Efforts ³	Citizenship & Philanthropy Function ⁴	Total Voluntary Turnover Rate ⁵	Anti-Discrimination ⁶	Anti-Harassment ⁶	Supplier Code of Conduct ⁶
INFORMATION TECHNOLOGY & HEALTH CARE (CONTINUED)								
COMPANY H	Yes	Yes	No	Yes	8.85%			
COMPANY I	Yes	Yes	No	Yes	11.17%			
MATERIALS								
COMPANY A	Yes	Yes	No	No	38.00%			
COMPANY B	Yes	Yes	Yes	No	11.00%			
COMPANY C	Yes	Yes	Yes	Yes	2.50%			
COMPANY D	Yes	Yes	Yes	Yes	15.88%			
COMPANY E	Yes	Yes	Yes	Yes	5.30%			
COMPANY F	Yes	Yes	Yes	Yes	2.20%			
COMPANY G	Yes	Yes	Yes	Yes	2.00%			
COMPANY H	Yes	Yes	Yes	Yes	22.40%			
COMPANY I	Yes	Yes	Yes	Yes	4.70%			

KEY

- No Policy or Training in Place
- Policy in Place
- Training in Place
- Policy and Training in Place
- Company Did Not Report



SELECT REPORTING COMPANY OPPORTUNITY & ENGAGEMENT DATA

Company	Employee Engagement Efforts ¹	Opportunity & Engagement Efforts ²	Philanthropic or Volunteering Efforts ³	Citizenship & Philanthropy Function ⁴	Total Voluntary Turnover Rate ⁵	Anti-Discrimination ⁶	Anti-Harassment ⁶	Supplier Code of Conduct ⁶
MATERIALS (CONTINUED)								
COMPANY J	Yes	No	Yes	No	5.00%	●	●	◐
REAL ESTATE & UTILITIES								
COMPANY A	Yes	Yes	Yes	Yes	69.30%	●	●	◐
COMPANY B	Yes	No	No	No	1.90%	◐	●	○
COMPANY C	Yes	Yes	No	No	0.00%	◐	◐	◐

KEY

- No Policy or Training in Place
- Policy in Place
- Training in Place
- Policy and Training in Place
- Company Did Not Report

1. Employee engagement efforts include, but are not limited to, employee recognition programs, employee health and wellness programs and employee learning or career development programs.

2. Opportunity & Engagement efforts include initiatives focused on expanding access to employment opportunities and strengthening employee connections.

3. VTIR is calculated by dividing the sum of all voluntary employee separations during the reporting period as FTE by the average number of FTE employees during the reporting period, and multiplying by 100.

4. Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy, and employee volunteering.

5. Includes any of the following: Corporate foundation, corporate function responsible for citizenship and philanthropy, designated individual(s) whose sole responsibility is citizenship and philanthropy, designated individual(s) responsible for citizenship and philanthropy in addition to their other job functions, informal working group responsible for citizenship and philanthropy in addition to their other responsibilities.

6. Reflects where Reporting Companies had policies and/or trainings on these topics. Includes instances where topics were covered as part of other policies or trainings and standalone, dedicated polices or trainings.



SELECT REPORTING COMPANY

Responsible Stewardship Data

SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA													
Company	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	Responsibility and/or Sustainability Goals and/or Targets in Place or in Development ¹	Public Sustainability Disclosure ²	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts ³	Health & Safety Function ⁴	Code of Conduct/Business Ethics ⁵	Cybersecurity ⁵	Data Privacy ⁵	Health & Safety ⁵
COMMUNICATION SERVICES													
COMPANY A	7	90.00%	Yes	Yes	No	2.16	1.42	Yes	Yes	●	●	●	●
COMPANY B	4	88.00%	Yes	Yes	Yes	0	0	Yes	Yes	●	●	●	◐
COMPANY C	2	64.00%	No	Yes	No	0	0	Yes	Yes	●	●	●	●
COMPANY D	4	77.50%	Yes	Yes	No	0	0	Yes	Yes	●	●	●	●
COMPANY E	4	85.00%	Yes	Yes	Yes	0.03	0	Yes	Yes	●	●	●	●
CONSUMER DISCRETIONARY & STAPLES													
COMPANY A	4	90.00%	Yes	Yes	Yes	0.95	0.25	Yes	Yes	●	●	●	●
COMPANY B	4	86.00%	Yes	Yes	Yes	0.16	0.03	Yes	Yes	●	●	●	●
COMPANY C	11	100.00%	Yes	Yes	Yes	4.29	1.29	Yes	Yes	●	●	●	●

KEY

- No Policy or Training in Place
- Policy in Place
- Training in Place
- Policy and Training in Place
- Company Did Not Report



SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA

Company	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	Responsibility and/or Sustainability Goals and/or Targets in Place or in Development ¹	Public Sustainability Disclosure ²	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts ³	Health & Safety Function ⁴	Code of Conduct/ Business Ethics ⁵	Cybersecurity ⁵	Data Privacy ⁵	Health & Safety ⁵
CONSUMER DISCRETIONARY & STAPLES (CONTINUED)													
COMPANY D	4	84.00%	Yes	Yes	No	2.36	1.47	Yes	Yes	●	●	●	●
COMPANY E	4	100.00%	Yes	Yes	Yes	6.29	2.9	Yes	Yes	●	●	●	●
COMPANY F	4	90.00%	Yes	Yes	No	6.63	1.49	Yes	Yes	◐	●	●	●
COMPANY G	4	95.00%	Yes	Yes	Yes	7.04	0.99	Yes	Yes	●	●	●	●
COMPANY H	11	95.00%	Yes	Yes	Yes	0.9	9	Yes	Yes	●	●	●	●
COMPANY I	12	100.00%	No	Yes	Yes	0	0	Yes	Yes	◑	○	●	●
COMPANY J	4	100.00%	Yes	Yes	Yes	1.95	0.65	Yes	Yes	●	●	●	●
COMPANY K	4	97.90%	Yes	Yes	Yes	2.61	0.59	Yes	Yes	●	●	●	●
COMPANY L	4	100.00%	Yes	Yes	No	0.05	0.01	Yes	Yes	●	●	●	◐
COMPANY M	4	100.00%	Yes	Yes	No	1.55	0.32	Yes	Yes	●	●	●	◐
COMPANY N	4	100.00%	Yes	Yes	Yes	0.47	0.19	Yes	Yes	●	●	●	●
COMPANY O	6	93.30%	Yes	Yes	Yes	3.5	2.3	Yes	Yes	●	●	●	●

KEY

- No Policy or Training in Place
- ◐ Policy in Place
- ◑ Training in Place
- Policy and Training in Place
- Company Did Not Report



SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA

Company	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	Responsibility and/or Sustainability Goals and/or Targets in Place or in Development ¹	Public Sustainability Disclosure ²	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts ³	Health & Safety Function ⁴	Code of Conduct/Business Ethics ⁵	Cybersecurity ⁵	Data Privacy ⁵	Health & Safety ⁵
CONSUMER DISCRETIONARY & STAPLES (CONTINUED)													
COMPANY P	8	97.50%	Yes	Yes	Yes	0.4	0	Yes	Yes	○	●	●	●
COMPANY Q	4	96.88%	Yes	Yes	Yes	4.07	2.92	Yes	Yes	●	●	●	●
COMPANY R	12	100.00%	Yes	Yes	Yes	0.55	0.13	Yes	Yes	◐	●	◐	●
ENERGY													
COMPANY A	5	100.00%	Yes	Yes	Yes	0.92	0.8	Yes	Yes	●	●	●	●
COMPANY B	3	100.00%	Yes	Yes	No	4.27	2.85	Yes	Yes	○	○	○	●
COMPANY C	4	100.00%	Yes	Yes	Yes	0	0	Yes	Yes	○	◐	◐	◐
COMPANY D	4	100.00%	Yes	Yes	No	1.09	0	Yes	Yes	●	◐	○	◐
COMPANY E	4	100.00%	No	Yes	Yes	0	0	Yes	Yes	◐	◐	◐	◐
FINANCIALS													
COMPANY A	18	92.00%	Yes	Yes	Yes	0	0	Yes	Yes	●	●	●	●
COMPANY B	7	90.00%	Yes	Yes	Yes	0	0	Yes	Yes	●	●	●	◐

KEY

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



SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA

Company	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	Responsibility and/or Sustainability Goals and/or Targets in Place or in Development ¹	Public Sustainability Disclosure ²	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts ³	Health & Safety Function ⁴	Code of Conduct/Business Ethics ⁵	Cybersecurity ⁵	Data Privacy ⁵	Health & Safety ⁵
FINANCIALS (CONTINUED)													
COMPANY C	6	100.00%	Yes	Yes	Yes	0	0	Yes	Yes	●	●	●	●
COMPANY D	6	77.78%	No	Yes	No	0	0	Yes	Yes	●	●	●	●
COMPANY E	3	100.00%	Yes	Yes	No	0	0	No	No	◐	○	○	○
COMPANY F	4	100.00%	Yes	Yes	No	0	0	Yes	Yes	●	●	●	◐
COMPANY G	81	97.00%	Yes	Yes	Yes	4	2	Yes	Yes	●	●	●	●
COMPANY H	24	89.75%	Yes	Yes	No	0	0	Yes	Yes	●	●	●	●
INDUSTRIALS													
COMPANY A	7	95.00%	Yes	Yes	Yes	1.12	0.23	Yes	Yes	●	●	●	●
COMPANY B	4	89.00%	Yes	Yes	Yes	1.66	1.53	Yes	Yes	●	●	●	●
COMPANY C	4	95.00%	Yes	Yes	Yes	1.06	0.18	Yes	Yes	●	●	◐	●
COMPANY D	5	98.00%	Yes	Yes	Yes	0.13	0.04	Yes	Yes	●	●	●	●
COMPANY E	10	—	Yes	Yes	Yes	11.96	1.6	Yes	Yes	●	●	●	●

KEY

- No Policy or Training in Place
- ◐ Policy in Place
- ◑ Training in Place
- Policy and Training in Place
- Company Did Not Report



SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA

Company	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	Responsibility and/or Sustainability Goals and/or Targets in Place or in Development ¹	Public Sustainability Disclosure ²	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts ³	Health & Safety Function ⁴	Code of Conduct/Business Ethics ⁵	Cybersecurity ⁵	Data Privacy ⁵	Health & Safety ⁵
INDUSTRIALS (CONTINUED)													
COMPANY F	4	100.00%	Yes	Yes	Yes	3	3	Yes	Yes	●	●	●	●
COMPANY G	5	97.50%	Yes	Yes	Yes	0.55	0.41	Yes	Yes	●	●	●	●
COMPANY H	5	95.00%	Yes	Yes	No	0.01	0	Yes	Yes	●	◐	●	◐
COMPANY I	5	100.00%	Yes	Yes	Yes	15	1	Yes	Yes	●	●	●	●
COMPANY J	19	97.50%	Yes	Yes	Yes	10.6	3.4	Yes	Yes	●	◐	●	◐
COMPANY K	5	93.40%	Yes	Yes	Yes	0.36	0.21	Yes	Yes	●	●	●	●
INFORMATION TECHNOLOGY & HEALTH CARE													
COMPANY A	4	91.00%	Yes	Yes	Yes	0.79	0.79	Yes	Yes	●	●	●	●
COMPANY B	5	93.00%	Yes	Yes	No	0	0	Yes	Yes	◐	●	◐	●
COMPANY C	9	100.00%	Yes	Yes	Yes	0	0	Yes	Yes	●	●	●	◐
COMPANY D	4	93.75%	Yes	Yes	Yes	4.8	0.69	Yes	Yes	●	●	●	●
COMPANY E	5	90.00%	Yes	Yes	Yes	0.1	0.11	Yes	No	●	●	●	◐

KEY

- No Policy or Training in Place
- Policy in Place
- Training in Place
- Policy and Training in Place
- Company Did Not Report



SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA

Company	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	Responsibility and/or Sustainability Goals and/or Targets in Place or in Development ¹	Public Sustainability Disclosure ²	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts ³	Health & Safety Function ⁴	Code of Conduct/Business Ethics ⁵	Cybersecurity ⁵	Data Privacy ⁵	Health & Safety ⁵
INFORMATION TECHNOLOGY & HEALTH CARE (CONTINUED)													
COMPANY F	4	100.00%	Yes	Yes	No	5.2	0.58	Yes	Yes	●	●	●	●
COMPANY G	6	83.00%	Yes	Yes	No	0	0	Yes	Yes	●	●	●	●
COMPANY H	4	100.00%	Yes	Yes	Yes	2.27	0.06	Yes	Yes	●	●	●	●
COMPANY I	4	100.00%	Yes	Yes	Yes	0	0	Yes	Yes	●	●	●	◐
MATERIALS													
COMPANY A	4	100.00%	Yes	Yes	No	3.52	0.88	Yes	Yes	○	◐	◐	◐
COMPANY B	11	60.00%	Yes	Yes	Yes	2	2	Yes	Yes	◐	◐	◐	●
COMPANY C	18	100.00%	Yes	Yes	Yes	0.68	0.23	Yes	Yes	●	●	●	●
COMPANY D	4	95.00%	Yes	Yes	Yes	1.19	0.24	Yes	Yes	●	●	●	●
COMPANY E	4	85.00%	Yes	Yes	Yes	1.29	1.29	Yes	Yes	●	◐	◐	●
COMPANY F	43	99.00%	Yes	Yes	Yes	0.61	0.43	Yes	Yes	●	●	◐	●
COMPANY G	12	100.00%	Yes	Yes	Yes	65	65	Yes	Yes	●	●	◐	●

