

APOLLO

2023 ESG REPORTING SUPPLEMENT VOLUME 15

# Driving a More Sustainable Future

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# Introduction

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# Introduction

**Through our ESG Reporting Program, Apollo measures the annual progress of select portfolio companies' sustainability performance.**



In 2023, we conducted our 15<sup>th</sup> ESG Reporting Program. As in previous years, we collected responses from applicable portfolio companies that meet our criteria<sup>1</sup> (collectively the “Reporting Companies”) to an in-depth questionnaire that includes more than 120 quantitative and qualitative questions. The survey is designed to provide insight into the activities, programs and progress of the Reporting Companies. The results help enable Apollo Global Management (“Apollo”) and portfolio companies to track progress against goals, identify and mitigate risk, and make informed decisions – all factors that can contribute to strong financial performance.

The Reporting Companies are set forth in Appendix A. The ESG Reporting Program focuses largely 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
- Health and safety
- Inclusion, diversity and community
- Supply chain
- Philanthropy and volunteering.
- Corporate social responsibility
- Select policies and trainings

This ESG Reporting Company Supplement contains highlights for each Reporting Company that participated in Apollo’s 2023 ESG Reporting Program. This supplement also features high-level analyses and anonymized Reporting Company data points collected from the 2023 Reporting Questionnaire.

1. In general, Apollo expects companies in which Apollo-managed private equity funds invest to participate in the annual ESG reporting program (the “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 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 Conversation with Carletta Oton, Head of ESG for Equity

### How do environmental, social and governance factors fit into Apollo's equity strategy?

Apollo's equity strategy cuts across sectors and presents many opportunities to consider sustainable value creation. Thoughtfully considering environmental, social and governance factors has helped us deliver returns for investors by helping portfolio companies create value, mitigate risks and can identify and realize opportunities that can drive positive financial and non-financial outcomes. Guided by these shared goals, we focus our work with portfolio companies on building better businesses.

### Last year was a busy one for your team. When you look back at 2023, what achievements stand out to you?

2023 was a fantastic year! We leveraged the strong foundation that was established in prior years and focused on driving progress toward our goals. Three accomplishments

are top of mind for me:

- **Building and deploying capabilities that help us accelerate improvement and scale our work.**

Last year, we focused on developing robust capabilities that could be scaled as needed. For example, in 2022, we provided portfolio companies with a high-level playbook that included recommendations to advance decarbonization and exit readiness. The playbook was well-received. So, in 2023, we created a detailed decarbonization playbook to serve as a more granular tool that provides templates for key actions like current state assessments, gap analyses, strategy development, reporting and more. We also developed a stand-alone exit readiness playbook to arm companies with information on topics including evolving regulatory requirements and investor expectations, the role of ratings agencies and more.

- **Meeting and doubling our diverse portfolio company supplier goal.**

A robust and diverse supply chain can help unlock innovation, enable access to new markets and deliver local socioeconomic impact. In 2023, Apollo portfolio companies met and exceeded our \$1B goal for spending with qualified diverse suppliers<sup>2</sup> across our private equity funds' portfolio ahead of schedule. We then worked with portfolio companies to double the goal to \$2B, continuing efforts to create differentiated value for portfolio companies through the supplier diversity program.

Our team also accelerated collaboration with portfolio company procurement teams to help them identify opportunities to expand their partnerships with small and diverse-owned businesses.<sup>2</sup> In the coming year, we plan to expand supplier diversity program scope, focus and partnerships into international markets to continue to extend access to opportunity.

2. We define diverse-owned companies as those that are certified by accredited agencies as being at least 51% owned and operated by members of ethnic minority groups, women, veterans, members of the LGBTQ+ community and people with disabilities.



- **Driving progress on decarbonization with a focus on new companies in our flagship strategy.**

Driving decarbonization requires focus, data, capacity and technical knowledge. We worked closely with portfolio companies in 2023 to help them formulate detailed decarbonization roadmaps, deploy carbon accounting software, secure the budget necessary to fund ROI-positive decarbonization projects, implement corporate governance mechanisms for success and worked closely with consultants on several key projects including energy efficiency assessments. We have continued our work with Persefoni, a carbon accounting software provider, that enables portfolio companies to gather



actionable high-quality data on a timely basis. I am pleased to say that we appear to be on track to deliver our goal to reduce the median carbon intensity of in-scope flagship strategy fund companies by 15%.

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**In addition to education, what role does your team play in engaging with portfolio companies on environmental, social and governance topics?**

Our cross-industry experts work with portfolio companies to help them mitigate risk, achieve business goals, deliver on external commitments and create value via environmental, social and/or governance initiatives. We also help management teams determine priorities, share best practices and assist with implementation. In 2023, we hosted multiple webinars on a range of topics including: SBTi and Carbon Accounting, EHS and Human Rights. More than 830 management team members from across the portfolio in the aggregate participated in these webinars. We leverage these forums to help ensure portfolio companies are aware of what's on the horizon in the evolving

landscape, can prepare for compliance, as necessary and appropriate, and have access to resources that support their continuous improvement efforts.

We have also developed nine case studies across multiple topics to bring to life the work that we do to create value and manage risk and illustrate the outcomes. As such, we have case studies from a variety of industries where we have worked with portfolio companies to develop value creation strategies, complete Scope 1 & 2 baselining and implement carbon accounting, improve an external ESG rating, develop a decarbonization strategy, drive community impact and enhance health & safety programs. These illustrate what it takes to deliver value creation across a myriad of topics and can help jump start efforts for a company who is tackling a similar opportunity.

Beyond our expertise, we look to provide value by connecting portfolio companies with experts who can support their businesses with subject matter expertise and additional capabilities. In 2024, we will host our seventh bi-annual Responsible & Sustainable Portfolio Operations

Conference. The conference is a forum for purposeful learning and networking among portfolio company leaders from sustainability, human resources and legal functions. We believe there is no better way to build an engaged network and equip portfolio company leadership with actionable learnings to enhance their own organizations' capabilities than by convening them for deep dives on topics pertinent to their companies.

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**How does Apollo's support enhance and accelerate the important initiatives underway at portfolio companies?**

While I would be happy to address that question myself, I think it would be more impactful to share feedback that my team has received from portfolio companies management teams:

- "Last year stood out as an opportunity to significantly advance our 2023 decarbonization goal to reduce GHG emissions by 30% by 2030. Apollo has brought a breadth of expertise to support our work in this area. Working side-by-side with our operations, procurement, finance and sustainability teams,

they are helping us accelerate our energy reduction program. With Apollo's help, we have identified immediate and longer-term opportunities to increase energy efficiency with strategies that will also support our ongoing goals to improve performance and reduce costs." - Stan Bikulege, Chairman & CEO, Novolex

- "Over the past several years, TOPS has had the privilege of partnering with Apollo. This partnership has opened numerous doors for our organization and allowed us to grow and mature as a company. One of the many benefits this has offered is access to the Apollo ESG Equity Team. The tools and resources that we have direct access to are vastly different from those that small private companies can normally leverage. We believe the ability to pull expertise from inside Apollo and within their extended network has allowed us to perform on par with our publicly traded peers."  
- Bob Netterville, CFO, TOPS
- "Apollo provided valuable leadership and guidance as we sought to improve our focus on sustainability. Environmental, social

and governance reporting can be daunting, especially when you are trying to decide which frameworks to use. The ESG Equity Team helped us cut through the noise and develop an efficient, yet thorough Sustainability Report while making actual progress toward improving our emissions impact." - Brian Bartlett, SVP Finance, Energos

- "Apollo brought incredible insights and expertise on best practices gained from across their portfolio that helped us advance our environmental, social and governance strategy, and specifically, our decarbonization program. We partnered with them to elevate our reporting practices and ensure we are taking a broad lens to the data points and measurable outcomes that we capture and track. Overall, we have greatly benefitted from our close engagement with Apollo as we work to drive our corporate strategy to make sustainability a competitive commercial advantage." - Richard Broekman, Chief Commercial Officer & Head of Sustainability, Atlas
- "From day one of integration, Apollo has worked to understand and support Univar Solutions' global sustainability journey. It

has been encouraging to have Apollo recognize the progress we have made and to have their implicit support on next steps. Apollo's experts have shared knowledge and materials to help deepen our strategy. We believe they will continue to be a great asset in helping us deliver on our sustainability goals."

- Liam McCarroll, Sustainability Director - Global, Univar

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**It has been over two years since you joined Apollo. In that time, you have played a crucial role in defining how the Firm leverages environmental, social and governance criteria to create value. Now that much of the foundational work has been done, what excites you most about this next chapter?**

We have made great progress, and I'm excited about how much more we can do! We continue to develop new capabilities that help accelerate the critical processes that portfolio companies have underway and can make a difference in the communities where we operate. For example, a few months before this report was published, we launched an employee health and safety ("EHS") playbook

that provides portfolio companies with tools to improve EHS processes at various stages throughout their program development journeys. This playbook is just one example of the meaningful assistance we continue to provide.

Overall, I am very proud of our accomplishments and feel excited about what comes next. In all respects, our success can be attributed to the members of the ESG Equity Team, who I believe are among the best in the industry.



# Equity Responsible and Sustainable Strategic Framework, Vision and Mission

In early 2022, the ESG Equity Team developed and deployed our Vision, Mission and Strategic Framework. In 2023, the team focused on refining what we built in the prior year, operationalizing efforts and adding capacity and capabilities accordingly.

## Responsible and Sustainable Vision for Equity

Apollo is committed to building better businesses that create shareholder value by driving measurable improvements in sustainability, inclusion, diversity & community and responsible stewardship resulting in a positive impact on people, the planet and the communities in which we operate.

## Responsible and Sustainable Mission for Equity

We partner with portfolio companies, leveraging subject matter expertise, data and education to create value by helping them identify and execute opportunities that minimize their resource-use footprint, maximize operational efficiencies, improve safety and encourage diverse workforces and supply chains, among other initiatives. We strive to be the most responsible stewards of our Funds' assets.



Met goal; continuously monitoring



Goal publicly stated; on path to delivery

GOAL

\$2B by 2025

### New Goals Launched in 2022

#### BOARD DIVERSITY

**30% diverse board representation**  
Realize 30% diverse representation on boards with majority voting interest, as defined in each respective region (racial / ethnic and gender diversity for US companies and gender diversity in non-US companies)

Commitment

Status



#### CLIMATE

**15% reduction in carbon footprint**  
Reduce median carbon intensity by 15% over the projected hold period for new majority equity investments by Apollo's flagship private equity strategy, except when a portfolio company beats the sector benchmark by 10% or emissions are deemed de minimis.



#### SUPPLIER DIVERSITY

**>\$1B spent with diverse suppliers**  
Achieve more than \$1B direct & indirect spending with diverse firms across the portfolio with a focus on like-for-like impact growth of portfolio companies, targeting 20% year-over-year growth in diverse spend







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## ABC Technologies

**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.**

- Increased EcoVadis sustainability score by eight points and achieved a silver rating status.
- Achieved ISO 45001:2018 occupational health and safety management systems certification for Tier 1 ABC legacy sites.
- In 2023, ABC Technologies legacy facilities achieved the best Total Recordable Incident Rate (“TRIR”) in company history and surpassed its previous best by 20.2%.
- ABC plastic recyclability stands at 96.5%, a result of the company’s dedication to using recyclable materials in its manufacturing processes.
- In the first half of 2023, ABC had a minority supplier spend of over \$29M from 81 certified suppliers.



## Accent

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

- In 2023, Accent launched a broad-based equity ownership program shortly after acquisition by Apollo-managed Funds. The plan was formulated in collaboration with Ownership Works.
- Accent’s building products division has established a program to donate excess building material items to Habitat for Humanity, a nonprofit organization that is a leader in building affordable housing.
- Accent leveraged a third party to assess its operational Scope 1 & 2 emissions and craft a go-forward emissions reduction plan, guided by annual targets.



## adapa Group

adapa Group specializes in innovative, high-quality and customized high-barrier packaging solutions for the food, tobacco, hygiene and pharmaceutical industries.

- Implemented a new health and safety management platform with monthly KPI reporting to the Health & Safety Steering Committee. Worked with an external provider to conduct a health & safety employee survey, including benchmark analysis, to help inform the company's priorities going forward.
- Implemented the adapa Academy platform where employees can select from a variety of online trainings, such as anti-corruption, anti-discrimination, data privacy and health and safety.
- Production sites purchased Renewable Energy Credits to cover 94% of energy consumed by operations.
- Company recycling rate increased 44% from 2022.
- Expanded supply chain transparency by conducting audits at all key suppliers.



## ADT

ADT provides safe, smart and sustainable solutions for people, homes and small businesses. ADT offers safety and a premium customer experience, delivered by one of the largest networks of smart home security professionals in the US.

- In 2023, ADT donated approximately \$683,000 to over 39 non-profits, including Fight Blight Bmore, Chicago CRED and Blacks in Green.
- ADT completed more than one million Virtual Assistance appointments under the Virtual Assistance Program. This made up almost half of ADT's total service requests, resulting in 220 thousand fewer vehicle trips.
- Spent over \$206 million leveraging qualified diverse suppliers.
- Received a Platinum-level Bell Seal certification from Mental Health America. ADT is one of approximately 70 companies awarded the highest level of certification for its commitment to improving employee mental health.



## Aeroméxico

### **Aeroméxico is the flag carrier airline of Mexico.**

- Aeroméxico established its Net Zero by 2050 roadmap with the support of an external consultant to determine the primary decarbonization levers including Sustainable Aviation Fuel (“SAF”) uptake by 2050, renewal of the fleet to new engine option (“neo”) and neo+ generation aircraft and operations efficiency improvements resulting in a reduction in Scope 1 emissions by 2050.
- The company reinforced the “Corazón Azul” campaign against human trafficking together with the United Nations Office on Drugs and Crime and placed a Human Trafficking Prevention Card on-board 149 aircrafts to help passengers identify possible cases of human trafficking.
- In 2023, Aeroméxico exceeded its emissions reduction goal by 565% through the use of 214,000 liters of SAF, reducing emissions by 70-80%.

### **ALTEMIRA Group is a Japanese supplier of aluminum beverage cans and foil products.**

- As part of ALTEMIRA’s social contribution activities, management and employees regularly conduct cleanup activities around the factories and Tokyo office. In FY2023, a total of 200 people in four offices participated from across ALTEMIRA’s companies to collect and recycle 133 kg of aluminum cans.
- The company actively promotes energy-saving activities and reduced energy consumption per product produced by 0.6% compared to the previous year. Overall emissions were reduced by 2.6% YoY. (24.6% reduction compared to 2013).
- The company built a system that measures real-time environmental data, such as exhaust gas and wastewater. Along with this, the Group installed an electronic bulletin board at the entrance of a factory to make the environmental measurement results visible to workers.
- ALTEMIRA is working to reduce the amount of container waste to zero by switching meal containers from disposable plastic to reusable stainless steel.
- To promote safety and emissions reductions, the company encouraged employees who used to commute by electrical bicycle or private car to change their means of commute to the subway or commuter bus.
- ALTEMIRA Group is vertically integrated, and the only aluminum can player in Japan with end-to-end manufacturing capabilities to produce aluminum cans and bottles from used beverage cans. ALTEMIRA Group today collects over 60,000 metric tons of used beverage cans in Japan per annum, equivalent to 20% of domestic beverage can consumption.

## ALTEMIRA Group





## Arconic

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

- Arconic has reduced GHG emissions each of the last two years from its 2021 baseline and is ahead of pace to reach its 2030 target to decarbonize by 30% across Scope 1, 2 and 3 emissions per metric ton of shipped aluminum. The company has achieved this reduction through increasing recycled content in its product, sourcing lower-carbon prime (aluminum made with less than 4 MT CO<sub>2</sub> per metric ton of aluminum), improving production efficiencies and continuing to invest in the energy efficiency of its plants.
- The Lancaster, Pennsylvania site significantly reduced its environmental risk in 2023 by replacing two 30-year-old fuel underground storage tanks (“UST”). USTs present a liability for potential releases leading to soil and groundwater contamination. Assisted by an external certified tank handler, the team successfully completed the closure and installed smaller aboveground storage tanks to accommodate the location’s fleet fueling needs. The closed USTs were the last in Arconic’s portfolio. The replacement is the culmination of decades worth of work to eliminate all existing USTs in the company.
- Two Arconic leaders—Kim Woehrle, Engineering and Maintenance Manager, and Cheryl Pinkerton, Assembly and Shipping Supervisor—were named 2023 Women MAKE Awards honorees by the Manufacturing Institute. The Women MAKE America initiative aims to close the gender gap in manufacturing. These Arconic leaders were recognized for their demonstrated excellence in manufacturing and leadership in their careers that helps develop new generations of women in the field.



## Aspen Insurance Holdings Limited

**Aspen Insurance Holdings Limited is a specialty insurer and reinsurer.**

- Established Sustainability Committee reporting directly to the Group Executive Committee and appointed its first Vice President of Environmental, Social and Corporate Governance.
- Partnered with kWh Analytics to launch an innovative insurance product promoting resilient solar asset design, which was awarded “Climate and Sustainability Collaboration of the Year” by InsuranceERM.
- Made significant new ESG/sustainability investments including a \$55M commitment to energy transition initiatives and a £7M commitment to the Big Issue Invest Social Enterprise Debt fund.
- Expanded GHG emissions measurement to include Scope 3 Purchased Goods & Services.



# Athora



# Atlas Air Worldwide

**Athora is a provider of products in the European savings and retirement services market.**

- The Athora Women Inclusion Network for employees was expanded across multiple locations (Germany, Bermuda and Ireland), and a second Employee Resource Group was established, focusing on the LGBTQ+ community and allies.
- Across the Group, Athora continued to support local communities, including sponsoring the Great Bruges Marathon and the Athora 8k Run & Walk in Bermuda. In total, Athora raised and donated over \$372,000 to charitable causes in 2023.
- Athora Netherlands again achieved first place in the benchmark ‘Responsible Investment by Insurers in the Netherlands’ by the Dutch Association of Investors for Sustainable Development. This survey is presented every two years, comparing the sustainable investment policies of Dutch insurers in four areas: governance, policy, implementation and transparency. Athora Netherlands was awarded a score of 4.5 out of 5.

**Atlas Air Worldwide provides outsourced aviation logistics with one of the largest fleets of widebody cargo aircraft in the world. It is the parent company of Atlas Air, Inc., and Titan Aviation Holdings, Inc., and is the majority shareholder of Polar Air Cargo Worldwide, Inc. These companies operate one of the world’s largest fleets of 747 freighter aircraft and provide customers a broad array of certain aircraft for domestic, regional and international cargo and passenger operations.**

- Enhanced the Company’s decarbonization strategy, focusing on fuel efficiencies, equipment improvements, operational best practices and fuel purchasing. This process is integral to Atlas’s goal of achieving a 20% absolute reduction in Scope 1 emissions by 2035 compared to a 2021 baseline.
- Announced a partnership with Inditex to incorporate 5% SAF (produced by Repsol) for all flights departing from the Zaragoza Airport in Spain.
- Received the Aviation Week Laureate Award for launching the Sustainable Engine Alliance with its partners. Atlas pledged to set new industry standards for responsible sourcing and aircraft engine transportation. This initiative is expected to reduce engine supply chain-related Scope 3 emissions in line with the Science Based Targets Initiative ahead of the 2050 sustainability targets.
- Atlas continued to leverage its ELEVATE program to improve to improve employees’ work-life balance so that they can operate more efficiently and be better prepared to serve customers. Atlas also leveraged employee recognition programs and learning and development opportunities, as well as mentoring, to cultivate an engaged workforce.
- Delivered critical humanitarian and relief supplies for earthquake victims in Turkey and Syria in 2023. Atlas partnered with Turkish Airlines and the Turkish Embassy to expedite this relief mission to support the needs of thousands of people impacted by the natural disaster.