KEY

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



SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA

Company	Number of Board Meetings	Average Attendance at Board Meetings (%)	ESG Oversight at Board or Executive Level	Responsibility and/or Sustainability Goals and/or Targets in Place or in Development ¹	Public Sustainability Disclosure ²	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts ³	Health & Safety Function ⁴	Code of Conduct/Business Ethics ⁵	Cybersecurity ⁵	Data Privacy ⁵	Health & Safety ⁵
MATERIALS (CONTINUED)													
COMPANY H	4	86.70%	Yes	Yes	Yes	1.75	0.76	Yes	Yes	●	●	●	●
COMPANY I	9	90.00%	Yes	Yes	Yes	2	2	Yes	Yes	●	○	◐	●
COMPANY J	1	100.00%	Yes	Yes	Yes	0.67	0.19	Yes	Yes	●	●	●	●
REAL ESTATE & UTILITIES													
COMPANY A	4	100.00%	Yes	Yes	Yes	0.79	0.31	Yes	Yes	◐	●	●	●
COMPANY B	6	89.00%	Yes	Yes	No	0	0	Yes	No	◐	◐	○	◐
COMPANY C	10	100.00%	Yes	Yes	No	0	0	Yes	Yes	◐	○	◐	●

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

- The responsibility and/or sustainability targets and goals included in this data set are existing targets and goals that are quantitative and measurable, and targets and goals that are in development and are expected to be quantitative and measurable.
- Excludes public sustainability disclosure included in Apollo sustainability reporting materials. Public Sustainability Disclosure includes, but is not limited to, publishing a standalone Sustainability report, including sustainability-related disclosure in Reporting Company securities filings, publishing sustainability-related information on Reporting Company websites and production of reports aligned with TCFD, SASB, GRI and more.
- Health & safety efforts include, but are not limited to, implementation of a Behavior-Based Safety Program, Safety Committees or Working Groups and safety management systems.
- Includes any of the following: corporate function responsible for health & safety, designated individual(s) whose sole responsibility is health & safety, designated individual(s) responsible for health & safety in addition to their other job functions, informal working group responsible for health & safety.
- Reflects where Reporting Companies had policies and/or trainings on these topics. Includes instances where topics were covered as part of other policies or trainings and standalone, dedicated polices or trainings.



SELECT REPORTING COMPANY

Efforts Summary

SELECT REPORTING COMPANIES ENVIRONMENTAL EFFORTS	
Effort	2024 Percent of Reporting Companies with Effort
TOTAL COMPANIES WITH ENVIRONMENTAL EFFORTS	99
TOTAL COMPANIES WITHOUT ENVIRONMENTAL EFFORTS	1
CLIMATE-RELATED RISK MANAGEMENT PROCESS ¹	65
ENERGY REDUCTION ²	91
RENEWABLE ENERGY ³	62
ANY GHG EMISSIONS REDUCTION	91
SCOPE 1 GHG EMISSIONS REDUCTION ⁴	57
SCOPE 2 GHG EMISSIONS REDUCTION ⁵	91
SCOPE 3 GHG EMISSIONS REDUCTION ⁶	43
WASTE RECYCLING AND/OR REUSE ⁷	84
WASTE REDUCTION ⁸	62
WATER REDUCTION ⁹	67

SELECT REPORTING COMPANY EFFORTS	
Effort	Percent of Reporting Companies with Effort
EMPLOYEE ENGAGEMENT ¹⁰	100
PHILANTHROPIC OR VOLUNTEER ¹¹	88
PROCESS FOR EVALUATING SUPPLIER SUSTAINABILITY ¹²	94
HEALTH & SAFETY ¹³	99

10. Employee engagement efforts include, but are not limited to, employee recognition programs, employee health & wellness programs and employee learning or career development programs.

11. Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy and employee volunteering.

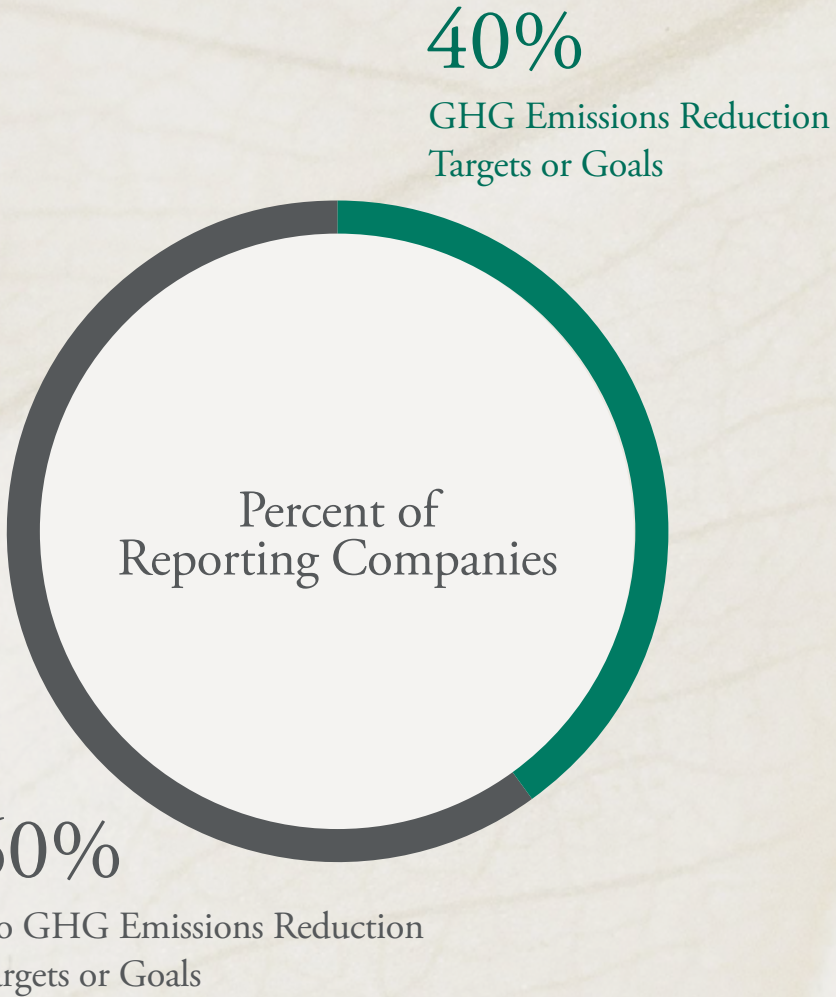
12. Processes for evaluating suppliers on sustainability criteria include, but are not limited to, implementation of supplier codes of conduct, conducting in-person site visits or audits and requiring membership in supplier organizations or obtaining third-party verified certifications.

13. Health & safety efforts include, but are not limited to, implementation of a Behavior-Based Safety Program, Safety Committees or Working Groups and safety management systems.

- Processes to manage climate-related risks include, but are not limited to, diversification of supply chains, constructing levees or other asset protection and creating a climate change adaptation plan.
- Energy consumption reduction efforts include, but are not limited to, installing LED lighting, using motion sensors or timers to control HVAC or lighting and using energy management systems.
- Renewable energy is energy from any source that is virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time, such as hydropower, geothermal, wind, solar and biomass. Renewable energy efforts include, but are not limited to, onsite renewable energy generation, the use of Direct PPAs or Virtual power purchase agreements ("PPAs") associated with specific renewable energy projects and the execution of power-supply agreements that include renewable energy certificates.
- Scope 1 GHG emissions reduction efforts include, but are not limited to, transportation fuel reduction efforts for vehicles owned or operated by Reporting Companies, improving refrigeration, air conditioning, and fire suppression systems and utilizing cleaner burning fuels in on-site combustion.
- Scope 2 GHG emissions reduction efforts include, but are not limited to, installing energy efficient lighting, installing light sensors or automatic lighting and properly maintaining and upgrading facility equipment.
- Scope 3 GHG emissions reduction efforts include, but are not limited to, sustainable product life cycle design, supplier engagement and transportation and distribution optimization.
- Waste recycling and/or reuse efforts include, but are not limited to, transferring or selling non-hazardous waste to a third party for reuse, recycling or incineration with corresponding energy capture and beneficial reuse of non-hazardous waste by Reporting Companies.
- Waste consumption reduction efforts include, but are not limited to, purchasing bulk products and amenities to reduce packaging, digitization of paper output and using reusable bottles, cups, cutlery and plates to reduce single-use disposable items.
- Water consumption reduction efforts include, but are not limited to, utilizing low-flow faucets, showers, and/or toilets, climate-appropriate landscaping and optimization of irrigation systems, and rainwater/storm water use.



REPORTING COMPANIES WITH RESPONSIBILITY AND/OR SUSTAINABILITY TARGET & GOALS¹



1. The targets and goals included in this data set are existing targets and goals that are quantitative and measurable, and targets and goals that are in development and are expected to be quantitative and measurable.

43%

of Companies with Public Sustainability Report²

2. Excludes public sustainability disclosure included in Apollo sustainability reporting materials.

QUANTITATIVE BOARD DATA³

93%

Average Attendance Across all Board Meetings

8%

Average Number of Board Meetings

3. Includes the total number of and attendance at meetings held by the board of directors or similar governing body of Reporting Companies.

SUSTAINABILITY OVERSIGHT AT REPORTING COMPANIES

Percent of Reporting Companies

Level of Oversight

7%

No Board of Directors or Executive Sustainability Oversight

35%

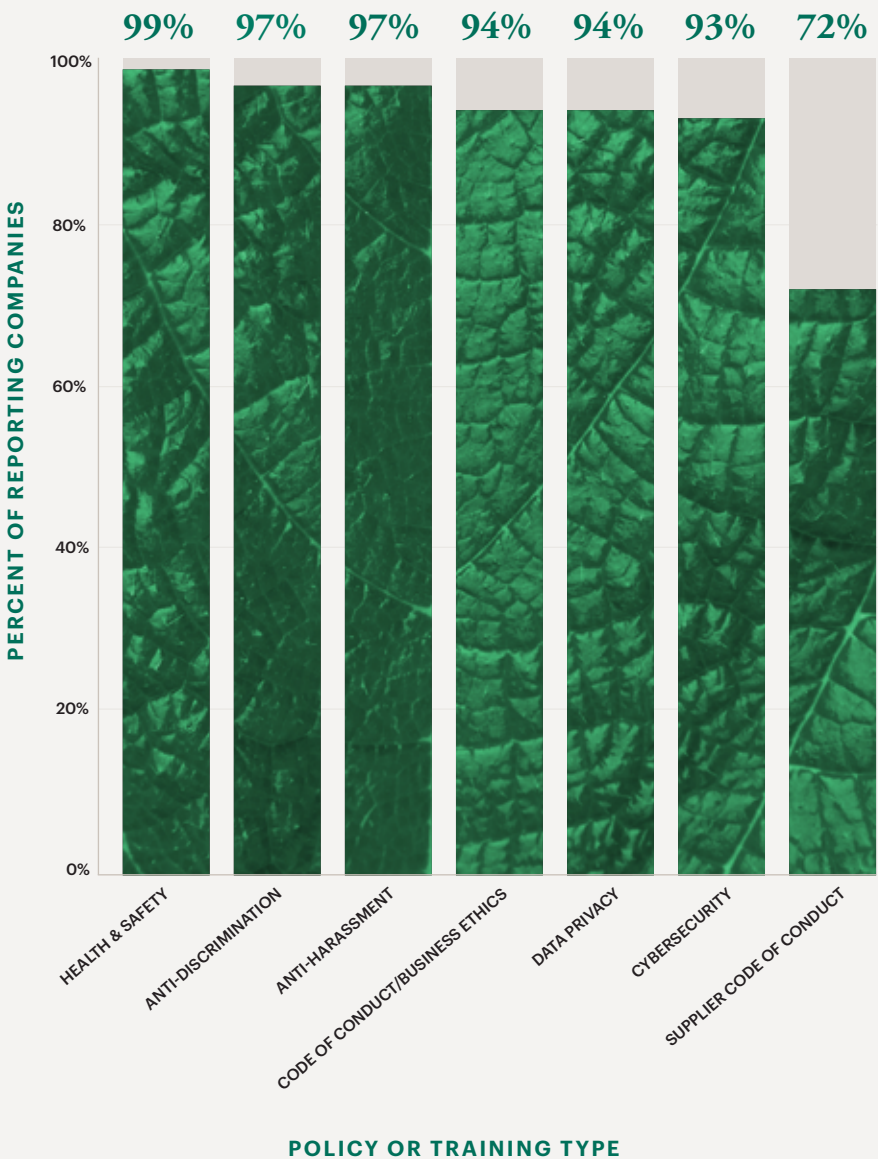
Sustainability Oversight at Executive Level

58%

Sustainability Oversight at Board of Directors or (Sub)committee of the Board of Directors Level



SELECT REPORTING COMPANIES' POLICIES AND/OR TRAININGS¹



1. Reflects where Reporting Companies had policies and/or trainings on these topics. Includes instances where topics were covered as part of other policies or trainings and standalone, dedicated policies or trainings.