## Avaya LLC

**Avaya LLC, a provider of customer experience solutions, helps organizations drive business momentum by creating unmatched customer and employee experiences.**

- Avaya’s near-term science-based emission reduction targets were validated by SBTi in August 2023. Avaya has committed to reducing absolute Scope 1 and Scope 2 GHG emissions 50% by FY2030 from a FY2020 baseline year. Avaya has committed to reducing Scope 3 GHG emissions from use of sold products 55% per \$1M gross profit within the same timeframe.
- Avaya completed a verification audit of its FY2023 emissions and confirmed that as of FY2023, the company reduced Scope 1 and 2 (market-based) emissions by 33% Scope 3 Economic Intensity by 50% from a baseline year of FY2020.
- Avaya kicks off each fiscal year with its Month of Giving, a spirited campaign that brings together Avaya employees worldwide to donate their time and money to make a difference in their communities. In 2023, Avaya employees raised more than \$92,000 and volunteered more than 1,200 hours in support of the theme “Uniting in Purpose.” Beneficiaries included partner Save the Children and 10 charities selected by the Avaya United Communities.
- Avaya has partnered with Green Standards since 2022 to ensure the sustainable decommissioning of its office spaces, unlocking the environmental and social value of its unwanted office furniture and equipment. The sustainable decommissioning process includes charitable donations, resale and recycling to keep furniture and equipment out of the landfill while generating positive local community impact. Between October 2022 and November 2023, 22.9 metric tons of workplace furniture and equipment was diverted from landfill and \$15,000 of in-kind donations were made to six community organizations on behalf of Avaya.



## Bensons for Beds

**Bensons for Beds, or Bensons, is a bed retailer and manufacturer in the UK.**

- In 2023, Bensons introduced additional frame and headboard recycling services. The overall recycling across all three product types (frames, headboards and mattresses) increased 47% from 2022 to 2023.
- The company sponsored the Icebreaker Challenge hosted by Crisis, a charity with the goal of ending homelessness in the UK, with branded materials as well as a donation of over £55,000.
- Bensons established employee networks for LGBTQ+, women, parents and caregivers. Initial meetings were held for all these groups with the aim for any Bensons employee to be able to attend to offer their allyship and encouragement to fellow employees and, in turn, receive any support and encouragement that they need.



## Brightspeed

**Brightspeed is the nation's fourth-largest fiber broadband builder, serving customers across 20 states.**

- Within its first year as a company, Brightspeed launched its community impact program, Brightspeed Cares, founded on its commitment to support the communities where employees live and work. The program empowers employees to donate and volunteer, amplifying their impact with matching donations and paid time off to volunteer. Brightspeed Cares' community impact focus areas are bridging the digital divide and uplifting communities. Just four months after launching, Brightspeed Cares supported Giving Tuesday by double matching its employee donations to their favorite charities, raising over \$67,000 supporting 197 causes across 142 communities.
- Brightspeed has a repair and return policy for modems and equipment cards for its customers. Where possible, the company fixes and reuses these highly consumed electronics to minimize waste. In 2023, Brightspeed repaired 27,300 modems and cards and returned them to inventory for re-use. The company recycles returned devices that do not meet its quality standards or cannot be repaired, averaging 5,000 devices per month, totaling more than 826,000 lb in 2023. Brightspeed also launched a recycling program for lithium batteries, aerosols and fluorescent bulbs and recycled 256 lb of batteries and 62 lb of lamps/light bulbs since October.



## Catalina Holdings

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

- Catalina, through its various subsidiaries, collectively donated \$625,000 to the Asthma+ Lung UK organization during 2023. Asthma+ Lung provides research of mesothelioma and focuses on fundamental understanding of the development of mesothelioma and the impacts of asbestos on cancer.
- Each employee at Catalina is given two volunteer days off per year in addition to their vacation allowance. Across the company, this is equivalent to just over 2.5 years of one person's working days fully dedicated to providing charitable activity. In 2023, there were 10 key corporate activities arranged, from food packing and donation activities to volunteering to help at sporting events. In addition to volunteering their time, Catalina employees made charitable donations through either corporate-sponsored initiatives, such as \$10,000 donated to Bermuda's only hospice, or individually-organized activities, such as a 22-mile swim across a virtual English Channel which was then matched by the company to raise over \$1,000 for a spinal injury charity.





## CBR Fashion Group

**CBR Fashion Group is an international fashion company.**

- CBR expanded its existing supplier audit program, including regular assessments at production facilities conducted by an international, third-party audit service provider (and validation of equivalent external social audits). The updated standard screens for topics such as child labor, forced labor and working hours.
- The company made environmental improvements at its German office buildings, converting the existing ceiling lighting to LED and installing the first electric vehicle charging stations in front of the office buildings.
- The company implemented a supplier requirement to use polybags for packaging made from 100% recycled polyester content going forward.
- CBR expanded the existing anonymous whistleblower system by including an IT-supported reporting channel that enables 24/7 communication in 70 languages via app and cell phone.



## 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.**

- On World Environment Day, Celeros FT employees globally challenged their everyday habits to reduce the heavy burden of plastic pollution and its environmental consequences. This included a plastic-free lunch, going ‘meatless’ for one meal, hosting a seminar on “Beating Plastic Pollution” and distributing vegetable seeds to employees.
- All Celeros FT facilities identified energy-saving projects to reduce GHG emissions. The projects carried out included installation of heat pumps, thermal imaging surveys to identify heating and cooling inefficiencies, carrying out Energy ‘Treasure Hunts,’ installation of LED lighting and fast action roller shutter doors to improve air building envelope. These activities contributed to a 12% reduction in Celeros FT’s energy usage and an accompanying 15% reduction of Scope 2 emissions since 2022.
- In support of local communities, Celeros FT employees participated in various events such as blood donation campaigns in India, food collection drives in the UK and US and charity events in France and the Middle East, with employees donating 200 hours of their time and over \$9,000 in direct and in-kind contributions.
- Celeros FT celebrated International Women in Engineering Day, with engineers attending seminars focused on the value of mentoring and its impact on retention and development of women in STEM. In addition, Celeros FT expanded the impact of its Women’s Network with membership growing to over 100+ participating in the network’s quarterly events.



## 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, healthcare equipment finance and K-12 school financing.**

- In 2023, Clix Capital contributed over ₹6M (nearly \$72,000) to NGOs, such as Help Age India and Muskaan, for the promotion of expanded healthcare and improved education.
- To preserve and protect the environment, the company has a continuous focus on reducing consumption of paper through initiatives to promote digital like agreements, KYC and communication over the use of paper.



## Coinstar

**Coinstar is a provider in the self-service coin counting industry, with over 24,000 kiosks in North America and Europe.**

- Coinstar Cultural Appreciation and Awareness Network meets regularly to plan and execute awareness campaigns on important events (e.g., Black History Month) and to highlight the cultural traditions and stories of employees.
- In 2023, Coinstar refreshed its onboarding process to place a greater emphasis on inclusion and belonging.
- 2023's employee engagement survey saw an 86% response rate and 79% overall favorability (a 10% and 1% increase, respectively, compared to the 2022 survey). After attending manager training, managers shared report results with their teams and collectively chose specific focus areas for improvement.



# Cox Media Group

CMG Media Corporation (“Cox Media Group” or “CMG”) is a media company with a 100-year history of serving its local communities and providing people with local news, weather, traffic, sports and programming.

- Implemented a “Hiring with Diversity in Mind Playbook,” and enhanced recruitment through partnerships with HBCUs and organizations like the National Association of Black Journalists and the National Association of Hispanic Journalists. This approach was complemented by the launch of three Business Resource Groups, focused mentoring programs and a \$20,000 annual commitment to the Jovita Moore Memorial Scholarship Fund. All of this demonstrated CMG’s dedication to fostering a diverse, equitable and inclusive culture backed by a data-driven approach to track and measure progress, earning CMG the Broadcaster DE+I Leadership Award from Television Bureau of Advertising.
- Generated over \$30M in economic impact through various initiatives. Highlights include raising nearly \$3M for children’s hospitals through “Care-a-Thons” in Atlanta and Jacksonville, significant disaster relief contributions, distributing essential educational supplies with “Stuff the Bus” program, advocating for mental health, sponsoring local Pride events and fostering social discussions on issues like racial equality and housing inequities through “CMG Gets Real.”
- Significantly improved employee retention by 8% year-over-year through substantial investments in the employee experience. This improvement was achieved by fostering a culture of collaboration and engagement with frequent town halls and the establishment of three Employee Resource Groups, in addition to competitive benefits, wellness offerings and a proactive approach to employee feedback.