OTHER QUANTITATIVE DATA

370,798 Full-Time Equivalent (FTE) Employee Count²

Part-Time FTE Employee Count 31,701

\$72,352,746 Corporate Philanthropy³

107,473 Employee Volunteer Hours⁴

- 2. Full-time equivalent ("FTE") includes full-time, part-time, seasonal and temporary employees on the basis of the number of hours they are scheduled to work in a given workweek. Based on a 40-hour workweek, an employee who is scheduled to work the full 40 hours assigned to their position is 1.0 FTE, while an employee who is scheduled to work 20 hours is 0.5 FTE.
- 3. Includes sponsorships, donations and/or company contributions to matching programs.
- 4. Includes time spent by employees toward activities for the benefit of a community, charitable organization or cause that was recognized, sponsored or organized by one or more members of the company.



SELECT REPORTING COMPANY ENVIRONMENTAL DATA¹

	Energy Consumption (MWh)	Renewable Energy Consumption ² (MWh)	Non-Hazardous Waste to Landfill ³ (MT)	Non-Hazardous Waste Recycled or Reused ⁴ (MT)	Water Consumption ⁵ (m ³)	Scope 1 GHG Emissions ⁶ (MT of CO ₂ e)	Scope 2 GHG Emissions ^{7,8} (MT of CO ₂ e)
COMMUNICATION SERVICES	954,479	467.60	18,106.26	630.33	336,254.65	46,513.13	277,114.91
CONSUMER DISCRETIONARY & STAPLES	5,329,433.22	510,085.94	3,259,114.01	212,336.56	105,406,151	564,349.28	1,492,364.08
ENERGY	33,545.39	3,593.65	233.73	493.12	33,615.21	559,870.41	4,946.58
FINANCIALS	27,516.29	2,063.88	247.32	30,830.34	44,587.78	3,098.24	4,736.05
INDUSTRIALS	19,017,275.86	12,353.09	37,434.68	34,580.21	1,050,499.89	10,869,157.47	92,584.01
INFORMATION TECHNOLOGY & HEALTH CARE	1,986,664.92	34,536.07	33,167.68	4,469.31	5,254,620.57	126,699.58	439,499.42
MATERIALS	11,832,097.56	2,389,816.49	84,121.12	489,864.65	40,547,900.24	2,633,594.05	1,558,366.11
REAL ESTATE & UTILITIES	40,668.57	10,001.32	184.95	22,748.36	4,280.65	5,801	1,891.09

1. Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2024. In some cases, energy, non-hazardous waste to landfill and water consumption are based on site area using estimation factors derived from the U.S. Energy Information Administration's 2018 Commercial Buildings Energy Consumption Survey and/or Urban Land Institute data.
2. Renewable energy consumption includes, but is not limited to, renewable energy generated from hydropower, geothermal, wind, solar or biomass.
3. Non-hazardous waste to landfill includes any materials resulting from reporting company operations in 2024 that are deemed "trash" and either sent to landfill or an incineration facility that does not produce energy from the incineration process. This does not include any hazardous waste or non-hazardous waste that was recycled or incinerated with corresponding energy capture.
4. Non-hazardous waste recycled or reused includes any materials resulting from Reporting Company operations in 2024 that were transferred or sold to a third party for reuse, recycling or incineration with corresponding energy capture, or any non-hazardous waste beneficially reused by the Reporting Company itself. This does not include recycled or reused water.
5. Water consumption includes all water withdrawn by Reporting Companies from all freshwater sources, including surface water, ground water, rainwater and municipal water supply for use in 2024 minus any water that was discharged back to a freshwater source.
5. Reporting Companies are asked to report Scope 1 GHG emissions from on-site stationary combustion, mobile combustion or fugitive emissions in accordance with the GHG Protocol corporate standard methodology. This data reflects the control approach.
6. Only includes Reporting Companies that generate Scope 1 GHG emissions.
7. Reporting Companies are asked to report Scope 2 GHG emissions in accordance with the GHG Protocol corporate standard location-based methodology. This data reflects the control approach.
8. Only includes Reporting Companies that generate Scope 2 GHG emissions.

SELECT REPORTING COMPANY SCOPE 3 GHG EMISSIONS DATA

Metric	Total	Response Rate
AGGREGATED SCOPE 3 GHG EMISSIONS ⁹ (MT OF CO ₂ e)	19,028,936.67	52%

9. Reporting Companies are asked to provide Scope 3 GHG emissions from all material sources, where possible.



SELECT REAL ESTATE INVESTMENT Sustainability Data

SELECT REAL ESTATE INVESTMENT SUSTAINABILITY DATA ¹									
Company	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity ^{2,3} (MT/thousand square feet)	Percent of Non-Hazardous Waste Recycled ^{2,3}	Water Intensity ⁴ (m ³ /thousand square feet)	Scope 1 GHG Emissions Intensity ⁵ (MT of CO ₂ e/ thousand square feet)	Scope 2 GHG Emissions Intensity ⁶ (MT of CO ₂ e/ thousand square feet)	Environmental Efforts ⁷	Health & Safety Efforts ⁸	Community Engagement Efforts ⁹
COMPANY A	19,488.08	0.29	2.18%	33.44	0.63	4.78		Yes	No
COMPANY B	3,183.49	—	0.00%	0.04	0.44	0.78		Yes	No
COMPANY C	30,049.47	0.28	0.00%	20.92	0.14	6.92		Yes	No
COMPANY D	6.00	0.00	50.00%	0.01	0.00	0.00		Yes	No
COMPANY E	43,111.32	0.33	0.00%	6.50	—	—		Yes	Yes
COMPANY F	8,190.55	0.29	50.00%	14.82	0.35	2.03		Yes	No
COMPANY G	5,539.99	0.04	99.77%	2.41	—	—		Yes	No
COMPANY H	28,735.40	11.04	0.00%	390.89	1.86	4.15		Yes	Yes
COMPANY I	25,692.00	1.56	—	183.74	—	—		Yes	Yes
COMPANY J	6,233.40	0.33	0.00%	12.99	0.84	1.31		Yes	No
COMPANY K	6,952.71	N/A	0.00%	0.17	4.67	—	None	No	Yes

KEY

- Environmental Building Certifications
- Energy Consumption Reduction Effort
- Renewable Energy Effort
- Water Recycling
- Water Consumption Reduction Effort
- Waste Recycling
- Waste Reduction Effort
- Company Did Not Report



SELECT REAL ESTATE INVESTMENT SUSTAINABILITY DATA¹

Company	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity ^{2,3} (MT/thousand square feet)	Percent of Non-Hazardous Waste Recycled ^{2,3}	Water Intensity ⁴ (m ³ /thousand square feet)	Scope 1 GHG Emissions Intensity ⁵ (MT of CO ₂ e/ thousand square feet)	Scope 2 GHG Emissions Intensity ⁶ (MT of CO ₂ e/ thousand square feet)	Environmental Efforts ⁷	Health & Safety Efforts ⁸	Community Engagement Efforts ⁹
COMPANY L	1,318.50	0.03	—	5.42	0.11	0.27		Yes	Yes
COMPANY M	10,946.03	0.26	0.00%	69.27	0.50	5.92		Yes	No
COMPANY N	5,504.04	0.33	0.00%	10.55	0.21	2.83		Yes	No
COMPANY O	10,112.43	0.01	33.33%	72.28	4.38	2.29		Yes	Yes
COMPANY P	1,096,354.68	352.53	0.00%	11,363.63	—	—		Yes	No
COMPANY Q	5,917.21	4.04	0.00%	166.10	0.00	1.82		Yes	No
COMPANY R	2,223.60	1.10	0.00%	194.86	0.31	0.70		Yes	Yes
COMPANY S	20,681.08	0.43	33.33%	7.45	1.18	3.48		Yes	Yes
COMPANY T	2,130.87	1.40	—	28.68	0.01	8.13		No	No
COMPANY U	476.15	0.05	—	11.41	0.73	0.17		Yes	No
COMPANY V	11,512.61	0.45	0.00%	25.62	0.00	1.72		Yes	No
COMPANY W	2,419.07	0.69	6.20%	75.40	0.00	1.43		Yes	Yes
COMPANY X	29,056.52	2.20	0.00%	359.53	3.50	5.10		Yes	Yes

KEY

- Environmental Building Certifications
- Energy Consumption Reduction Effort
- Renewable Energy Effort
- Water Recycling
- Water Consumption Reduction Effort
- Waste Recycling
- Waste Reduction Effort
- Company Did Not Report



SELECT REAL ESTATE INVESTMENT SUSTAINABILITY DATA¹

Company	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity ^{2,3} (MT/thousand square feet)	Percent of Non-Hazardous Waste Recycled ^{2,3}	Water Intensity ⁴ (m ³ /thousand square feet)	Scope 1 GHG Emissions Intensity ⁵ (MT of CO ₂ e/ ⁶ thousand square feet)	Scope 2 GHG Emissions Intensity ⁶ (MT of CO ₂ e/ ⁶ thousand square feet)	Environmental Efforts ⁷	Health & Safety Efforts ⁸	Community Engagement Efforts ⁹
COMPANY Y	16,677.78	0.80	0.00%	225.00	4.57	57.91		Yes	Yes
COMPANY Z	6,194.81	4.09	5.67%	155.94	0.00	3.78		Yes	No
COMPANY AB	15,146.31	0.44	5.66%	130.41	8.38	0.00		Yes	Yes
COMPANY AC	369.70	0.01	—	2.05	0.02	0.10		Yes	Yes
COMPANY AD	12,265.33	0.47	92.10%	67.32	0.79	1.62		Yes	Yes
COMPANY AE	6,031.70	0.02	0.00%	1.44	4.71	3.41		No	No
COMPANY AF	7,719.70	0.66	0.00%	0.05	—	2.84	None	No	No
COMPANY AG	13,200.00	0.81	0.00%	110.55	2.39	4.68		No	No
COMPANY AH	8,414.92	0.38	0.00%	47.85	—	5.04		Yes	Yes
COMPANY AI	32,898.93	4.82	—	83.99	—	12.16		No	No
COMPANY AJ	—	1.05	0.00%	N/A	—	—		Yes	Yes
COMPANY AK	11,174.45	0.54	33.89%	155.48	1.25	1.93		Yes	No
COMPANY AL	15,705.42	0.98	27.99%	84.47	0.01	9.58		Yes	Yes

KEY

- Environmental Building Certifications
- Energy Consumption Reduction Effort
- Renewable Energy Effort
- Water Recycling
- Water Consumption Reduction Effort
- Waste Recycling
- Waste Reduction Effort
- Company Did Not Report






SELECT REAL ESTATE INVESTMENT SUSTAINABILITY DATA¹

Company	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity ^{2,3} (MT/thousand square feet)	Percent of Non-Hazardous Waste Recycled ^{2,3}	Water Intensity ⁴ (m ³ /thousand square feet)	Scope 1 GHG Emissions Intensity ⁵ (MT of CO ₂ e/ thousand square feet)	Scope 2 GHG Emissions Intensity ⁶ (MT of CO ₂ e/ thousand square feet)	Environmental Efforts ⁷	Health & Safety Efforts ⁸	Community Engagement Efforts ⁹
COMPANY AM	3,866.75	1.81	—	12.99	0.00	2.35		Yes	Yes
COMPANY AN	16,813.82	0.67	0.00%	518.60	0.22	13.33		Yes	Yes
COMPANY AO	1,112.81	0.23	0.00%	10.55	—	—		No	No
COMPANY AP	14,527.02	1.39	0.21%	213.79	1.40	8.60		Yes	Yes
COMPANY AQ	7,117.80	0.80	100.00%	5.07	0.00	0.62		No	No
COMPANY AR	1,874.52	2.30	50.00%	6.62	0.00	0.02		Yes	No
COMPANY AS	17,861.02	18.63	0.02%	21,788.28	—	—		Yes	No
COMPANY AT	16,481.50	0.96	37.19%	127.12	1.53	2.63		Yes	Yes
COMPANY AU	33,493.25	1.05	9.09%	441.95	2.93	31.32		Yes	Yes
COMPANY AV	—	—	—	—	—	—		Yes	Yes
COMPANY AW	118,504.07	1.13	43.46%	309.81	7.58	9.86		Yes	Yes
COMPANY AX	—	—	50.00%	—	—	—		No	No
COMPANY AY	563.82	—	0.00%	606.22	—	—	None	No	Yes

KEY

- Environmental Building Certifications
- Energy Consumption Reduction Effort
- Renewable Energy Effort
- Water Recycling
- Water Consumption Reduction Effort
- Waste Recycling
- Waste Reduction Effort
- Company Did Not Report

SELECT REAL ESTATE INVESTMENT SUSTAINABILITY DATA¹

Company	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity ^{2,3} (MT/thousand square feet)	Percent of Non-Hazardous Waste Recycled ^{2,3}	Water Intensity ⁴ (m ³ /thousand square feet)	Scope 1 GHG Emissions Intensity ⁵ (MT of CO ₂ e/ thousand square feet)	Scope 2 GHG Emissions Intensity ⁶ (MT of CO ₂ e/ thousand square feet)	Environmental Efforts ⁷	Health & Safety Efforts ⁸	Community Engagement Efforts ⁹
COMPANY AZ	4347.00	—	—	45.83	—	—	  	Yes	No