# Doral Renewables

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

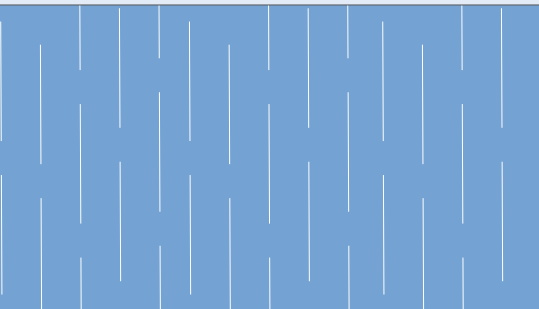
- In 2023, Doral established an ESG Committee of the Board of Directors, consisting of nine members from different parts of the organization who represent the entire value chain of Doral’s core activities. The CFO leads the committee’s charter to memorialize, institutionalize and advocate for the company’s core ESG practices as it grows its business.
- A Unique Agrivoltaic approach, which incorporates impact investing strategies and socially responsible investing concepts, has been implemented since early 2023, with an aim to demonstrate feasible pathways to efficiently reduce vegetation management costs while providing additional economic opportunities to small local farmers, reducing water consumption, increasing carbon sequestration and improving the quality of soils with a well-planned shared use of the land. The Mammoth North site in Indiana combines local sheep farmers currently grazing on the project’s 4,300 acres footprint, and Doral is continuously engaging with recognized R&D partners, like Purdue University.
- From spreading the company’s knowledge to continuously learning about Agrivoltaics, Doral has hosted an Agrivoltaics seminar for local farmers, local officials, economic development representatives and university researchers, showcasing the economic potential of Agrivoltaics to impact the individual farmer, the community and the county. The company also presented the Mammoth Agrivoltaic approach to a growing international interest at the 2nd Agrivoltaic Europe Conference in Amsterdam in 2023.
- Doral invested significant capital in local community initiatives and infrastructure, such as entrepreneurship and innovation, education, health and wellness, cultural preservation, landmark restoration, road improvements and veterans’ support.



## ecoATM

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

- In 2023, ecoATM collected 6.3 million devices, resulting in the refurbishment and resale or proper recycling of more than three million lb of potential e-waste and a significant amount of precious metals rescued for reuse.
- The company continued to offer carrier-compatible certified pre-owned devices in 2023. By doing so, it provided an alternative to buying new technology, thereby reducing global device production and the mining or creation of virgin materials.
- The company's San Diego Headquarters is LEED® Silver Certified.



## Employbridge

**Employbridge is the among the largest industrial staffing firms in the United States.**


- Dedicated ~ 13,000 volunteer hours to local communities, a sizable increase of 314% from 2022. During the company's seasonal giving campaign, Bridge to Better Brighter Holidays, colleagues partnered with more than 70 non-profit organizations, making more than 3,800 food and in-kind contributions.
- Launched the "Bridge to Better" program and formed a dedicated team to support Employbridge's ESG strategy, enhancing colleague & talent experiences and strengthening ties to the local community.
- Extended colleague Community Time Off paid benefit from one to two days in May 2023 to provide its team with more opportunities to volunteer and serve their local communities.
- Invested in Employbridge talent's growth and career development through upskilling and training more than 32,000 workers through its Better Worklife Academy, Life Skills Studio and forklift validation programs in 2023.
- Achieved a Net Promoter Score® ("NPS®") that showed nearly 80% of company talent reported a positive interaction with Employbridge recruiters, the highest talent score in six years. The client NPS® was Employbridge's highest in 11 years.



## Energos Infrastructure

**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, reducing reliance on oil and coal.**

- A 2024-25 ESG roadmap was approved by the Energos Board in 2023.
- The Board also approved the formation of a formal three-person ESG Committee, reporting to the Board of Directors every quarter on progress against the roadmap.
- Specific onboard emissions-reducing projects included: project to reliquefy boil-off gas which otherwise would need to be combusted (“flared”), fleet leak detection and repair program to eliminate fugitive emissions and the connection of a vessel to shore power in the Netherlands to lower the emissions of the ship’s onboard power generators.



## FlexGen Power Systems

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

- In 2023, FlexGen powered on almost one GWh of Battery Energy Storage Systems (“BESS”) across the US and continues to provide BESS activation services for a significant amount of all US BESS capacity coming online in 2024 and 2025. FlexGen’s energy management system solutions directly enhance grid stability while supporting the renewable energy transition.
- The company had an exceptional safety record in 2023; it provided OSHA30 training for 100% of field personnel, in addition to First Aid/CPR/AED, NFPA 70E (Arc Flash Training) and Qualified Electrical Worker Training programs. No OSHA incidents occurred, resulting in a TRIR of 0.
- FlexGen donated to various charities and local communities, including the Potosi Fire Department, the Nekoosa School District, the Sheboygan County Food Bank and the charitable organization FOCUS. It also served as a sponsor for the Women’s Energy Network – Carolinas Chapter.

## GI Alliance

**GI Alliance (“GIA”) is a physician-led and majority physician-owned GI practice management company providing services to over 800 independent gastroenterologists operating in more than 15 states.**

- In 2023, GIA-affiliated practices expanded the Chronic Care Management Program, serving over 6,000 patients currently to deliver longitudinal care between visits and ensure treatment plan compliance. The program offers nutritional counseling, pharmacy medication advice and assistance, as well as logistical support for patients and caregivers.
- GIA is in the final pilot stages of operationalizing a disease state dashboard, aggregating clinical data from three million patients and delivering insights to its physicians to improve care delivery, care plan adherence and health outcomes.
- GIA provides central research support for 22 clinical trial sites across the United States. The company’s scale and sophistication allow enrollment of populations from diverse socioeconomic, ethnic and racial backgrounds. Its physicians participate in designing and executing clinical trial initiatives focusing on the advancement and science of GI medicine overlaid with immediate patient needs.
- GIA developed the GIANT Leap Foundation and created the GIANT Leap Medical Education Center in partnership with the American College of Gastroenterology as an online educational vehicle for our Advance Practice Professionals. This program is free to attendees across the county and is the first of its kind in terms of educational resource for independent practice groups.



## Graanul Invest Group

**Graanul Invest Group is a sustainable biomass and bioenergy producer.**

- The company reduced total energy consumption by nearly 4% from 2022 to 2023 (over 87 million kWh) and increased the proportion of renewable energy consumed by 1%.
- Installed a screener at an Estonian plant, which allows 54% of raw material to bypass dry hammermills, saving substantial operational expenditure and electricity.



## Great Bay Renewables, LLC

Great Bay Renewables (“Great Bay” or “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. To date, Great Bay has committed more than \$400M in royalty financing into the renewable energy sector. GBR currently has a 2.5 gigawatts operating portfolio and a 20 gigawatt development pipeline of renewable projects across the US.

- In 2023, GBR deployed \$35.7M in new and existing commitments to renewable energy projects across the US.
- Projects funded by GBR produced more than seven gigawatts of electricity in 2023, enough clean energy to 667,000 households in the US.



## Great Canadian Entertainment

Great Canadian Entertainment (“GCE”) is a gaming and entertainment company in Canada with one of the largest and most diversified collection of gaming and hospitality destinations across the country, with over 900,000 ft<sup>2</sup> of gaming space.

- In 2023, GCE assessed three of its sites for LED retrofits. The retrofit project is scheduled to be completed in 2024 and projected to reduce lighting-related energy usage by as much as 55%.
- The company introduced the Accelerated Leadership Program, a virtual learning program, to further develop the leadership skills of leaders within the organization. Over the course of five months, over 1,000 people leaders completed the six-week learning program, amounting to an investment of over 20,000 training hours.
- The company, launched Lumino Virtual Health to increase access to Health Services for employees. Employees can schedule online appointments to connect with qualified medical practitioners, renew prescriptions and get support from mental health professionals from the convenience of their own home. This service was introduced in early 2023 and had a utilization rate of 13% in its first year.
- GCE destinations invested over \$2M in their local communities through sponsorships, donations (cash + in-kind) and fundraising initiatives, and over 3,000 team member volunteer hours, a 30% increase over 2022.



## Heritage Grocers Group

Heritage Grocers Group (“Heritage”) is a specialty grocery retailer with 115 total stores under the Cardenas Markets (“Cardenas”), El Rancho Supermercado (“El Rancho”) and Tony’s Fresh Market (“Tony’s”) banners.

- In 2023, Heritage expanded its number of stores in low-income communities from 87 to 89. By opening more stores, the company can provide healthy and affordable goods and services to underserved neighborhoods while also creating jobs for members of these communities.
- The company expanded its food donation program across new banners and stores, resulting in \$2.7M of food donated and 1.5 million lb of reduced food waste in 2023. Partnering with local food banks and shelters ensures that excess food reaches those in need.
- As part of its commitment to sustainability and environmental responsibility, Heritage retrofitted lighting, HVAC and refrigeration systems in approximately 30% of its stores. These upgrades not only reduce emissions but also enhance overall store conditions.
- The company conducted a risk & materiality assessment with a third-party consultant to identify key areas for improvement and prioritize impactful initiatives. This involved formalizing its ESG and impact program and creating a structured governance and operating model. By doing this, the company prioritizes transparency, accountability and effective management of its sustainability efforts.



## Hydria

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

- Hydria’s 2023 compressed gas trailer customer deliveries made a significant environmental impact, with over 1.5 million lb of CO<sub>2</sub> saved each time the aggregate trailers are refueled. Hydria’s commitment to providing efficient and cleaner fuel transportation and storage solutions highlights the company’s dedication to innovation, paving the way for a cleaner and more sustainable future.
- Initiated DuPont STOP implementation to foster a culture of safety by enhancing safe practices and work environments across all departments. Hydria emphasizes collective responsibility for safety auditing, ensuring that unsafe behaviors and conditions leading to injuries are proactively prevented.
- 70% of Hydria’s employees identify as Latino, and 14% are women.



# Ingenico

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

- First CarLING day organized in October of 2023 mobilized over 1,000 employees to participate in engagement initiatives, including charity sports events and donations, trash and litter pick-up, environmental clean-up, food donation, blood donation and “pink” donations against breast cancer.
- Launched an Executive Committee workshop with the goal of redefining the company’s sustainability strategy, starting with the necessary double materiality matrix to comply with the upcoming European CSRD regulation.
- Launched two sustainable product development initiatives with three main drivers: carbon footprint, natural resources and repairability.
  - The first project focuses on digital receipts as the ticket printing is the first source of carbon emissions for a digital payment. With a digitalized receipt, the company is able to reduce CO<sub>2</sub> emissions.
  - The second project concerns a proof of concept of a low-impact terminal, including innovative solutions such as high energy efficiency, improved repairability and use of renewable/recycled materials.

# Intermodal Tank Transport

**Intermodal Tank Transport (“ITT”) is a tank container logistics and transportation operator.**

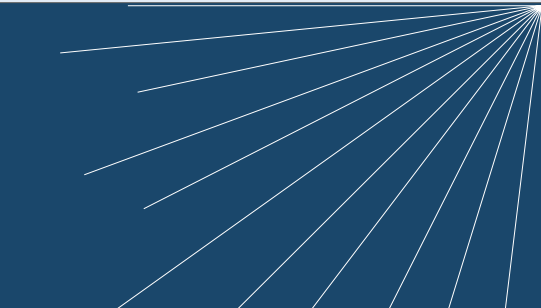
- As a tank operator, ITT provides a transportation option that is innately green and promotes sustainability by eliminating single use plastic packaging during a portion of the supply chain.
- ITT received a Silver sustainability rating from EcoVadis, which is a globally recognized assessment platform that rates businesses’ sustainability based on key categories: environmental impact, labor and human rights standards, ethics and procurement practices.
- Reported zero work-related injuries or incidents in 2023 due to robust health and safety programs.



## Invited

Invited is one of the largest owners and operators of premium private golf and country clubs in the US. The company's 160+ clubs with 350,000 members sit at the intersection of various sectors benefiting from increasing demand, including premium lifestyle, golf and racquet sports.

- Donated over \$2.4M to local charities and Employee Care Fund through Charity Classic fundraisers at each club.
- Conducted turf reduction projects at multiple clubs to reduce water usage.
- Recognized as a top five corporation for blood donation by the Red Cross.
- Over 35 of Invited's clubs are Audubon Cooperative Sanctuary Program certified by the Audubon Society.



## IonicBlue

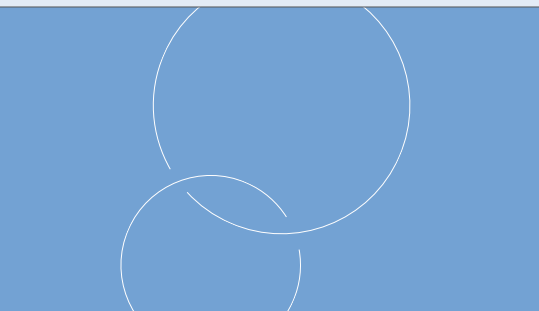
IonicBlue is a joint venture formed to help large energy consumers achieve efficiencies, advance sustainability goals and lower costs – all while capitalizing on the business case for decarbonization programs and energy-as-a-service. The company leverages Johnson Controls' technical expertise and strong reputation and Apollo Funds' strategic capital, industry knowledge and expansive financial network. This combined expertise helps drive optimal implementation for customers to achieve their energy efficiency targets.



## Kem One Group

**Kem One is a producer of PCV, caustic soda and chlorine-derived products with nearly 95% of its production carried out in France and over 80% exported.**

- The company launched a project to convert a major plant in the south of France to the latest production technology by the end of 2024, which is expected to avoid 50,000 tons of CO<sub>2</sub> per year and enhance Kem One's energy efficiency.
- Reduced its transport carbon emissions by 9.3% in three years due to its participation in FRET 21, a voluntary commitment to better integrate the impact of transport into sustainability strategy. In January 2023, Kem One started operating two hybrid (diesel / electric) powered barges to transport raw materials on the Rhône River. This is estimated to save more than 2,000 tons of CO<sub>2</sub> per year moving forward.
- Initiated a recycling pilot unit at its Saint-Fons production site using innovative and patented technology for extracting heavy metals from end-of-life PVC window profiles.
- Offers verified product carbon footprints (cradle-to gate-calculated). All production facilities are ISCC+ certified and the company started selling bio-circular PVC in 2023.
- Scored a gold medal from EcoVadis with a score of 77/100, placing the company in the top 2% of best-performing companies in its sector.



## Lapithus

**The Lapithus Group (“Lapithus”) offers a comprehensive suite of asset and corporate management services tailored to the needs of its clients’ principal finance funds.**

- In 2023, the company partnered with a data management firm to develop an ESG platform. This platform integrates sustainability KPIs into its data warehouse system, ensuring that sustainability is central to its operations.
- The company's sustainability strategy is multifaceted, involving the development of property-specific ESG strategies with local asset managers. These strategies align with green building certifications and enhance sustainable investment practices. To support these initiatives, Lapithus has implemented Smart Meters across some properties to enhance efficiency reporting and continues to include certain ESG factors in the information packs for Investment Managers at the underwriting stage.
- Lapithus promotes green leases, and incorporates specific information rights and reporting covenants in its agreements with asset managers and property managers.

## Lecta Limited

Lecta is a 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.

- Reduced Lost Time Accidents by 30% from 2022 to 2023.
- Consumed almost 10% of total electricity from renewable sources, embarking on the path to consume 80% of electricity from renewables in 2030.
- Improved the purchase of certified pulp by 1%, bringing the total level to 88%.
- Lecta obtained the Silver Medal rating from Ecovadis with 68 points out of 100, putting it among the top 10% best rated companies across all industries and above the average of the Pulp and Paper industry.
- Lecta has defined its 2030 ESG Strategic Targets.



## Leeds Bradford Airport

Leeds Bradford Airport (“LBA”) is a regional airport serving the Yorkshire region and beyond. Located about eight miles northwest of Leeds City Centre and seven miles northeast of Bradford, at 662 ft above sea level, it is the highest airport in the UK.

- As part of the airport’s net zero carbon strategy, it is replacing end-of-life fossil fuel-powered vehicles with electric alternatives. In 2023, two diesel vehicles were replaced with electric vehicles.
- Solar film has been installed on the terminal windows to reduce the solar gain, thus using less energy to keep the airport cooler in summer.
- Light boxes on the airfield have been replaced with LED, further reducing energy consumption.
- The company gifted reusable coffee cups and water bottles to all staff to reduce single-use waste.



## Legendary Entertainment

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.

- Donated thousands of film and television clothing items to local Los Angeles charities like Hope of the Valley, Los Angeles Mission and the American Cancer Society Discovery Shop, reducing waste while supporting the community's most vulnerable.
- Helped raise thousands of dollars to support LGBTQ+ causes through its continued sponsorship and participation in events such as "Gun Violence is a Drag" and AIDS Walk LA.
- Completed a major digitization project, streamlining operations and reducing environmental impact, including the conversion of thousands of archived paper documents into digital format.



## Lifepoint Health

Lifepoint Health is a healthcare provider that serves patients, clinicians, communities and partner organizations across the healthcare continuum. Driven by a mission of making communities healthier, the company has a growing diversified healthcare delivery network comprised of more than 50,000 dedicated employees, 60 community hospital campuses, more than 60 rehabilitation and behavioral health hospitals and 250 additional sites of care, including managed acute rehabilitation units, outpatient centers and post-acute care facilities.

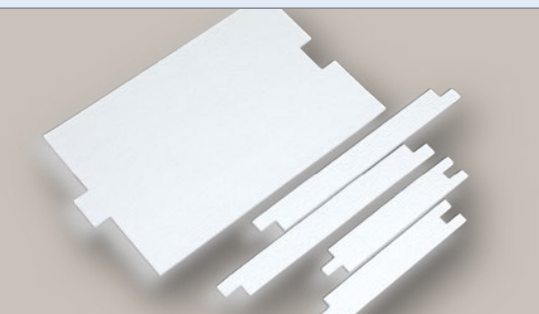
- Lifepoint's National Quality Program is a structured, patient-centered process for ensuring consistent, high standards of quality and safety throughout the company and across the healthcare continuum. The program has maintained a system-wide reduction in preventable harms for more than a decade, reducing aggregate harms measures by more than 65% since 2010, and 13% from 2022 to 2023 alone. In 2023, 83% of Lifepoint hospitals had lower rates of *C. difficile* hospital-acquired infections, a critical patient safety statistic, compared to the national average, with 39% having zero such cases.
- During 2023, 100% of the company's 47 acute care hospitals with obstetrics services were designated as Birthing-Friendly Hospitals by the US Centers for Medicare and Medicaid Services Agency. In addition, two of the company's acute care hospitals were the first in their state to earn the Advanced Certification in Perinatal Care awarded by the Joint Commission — Sumner Regional Medical Center in Tennessee and Community Medical Center in Montana. Community Medical Center was the third such certification earned in the United States.
- Nineteen of the company's inpatient rehabilitation facilities were recognized among "America's Best Rehabilitation Hospitals 2023" by *Newsweek*, including five facilities that were ranked first in their respective states. *Newsweek* named Lifepoint as one of America's Greatest Workplaces for Diversity 2024.
- In 2023, 11 Lifepoint facilities won Energy to Care awards in recognition of either a 10% energy reduction for one year or a 15% energy reduction over a two-year period. The American Society of Healthcare Engineering Energy to Care Award honors healthcare facilities for achievements in healthcare sustainability.