KEY



Environmental Building Certifications



Energy Consumption Reduction Effort



Renewable Energy Effort



Water Recycling



Water Consumption Reduction Effort



Waste Recycling



Waste Reduction Effort

— Company Did Not Report

- Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2024. In some cases, energy, non-hazardous waste to landfill and water consumption are based on site area using estimation factors derived from GRESB and/or the U.S. EIA 2018 Commercial Buildings Energy Consumption Survey data. All data is provided by property managers for certain properties owned by certain Apollo-managed real estate funds only.
- Non-hazardous waste to landfill includes any materials resulting from property operations in 2024 that are deemed “trash” and either sent to landfill or an incineration facility that does not produce energy from the incineration process. This does not include any hazardous waste or non-hazardous waste that was recycled or incinerated with corresponding energy capture.
- Non-hazardous waste recycled or reused includes any materials resulting from property operations in 2024 that are transferred or sold to a third party for reuse, recycling or incineration with corresponding energy capture, or any non-hazardous waste beneficially reused by the reporting company itself. This does not include recycled or reused water.
- Water consumption includes all water withdrawn by properties from all freshwater sources, including surface water, ground water, rainwater and municipal water supply for use in 2024.
- Property managers are asked to report Scope 1 GHG emissions from on-site stationary combustion only in accordance with the GHG Protocol corporate standard methodology. This data reflects the control approach.
- Property managers are asked to report Scope 2 GHG emissions from purchased electricity only in accordance with the GHG Protocol corporate standard location-based methodology. This data reflects the control approach.
- Environmental building certifications include, but are not limited to, LEED, ENERGY STAR, BREEAM, Green Star, EDGE, DGNB and Passivhaus.
Energy consumption reduction efforts include, but are not limited to, installing LED lighting, using motion sensors or timers to control HVAC or lighting and using energy management systems. Renewable energy is energy from any source that is virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time, such as hydropower, geothermal, wind, solar and biomass.
Renewable energy efforts include, but are not limited to, onsite renewable energy generation, the use of Direct PPAs or Virtual PPAs associated with specific renewable energy projects and the execution of power-supply agreements that include renewable energy certificates.
Water recycling or reuse efforts include, but are not limited to, water-sharing programs with other local businesses, water treatment and reverse osmosis systems.
Water consumption reduction efforts include, but are not limited to, utilizing low-flow faucets, showers, and/or toilets, climate-appropriate landscaping and optimization of irrigation systems and rainwater/storm water use.
Waste recycling and/or reuse efforts include, but are not limited to, transferring or selling non-hazardous waste to a third party for reuse, recycling or incineration with corresponding energy capture and beneficial reuse of non-hazardous waste.
Waste consumption reduction efforts include, but are not limited to, purchasing bulk products and amenities to reduce packaging, digitization of paper output and using reusable bottles, cups, cutlery and plates to reduce single-use disposable items.
- Health & safety efforts include, but are not limited to, periodic safety meetings or trainings, installation of physical barriers or adjusted floor plans to increase social distancing and installation of flooring that decreases likelihood of slips and falls.
- Community engagement efforts include, but are not limited to, volunteering in local communities, participating in community projects, city council meetings or other municipal meetings and educating the community about the company’s operations and impacts.

Note: For purposes of the intensity metrics in the table, zero values may represent true zero values or those less than 0.005 that have been rounded down.



SELECT REAL ESTATE INVESTMENT

Environmental Data

SELECT REAL ESTATE INVESTMENT ENVIRONMENTAL DATA ¹		
Metric	Total	Reporting Company Disclosure Rate
TOTAL AREA (FT ²)	1,761,611,379.26	100%
ENERGY CONSUMPTION (MWH)	1,598,481.96	96%
NON-HAZARDOUS WASTE TO LANDFILL WEIGHT ² (MT)	424,231.71	88%
NON-HAZARDOUS WASTE RECYCLED OR REUSED WEIGHT ³ (MT)	4,319.20	57%
WATER CONSUMPTION ⁴ (M ³)	49,103,593.10	96%
SCOPE 1 GHG EMISSIONS ⁵ (MT OF CO ₂ e)	29,923.50	80%
SCOPE 2 GHG EMISSIONS ⁶ (MT OF CO ₂ e)	149,255.76	76%
SCOPE 1 + 2 GHG EMISSIONS ⁷ (MT OF CO ₂ e)	179,179.26	—
TOTAL ENVIRONMENTAL BUILDING CERTIFICATIONS ⁸	268	100%

1. Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2024. In some cases, energy, non-hazardous waste to landfill and water consumption are based on site area using estimation factors derived from GRESB and/or the U.S. EIA 2018 Commercial Buildings Energy Consumption Survey data. All data is provided by property managers for certain properties owned by certain Apollo-managed real estate funds only.
2. Non-hazardous waste to landfill includes any materials resulting from property operations in 2024 that are deemed "trash" and either sent to landfill or an incineration facility that does not produce energy from the incineration process. This does not include any hazardous waste or non-hazardous waste that was recycled or incinerated with corresponding energy capture.
3. Non-hazardous waste recycled or reused includes any materials resulting from property operations in 2024 that are transferred or sold to a third party for reuse, recycling or incineration with corresponding energy capture, or any non-hazardous waste beneficially reused by the reporting company itself. This does not include recycled or reused water.
4. Water consumption includes all water withdrawn by properties from all freshwater sources, including surface water, ground water, rainwater and municipal water supply for use in 2024.
5. Property managers are asked to report Scope 1 GHG emissions from on-site stationary combustion only in accordance with the GHG Protocol corporate standard methodology. This data reflects the control approach.
6. Property managers are asked to report Scope 2 GHG emissions from purchased electricity only in accordance with the GHG Protocol corporate standard location-based methodology. This data reflects the control approach.
7. This does not include any Scope 3 GHG emissions.
8. Environmental building certifications include, but are not limited to, LEED, ENERGY STAR, BREEAM, Green Star, EDGE, DGNB and Passivhaus.