## Lottomatica Group

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

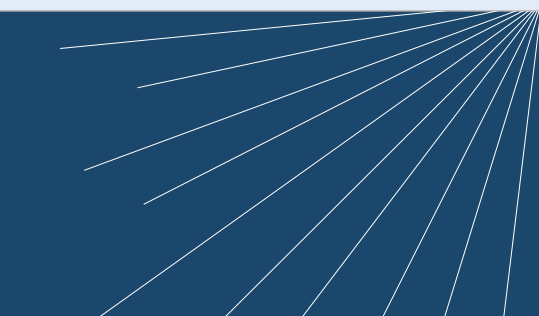
- In 2023, the Group initiated an environmental assessment as groundwork for developing an environmental strategy and decarbonization plan. This process included stakeholder mapping and measurement of Scope 3 emissions across 13 of 15 categories. Additionally, the Group identified four major areas of environmental focus: green and circular economy, environment impact, mobility impact and environmental culture, laying a comprehensive foundation for its sustainability actions.
- The Group has continued its efforts to promote responsible gaming by implementing training awareness programs across its supply chain and pilot projects for risk mitigation.



## MAFTEC

**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 1,600°C. The company currently serves both industrial and auto end markets.**

- Reused and sold 681 metric tons of remnant and excess production materials that otherwise would have gone to waste.
- Reported zero work-related injuries or incidents in 2023 due to robust health and safety programs.



## Maisons du Monde

**Maisons du Monde (“MdM”) is a French-headquartered, pan-European home décor and furniture brand with 349 stores across nine countries, about 61% of which are based in France.**

- In 2023, Maisons du Monde reduced the carbon intensity of its activities by 17.9% compared to 2018 levels.
- The company advanced its circular economy initiatives, repairing 30,000 products and reconditioning over 34,000 items.
- 36% of MdM products are included in the company’s “Good is beautiful” collection of products that are sourced responsibly, made in Europe and/or have a reduced environmental impact.
- Maisons du Monde achieved a 91/100 gender equality index, with 43% of its top 100 employees being women.
- MdM was ranked the #2 brand committed to social and environmental causes by a 2023 consumer survey in France and Italy.
- Made the Climate Disclosure Project (CDP) 2023 Climate Change A List for its leadership in environmental transparency and performance on climate change.



## 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.**

- The company set and achieved operational safety goals, including reducing its 2023 TRIR to 1.0, which is substantially below the Bureau of Labor Statistics (“BLS”) industry average of 2.8 and represents a reduction of 37.9% from the prior year. In addition, the company’s 2023 Lost Time Incident Rate (“LTIR”) of 0.33 represents a 65% decrease from its 2022 rate of 0.96. These efforts reflect the company’s commitment to a safer work environment.
- Maxim Crane’s significant investment in telematics for all on-road equipment continued to pay impressive dividends, as the number of motor vehicle incidents and related claims were reduced by 42% from the previous year.



## Miller Homes

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

- The company developed a new “Tackling Waste for a Better Place” incentive scheme, which will encourage better segregation of waste on its development sites to increase recycling and reuse and to reduce overall volumes of waste. Targets have been set to build on 2023 success in reducing construction waste by over one metric ton per unit. New guidance, posters and an updated color-coding system for waste segregation have been produced and distributed. Progress will be reported monthly via a new dashboard.
- In 2023, Miller Homes began the process of developing SBTi targets for GHG emissions. Using stakeholder input, the company developed a roadmap to deliver SBTs and committed to reaching net zero carbon emissions by 2045. Miller Homes’ targets have also been submitted to the Science Based Targets Initiative for formal approval.
- The company launched a project to support its carbon emissions reduction goal, which included a new company car portal and the introduction of a car salary sacrifice scheme, offering only car options with reduced carbon emissions. For employees, opting for a hybrid or electric vehicle allows them to contribute towards reducing their own carbon footprint, as well as that of the business. The company’s car fleet now consists of 94.5% hybrid or electric vehicles (with a long-term aim of 100% hybrid or electric vehicles).



## 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.**

- Homes delivered in 2023 had an average HERS® Index score of 36.39, compared to the resale average of 130, with zero being the equivalent of a net zero energy home. This translates into an average annual savings in utility costs of over \$1,700 per home for the reporting period or a total annual estimated utility cost savings during the reporting period based on all homes delivered of over \$960,000. The company also installed nearly 6,000 US EPA WaterSense fixtures and approximately 1,171 ENERGY STAR® appliances. 565 homes were built with smart/learning thermostats that allow for more convenient control of energy consumption and responsive energy temperature management so as not to under or over heat/cool a space which can reduce energy usage.
- The company installs solar panels on all its homes delivered in California. Solar panels allow homes to create renewable energy, thereby reducing their carbon footprint compared to resale homes. In 2023, 385 homes were delivered with a solar photovoltaic (“PV”) system as an electricity source, which equates to 2.5 million estimated kWh hours of annual renewable energy.
- The company partners with several organizations and assists team members in giving back to organizations they find personally meaningful. In 2023, the company launched a comprehensive “Give Back” program to support team members’ efforts to volunteer their time and make monetary donations. The Give Back Match Program matches team members’ personal charitable donations to qualifying organizations, up to \$250 per team member, up to \$25,000 company-wide per year.
- New Home Co. is also a longtime supporter of Interval House, a crisis shelter and center for victims of domestic violence. Annually, New Home Co. hosts a golf tournament to raise funds for Interval House. In 2023, the Company raised nearly \$286,000 through this tournament alone. Over \$3M has been raised to date.



## Novolex

**Novolex is a supplier of fiber- and resin-based packaging products made with plastic, paper, recycled and bio-based materials serving customers in North America and Europe through two business segments: Food & Delivery and Performance Solutions.**

- In 2023, 47% of Novolex raw materials were from post-consumer recycled (“PCR”), bio-based or renewable sources, and 84% of applicable revenues came from products that are recyclable, compostable or reusable. This represents a 6% increase over 2022 figures.
- Novolex executed the largest sustainability-linked financing in North America to date in 2022, which is tied to its commitment to achieve a 30% reduction in GHG emissions by 2030 from a 2019 baseline. In 2023, the company will report more than a 23% reduction in emissions towards its 2030 target.
- As part of its strategy to meet the 30% by 2030 target, Novolex commenced an energy efficiency program by auditing energy use and selecting opportunities to invest in new equipment beginning in facilities with the highest emissions per ton of production.
- In 2023, the company implemented a carbon accounting system and is on track to publish 2023 Scope 3 GHG data in its 2023 report.





## Oldenburgische Landesbank

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

- OLB decreased GHG emissions from its own operations (Scopes 1 and 2) by 21.4% in 2023 compared to 2022.
- By switching to digital processes, OLB has more than halved its paper consumption over the past seven years. The most recently completed “OLB goes paperless” project included over 40 individual measures and resulted in paper savings of 10.8% in 2023 compared to 2022.
- OLB reduced the fuel consumption of its car fleet by 16.4% in 2023 compared to 2022.
- In 2023, OLB supported more than 280 charitable projects with a total contribution of approximately \$920,000. With the “150 thousand good reasons for the environment” campaign, OLB supported numerous environmental protection projects giving donations of €1,000 each.
- OLB sponsored around 25,000 tree seedlings for the reforestation of mixed forests in Germany and Europe.



## Planetcast

**Planetcast is a media services provider offering technology-led managed services to the broadcasting industry in India and neighboring nations.**

- Worked with organizations engaged in assisting underprivileged children and athletes who need financial support as part of its CSR program, contributing over ₹127M.
- Installed additional LED lighting, motion sensors and temperature control alerts throughout offices.
- Promoted awareness and controlled waste disposal by keeping better track of the use of paper in all its departments with the philosophy that the more employees are aware of how much paper they use, the more likely they will be to reduce and conserve.



## Primafrío

**Grupo Primafrío is an international logistics operator specializing in temperature-controlled transportation operating in 27 European countries.**

- Achieved ISO 9001, ISO 14001, ISO 27001 and ISO 50001 certifications, underscoring the company’s commitment to international environmental management and energy efficiency standards. Additionally, Primafrío obtained ISO 14064 certification for accurate GHG reporting.
- Invested in sustainability with a 100% hybrid refrigerated trailer fleet, Euro VI engines, electric trucks (becoming the first transport company in Spain to have them) and liquefied natural gas-powered vehicles.
- Joined the EU Lean & Green initiative to accelerate sustainable logistics and is working towards the third star award based on a 35% emissions reduction since 2015. Recognized by AEGFA - the Spanish Association of Fleet and Mobility Managers - with the Eco-Fleet Accreditation, highlighting the company’s commitment to sustainable fleet management. The company also supports the newly formed Association of Green Hydrogen in the Murcia Region and contributes to Biodiversity of Mesoamerica.
- Attained a top-tier ESG Risk Rating, placing Primafrío among the top 10 companies in the logistics and transportation sector worldwide, as per Sustainalytics’ assessment. This recognition is demonstrative of the company’s standing as a global leader in environmental, social and governance practices.



## 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, irrespective 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.**

- In 2023, Rackspace garnered significant industry recognition, notably being named the AWS North America Sustainability Partner of the Year. The company also received the ESG Business Award Initiative Award in Singapore for the Sustainable IT category. Srini Koushik, Rackspace’s president of Technology, AI and Sustainability, was honored with the Impact Award for Social Impact by [SustainableIT.org](https://www.sustainableit.org). Additionally, Rackspace transitioned to a more energy-efficient headquarters, cutting its CO<sub>2</sub> emissions drastically. The Castle facility emitted 7,000 metric tons of CO<sub>2</sub> in 2022 (Scopes 1 and 2 emissions), while the new headquarters is expected to emit just over 1,000 tons in 2024, marking an 80% reduction in emissions. The new headquarters location was chosen with employees, or ‘Rackers,’ in mind, offering a shorter commute for most.
- The company built a thriving workplace culture, securing numerous accolades, including the top spot on the Top 100 Global Inspiring Workplaces list, and awards like Best Workplaces for Women in Mexico, Best Place to Work for LGBTQ Equality, Achievers 50 Most Engaged Workplaces, Best Place to Work for Latinas in the US and Great Place to Work certification in Mexico.
- In 2023, Rackspace’s highlights in volunteerism, charitable contributions and the Rackspace Foundation included over 20,000 employee volunteer hours, approximately \$160,000 raised for non-profits, a Thanksgiving food drive that fed 450 families and \$27,000 donated to 24 food banks. Moreover, in collaboration with Amazon Web Services (“AWS”), Rackspace University introduced RU AWSome, an initiative offering Rackers opportunities to gain AWS certifications and access to the AWS Partner Network. This program saw Rackers earning over 700 AWS certifications in 2023 and was showcased as a learning success story at the AWS re:Invent conference.



## Reno De Medici

**Reno De Medici (“RDM”) is a producer of recycled cartonboard in Europe. Its products are made from ~100% recycled fiber, renewable materials that are fully recyclable.**

- Driven by the company’s enhanced safety procedures, RDM reduced its accident frequency rate by 22% from the prior year, reaching the lowest rate in the company’s history.
- RDM has been strategically working to improve its waste management practices to increase the proportion of waste that is recovered rather than landfilled. The company’s efforts resulted in a 15% improvement in waste recovery rate in 2023.
- Water is an increasingly scarce and expensive resource, and several of RDM’s local communities are experiencing extended droughts. The company made capital investments to improve operations and reduce wastewater discharge rates. Between 2020 and 2023, RDM achieved a 15% decrease.
- Reflecting its accomplishments in sustainability, RDM was honored with a prestigious Gold Medal from EcoVadis in 2023. This achievement ranks RDM’s performance in the top 5% of all companies assessed by EcoVadis.



## Sapphire Gas Solutions

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

- In 2023, Sapphire helped customers avoid over 668,000 MT of CO<sub>2</sub>e emissions, which is equivalent to 66 million gallons of diesel or the electricity usage of over 130,000 homes in one year.
- Expanded the use of dairy renewable compressed natural gas (“CNG”) to 513 million ft<sup>3</sup> and renewable LNG to almost eight million gallons in 2023. Notably, dairy renewable CNG typically carries a negative carbon intensity score when considering the fuel’s full lifecycle, meaning it takes more carbon equivalent out of the environment with its production, distribution and consumption than other comparable fuels.
- Supplied the Steinbrenner/Andretti Indy Racing Team with on-site power generation using carbon-negative renewable natural gas. This fuel usage offset their vehicular emissions and made them the first team to run a carbon-neutral race.



## ScionHealth

**ScionHealth is a national healthcare system of 76 Specialty hospitals and 18 Community hospitals. The company focuses on providing a wide range of essential medical services to communities across 28 states.**

- Established the ScionHealth Six National Quality Program with the core tenets being to provide safe, timely, efficient, effective, patient-centered and equitable care. The program aims to provide a structure for quality patient care and foundational tools that empower front-line staff to speak up. The program is also designed to enable increased reporting of near-miss and serious safety events, improved structures that drive high-reliability care and accountable and responsive management.
- Established Employee Resource Groups that are open to all employees provide support, enhance career development and contribute to personal development. The five ERGs in 2023 were Embrace (LGBTQ+ team members and allies), Emerge (Black team members and allies), Empower (women team members and allies), Honor (veteran team members and allies) and Unidos (Hispanic/Latino team members and allies).
- Established an Enterprise Compliance Committee with the purpose of providing oversight for ScionHealth's Ethics & Compliance Program, enhancing senior leadership's awareness of existing and emerging compliance risks and garnering cross-functional input on key ethics and compliance initiatives and emerging risks. The committee is comprised of members of the executive leadership team and senior leaders from across the organization.



## 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 who they uniquely are.**

- In 2023, Shutterfly's Process Innovation Team reengineered the printing process for cards and books to reduce more than one million ft<sup>2</sup> of paper waste. With implementation later in 2023, the company expects to realize an increase in avoided waste in 2024.
- Based on employee engagement survey feedback, additional focus was placed on wellness-related benefits programs (mental, physical and financial). More than 200 employees also participated in Shutterfly's Mental Health and Wellness Employee Resource Group, in which employees support one another with resources and community.
- In 2023, Shutterfly and its family of brands donated more than \$650,000 in cash, nearly \$750,000 of in-kind donations and engaged more than 450 volunteers who spent nearly 1,400 hours making a difference in communities.



## Smart Start

Smart Start is a provider of alcohol monitoring programs utilizing ignition interlock devices or “IIDs” (car breathalyzers that prevent a vehicle from starting if the driver has been drinking).

- Continued efforts to reduce operational waste through its device recycling program.
- Led a coalition of key traffic safety advocates such as Mothers Against Drunk Driving and the National Safety Council and Students Against Destructive Decisions to advocate for ignition interlock legislation and comprehensive driving under the influence laws in more than 20 US states.
- Served on the Executive Board of National Alliance to Stop Impaired Driving, the board of the Washington Regional Alcohol Program and The International Association of Chiefs of Police Roadway Safety Committee.



## Summit Ridge Energy

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

- SRE incorporates ecological considerations into its site selection and solar design/construction process. For site selection, SRE evaluates ecological factors including wetlands, flood plains, geological formations and more to determine optimal siting. During the design and construction phase, SRE also considers fence height for small animal corridors and pollinator seed mixes to help foster local wildlife. SRE also makes a focused effort to develop rooftop solar systems which optimize space-efficiency by utilizing existing infrastructure to service energy load demands.
- SRE has taken efforts in recent years to focus on procuring equipment from domestic manufacturing facilities. This focus on US-based suppliers has reduced the company’s climate change risk exposure by limiting distance traveled from the sources of production to job sites. This initiative also supports jobs domestically in the US. SRE pre-qualifies and audits all suppliers regardless of location for ethical standards with respect to labor and human rights.
- In 2023, SRE’s “Sustainability Hub” celebrated its first graduating class. The Hub was first announced in December 2022 as a partnership with 548 Enterprise and Ecademy. The Hub offers clean energy training to 10,000+ West Side Chicago residents over 10 years, with a \$600,000 investment from SRE. This initiative focuses on Veterans and underserved community members, providing them with a comprehensive 450-hour program and opportunities for on-the-job training at SRE’s community solar and other clean energy projects in Illinois.



## Sun Country Airlines

Sun Country Airlines is a low-cost, hybrid air carrier that focuses on serving leisure passengers, charter customers and cargo services, with flights throughout the US and to destinations in Canada, Mexico, Central America and the Caribbean.

- Sun Country continues to look for ways to reduce the total consumption of jet fuel, including increasing seating density, demand planning for efficient routing and optimizing fuel-efficient operations, such as single-engine taxiing while aircrafts are on the ground, to improve overall fuel economy.
- Diversified the Board of Directors to be comprised of 50% female and racially diverse members, as well as added independent directors.
- Served as the travel partner for Make-A-Wish Minnesota, helping to fulfill the wishes of children with critical illnesses.



## Supplemental Health Care

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

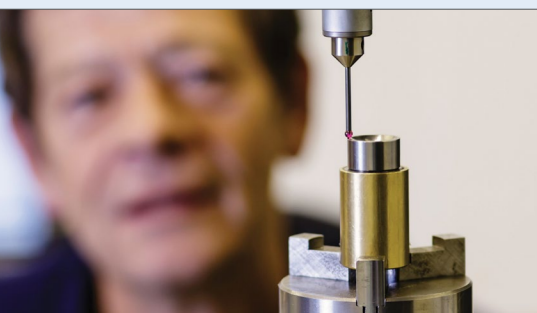
- Created SHC’s Audit, Compliance and Impact Board sub-committees which will plan and review the progress of impact- and sustainability-related initiatives and reporting. The company also added “Impact” as a new strategic pillar to its core mission.
- Created an upskilling and reskilling talent program which expands access to healthcare by increasing the skills of existing professionals and adding new healthcare professionals to the labor force. In 2023, the company sponsored education to help increase the skillsets of 105 clinicians to help better serve patients.
- Measured success of a best-in-class employee engagement program via a feedback survey. The survey saw job satisfaction scores of over 81% for the fourth consecutive year with an over 90% participation rate by employees. Additionally, in 2023, the Talent NPS® was 66.6%, compared to the staffing industry average of 33% based on Net Promoter Score (“NPS”) benchmarks.
- Increased B-Impact Assessment (“BIA”) Score from 65.4 to 76.9. The BIA Score is a measurement of a company’s impact across five key areas: community, customers, environment, workers and governance.
- Continued its philanthropic partnership with the National Black Nurses Association (“NBNA”) by announcing \$25,000 in scholarship opportunities for NBNA members pursuing Bachelor of Science in Nursing degrees.



## Takkion

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

- Established a 47,000 ft<sup>2</sup> remanufacturing facility in Enid, Oklahoma, featuring a state-of-the-art seven-megawatt commercial wind turbine test stand — marking a significant advancement in the North American renewables sector with double the capacity of the previous largest commercial wind turbine test stand.
- Achieved industry-leading safety scores across the workforce with a TRIR below BLS industry average (Takkion: 0.72 vs industry average: 3.13) and Days Away Restricted or Transferred rate also below BLS industry average (Takkion: 0.48 vs industry average: 1.70) on 2.5 million work hours.
- Obtained a 66% response rate on the 2023 employee engagement survey and noted:
  - 70% of employees surveyed “agree” or “strongly agree” that they are satisfied with the investment the company made in training and education.
  - 72% of employees surveyed “agree” or “strongly agree” that they are satisfied with the culture at Takkion.