SELECT REAL ESTATE INVESTMENT

Sustainability Efforts

SELECT REAL ESTATE INVESTMENT SUSTAINABILITY EFFORTS	
Effort	Percent of Total Properties with Effort
ENERGY REDUCTION ¹	73%
RENEWABLE ENERGY ²	27%
WATER RECYCLING OR REUSE ³	18%
WATER REDUCTION ⁴	55%
WASTE RECYCLING OR REUSE ⁵	57%
WASTE REDUCTION ⁶	24%
HEALTH & SAFETY ⁷	80%
COMMUNITY ENGAGEMENT ⁸	47%

1. Energy consumption reduction efforts include, but are not limited to, installing LED lighting, using motion sensors or timers to control HVAC or lighting and using energy management systems.
2. Renewable energy is energy from any source that is virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time, such as hydropower, geothermal, wind, solar and biomass. Renewable energy efforts include, but are not limited to, onsite renewable energy generation, the use of Direct PPAs or Virtual PPAs associated with specific renewable energy projects and the execution of power-supply agreements that include renewable energy certificates.
3. Water recycling or reuse efforts include, but are not limited to, water-sharing programs with other local businesses, water treatment and reverse osmosis systems.
4. Water consumption reduction efforts include, but are not limited to, utilizing low-flow faucets, showers, and/or toilets, climate-appropriate landscaping and optimization of irrigation systems and rainwater/storm water use.
5. Waste recycling and/or reuse efforts include, but are not limited to, transferring or selling non-hazardous waste to a third party for reuse, recycling or incineration with corresponding energy capture and beneficial reuse of non-hazardous waste.
6. Waste consumption reduction efforts include, but are not limited to, purchasing bulk products and amenities to reduce packaging, digitization of paper output and using reusable bottles, cups, cutlery and plates to reduce single-use disposable items.
7. Health & safety efforts include, but are not limited to, periodic safety meetings or trainings, installation of physical barriers or adjusted floor plans to increase social distancing and installation of flooring that decreases likelihood of slips and falls.
8. Community engagement efforts include, but are not limited to, donating available facility space to local community organizations for meetings or events, serving as a COVID-19 vaccination site and housing refugees or others in need at no or discounted cost. This data reflects the percent of reporting properties that held community engagement efforts at one or more of the properties managed by certain Apollo-managed real estate funds.



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Appendix



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APPENDIX A




Reporting Companies Listing

KEY  This company has published a Sustainability Report  Apollo Origination Platform

	Company	Sector
	ABC TECHNOLOGIES	Consumer Discretionary & Staples
	ACCENT	Materials
	ADAPA GROUP	Materials
	ADT	Industrials
	AEROMÉXICO	Industrials
	ALTEMIRA GROUP	Materials
	APTERRA	Financials
	AQUA FINANCE	Financials
	ARCONIC CORPORATION	Materials
	ASPEN INSURANCE	Financials
	ATHORA	Financials
	ATLAS AIR WORLDWIDE	Industrials
	ATLAS SP PARTNERS	Financials
	BENSONS FOR BEDS	Consumer Discretionary & Staples
	BRIGHTSPEED	Communication Services
	CAPTERIS	Financials
	CATALINA HOLDINGS	Financials
	CELEROS FLOW TECHNOLOGY	Energy
	CLIX CAPITAL	Financials
	COINSTAR	Consumer Discretionary & Staples
	COX MEDIA GROUP	Communication Services
	DORAL RENEWABLES	Real Estate & Utilities
	ECOATM	Information Technology & Health Care

	Company	Sector
	ELIANT TRADE FINANCE	Financials
	EMPLOYBRIDGE	Industrials
	ENERGOS INFRASTRUCTURE	Energy
	EVRI GROUP LIMITED	Industrials
	FLEXGEN POWER SYSTEMS	Information Technology & Health Care
	FOUNDATION HOME LOANS	Financials
	GRAANUL INVEST GROUP	Materials
	GREAT BAY RENEWABLES, LLC	Financials
	GREAT CANADIAN ENTERTAINMENT	Consumer Discretionary & Staples
	HAYDOCK	Financials
	HERITAGE GROCERS GROUP	Consumer Discretionary & Staples
	HYDRIA GAS TECHNOLOGIES HOLDINGS LLC	Energy
	INGENICO	Information Technology & Health Care
	INTERMODAL TANK TRANSPORT	Industrials
	INVITED	Consumer Discretionary & Staples
	KEM ONE GROUP	Materials
	LAPITHUS	Financials
	LECTA LIMITED	Materials
	LEGENDARY ENTERTAINMENT	Communication Services
	LIFEPOINT HEALTH	Information Technology & Health Care
	LOTTOMATICA GROUP	Consumer Discretionary & Staples

	Company	Sector
	MAFTEC	Consumer Discretionary & Staples
	MAXCAP	Financials
	MAXIM CRANE WORKS	Industrials
	MIDCAP FINANCIAL SERVICES	Financials
	MILLER HOMES	Real Estate & Utilities
	MODERN AVIATION	Industrials
	NEW HOME CO.	Consumer Discretionary & Staples
	NEWFI LENDING	Financials
	NOVOLEX	Materials
	OLDENBURGISCHE LANDESBANK	Financials
	PETROS PACE FINANCE	Financials
	PK AIRFINANCE	Financials
	PLANETCAST	Communication Services
	PRIMAFRIO	Industrials
	PURMO GROUP	Industrials
	RACKSPACE TECHNOLOGY	Information Technology & Health Care
	RENO DE MEDICI	Materials
	SAPPHIRE GAS SOLUTIONS	Energy
	SCIONHEALTH	Information Technology & Health Care
	SHUTTERFLY	Consumer Discretionary & Staples

	Company	Sector
	SMART START	Consumer Discretionary & Staples
	SUMMIT RIDGE	Energy
	SUPPLEMENTAL HEALTH CARE	Information Technology & Health Care
	TAKKION HOLDINGS	Consumer Discretionary & Staples
	TENNECO	Consumer Discretionary & Staples
	THE MICHAELS COMPANIES	Consumer Discretionary & Staples
	THE RESTAURANT GROUP	Consumer Discretionary & Staples
	THE UNIVERSITY OF PHOENIX	Consumer Discretionary & Staples
	THE VENETIAN RESORT LAS VEGAS	Consumer Discretionary & Staples
	U.S. ACUTE CARE SOLUTIONS HOLDINGS	Information Technology & Health Care
	U.S. SILICA HOLDINGS, INC.	Materials
	UNITED LIVING	Consumer Discretionary & Staples
	UNIVAR SOLUTIONS INC.	Industrials
	US WIND	Real Estate & Utilities
	VENERABLE INSURANCE AND ANNUITY COMPANY	Financials
	WEST TECHNOLOGY	Information Technology & Health Care
	WHEELS	Financials
	YAHOO	Communication Services



APPENDIX B

Legal Disclaimer

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For readability, the term “fund” may be used throughout this Supplement to refer generally to a broader group of Apollo-affiliated vehicles, including parallel funds and alternative investment vehicles of such funds, partnerships, accounts (including strategic investment accounts or “SIAs”), alternative asset companies, and other entities for which subsidiaries of Apollo provide investment management or advisory services, as defined in AGM public filings. Such usage does not imply uniform legal structure, investor rights, or regulatory treatment across all entities.

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While certain matters discussed in this Supplement may be significant,



APPENDIX B

Legal Disclaimer (continued)

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