## Tenneco

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

- Tenneco’s “Make Tomorrow Better Challenge” for Earth Day 2023 energized team members to undertake environmental projects focusing on energy reduction, waste elimination and water use reduction, promoting environmental awareness, teamwork and engagement in sustainability efforts.
- The company collaborated with Remora Carbon to industrialize carbon capture technology for its commercial truck fleets. Tenneco provides the hardware for, and is a technical advisor to, support the design of the zeolite canisters to collect and store CO<sub>2</sub> that can remove up to 80% of CO<sub>2</sub> from the gas stream. The system creates CO<sub>2</sub> circularity and supports decarbonization.
- Tenneco integrated sustainability-related requirements into its procurement processes, launched an sustainability-related assessment for suppliers via EcoVadis and is a founding member of the [Accelerate Initiative](#) to enhance sustainability in the automotive supply chain, showcasing the company’s leadership in sustainable supply chain management.



## The Michaels Companies

**The Michaels Companies Inc. (“Michaels”) is a creative destination in North America, operating over 1,290 stores in 49 states, plus Canada and online.**

- In 2023, the company achieved the Department of Labor HIREVETS Gold Medallion Military Friendly Employer and Military Spouse Employer awards. These awards recognize companies that have an active military hiring initiative and have achieved certain criteria on number of veterans, military spouse employees, retention and support programs.
- The company was named an ENERGY STAR partner and had 21 stores receive ENERGY STAR certifications. Michaels now has 36 ENERGY STAR certified stores.
- Michaels diverted approximately 43% of its waste, amounting to more than 29,000 tons of waste diverted away from landfills.



## The Venetian

**The Venetian Resort Las Vegas, which includes The Venetian and The Palazzo, is an all-suite resort with over 7,000 suites.**

- Supported 22 local non-profits, demonstrating the company’s commitment to its local community. The Venetian also sponsored and attended 32 philanthropic events, actively engaging with the community. Employees participated in 121 volunteer events, collectively contributing over 5,000 recorded volunteer hours.
- Donated over 6,000 items from property drives and donated over 33,000 lb of materials. Additionally, the company launched the Food Rescue Alliance in Q4 2023 which rescued and donated over 83,000 meals from its convention and expo events, drastically reducing food waste and providing much-needed support to those facing food insecurity in the Las Vegas area.
- By using renewable energy certificates, the company offsets 100% of its carbon emissions from electricity. This accomplishment, in addition to its focus on water and energy conservation, reducing food waste and developing better buying habits, earned the company the Stella Award Silver Medal for “Best Sustainability Initiative.”





## Total Operations and Production Services

**Total Operations and Production Services (“TOPS”) is a provider of electric-driven gas compressors to the oil and gas sector, displacing traditionally combustion-driven equipment.**

- Deployed 340+ new electric drive compressor units to customers in 2023, displacing traditional combustion-driven equipment and reducing customers’ oilfield emissions profiles.
- Created 44 additional skilled labor roles in 2023, providing enhanced engagement with local residents and an opportunity to support local job growth.
- Played an active role in supporting childhood learning initiatives across local communities, including charitable donations of \$1,000 to the New Mexico Public Library and \$3,500 to the [Communities in Schools of the Permian Basin](#) program.
- Avoided approximately 2.4 million metric tons of gross CO<sub>2</sub> emissions in 2023, equivalent to removing between 265,000 – 530,000 gas-powered cars from the road for one year.



## United Living

**United Living is an infrastructure, construction and property services company in the UK. The company helps the customers and communities it serves to benefit from resilient infrastructure, affordable home and improved living spaces that are fit for the future. It employs over 1,400 people and works with a broad range of public and private sector clients.**

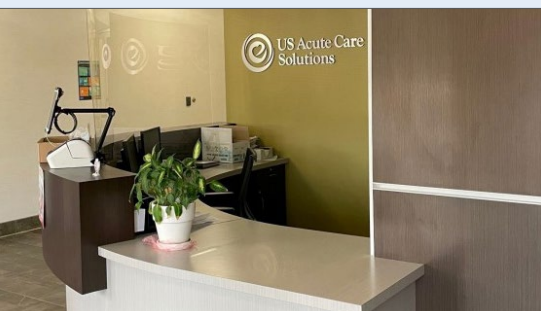
- In 2023, United Living obtained a Gold Investors in People accreditation, which is granted to companies that demonstrate a clear commitment to their employees.
- Reduced All Injury Frequency Rate by 20% from 1.08 to 0.86 through further embedding its comprehensive safety program.
- Actively working with its supply chain to quantify the presence of single use plastics in packaging materials and exploring options to eliminate these from projects, where feasible.
- Reduced Scope 1 and 2 emissions intensity from 1.05 MT to 0.90 MT of CO<sub>2</sub>e per £100,000 of revenue.



## Univar Solutions

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 100,000 customer locations across approximately 110 countries.

- Univar reduced its global Scope 1 and 2 emissions by 19% from its current baseline and has achieved a total reduction of over 31% since 2016.
- Univar is among the leaders in safety within its peer group with a Total Case Incidence Rate of 0.45, maintaining rates below the baseline of 0.47.
- Univar further expanded its ESG assessment of product suppliers to 52.5% of spend coverage, up from 44.5% in 2022.



## 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

- U.S. Acute Care Solutions continually monitored its stringent data security policies and practices. Employees at every level received regular training and communications from the IT department highlighting and encouraging data safety, privacy and smart stewardship. USACS reacted quickly and decisively to all potential security threats to ensure the highest standard of patient confidentiality and care.
- Provided and expanded many beneficial employee engagement and support programs. For example, USACS offers an employee-funded Employee Assistance Program, aimed at providing financial assistance to employees facing undue financial hardship. Additionally, USACS boasts an innovative Culture Committee, made up of employees who volunteer their time to develop programs and events that foster employee sociability, engagement and morale.
- Regularly hosted webinars focused on empowering employees of all backgrounds to create positive change for themselves, their families and their communities.



## US Wind

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

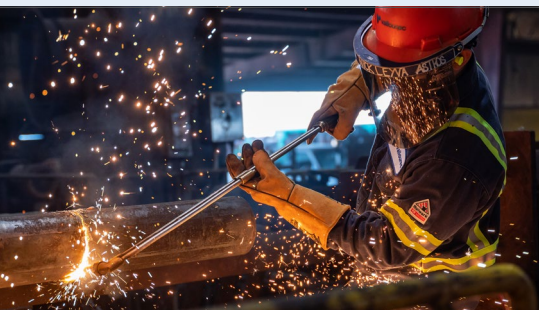
- US Wind continues to make visibility efforts by discussing the company’s offshore wind projects and broadcasting upcoming opportunities within the minority-owned business community to encourage diverse bidding. Recently, efforts have included delivering company-sponsored presentations at the Baltimore President’s Roundtable, to the Turner Station Conservation Team community meeting and exhibiting at the Maryland Washington Minority Companies Association 20<sup>th</sup> Annual 2023 Spring Breakfast Meeting/Business Showcase Expo.



## The University of Phoenix

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.

- In 2023, the Phoenix Campus upgraded its energy management system, enhancing the energy management controls for calendar year 2024 and beyond.
- Established the President's Advisory Council on Diversity, Equity, Inclusion and Belonging, which is responsible for integrating the various diversity, equity, inclusion and belonging activities across the University into a cohesive strategic plan. Employee engagement is a key focus at University of Phoenix, and engagement scores remain consistently above Glint's national benchmarks.



## Vallourec

Vallourec provides benchmark tubular solutions for the energy sector and other applications, including some of the most demanding: from oil and gas wells in extreme conditions and next-generation power plants to daring architectural projects and high-performing mechanical equipment. Adapted to the challenges of the 21<sup>st</sup> century, its comprehensive, innovative solutions are designed for three primary markets: oil and gas, low-carbon energy and industry.

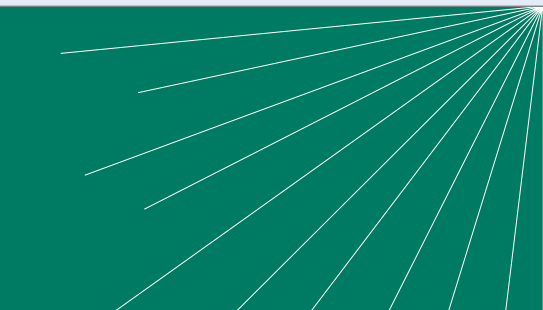
- In 2023, 48% of the company's energy was consumed from low-carbon (38% renewable) sources, 90% of electricity was consumed from low-carbon (57% renewable) sources and 56% of steel used was from recycled scrap iron in 2023.
- Invested approximately €2.3M in societal projects, including 13% in education.
- Assessed over 1,000 of its suppliers, or 73% of purchases, for ESG criteria.



## Venerable

Venerable owns and manages a legacy variable annuity business acquired from other entities. 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.

- Employees engaged with their local communities, increasing volunteer hours by 21% in 2023 from the prior year, with a 14% increase in employee volunteering. Annually, the organization supports a “Month of Service” event, during which employees volunteer individually or as part of a team.
- Through donations to educator projects in DonorsChoose, the organization impacted nearly 4,000 students in their local communities.
- The company maintained its membership in the CEO Action for Diversity & Inclusion and is a sponsor of the International Association of Black Actuaries, National Association of Black Accountants, South Asian Network of Actuaries and Women in Investing.



## West Technology

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

- Employee resource groups, such as the Women of West and Black Professionals Association, promoted employee development, raised funds for non-profits and volunteered time and skills to advance their causes.
- The West Foundation donated \$195,000 to 115 charities, many nominated by employees, to further health, wellness and education in the communities in which the company operates.



## Yahoo

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

- In 2023, more than 293 employees completed Level Up, a leadership development experience designed to empower participants to promote inclusive and collaborative work environments that foster innovation. 128 participants completed Leadership Essentials, an experience that equips leaders with the skills to excel in their roles while navigating change, motivating teams and fostering belonging.
- Yahoo reduced energy consumption at US data center facilities and all office locations by 15%, which resulted in an overall 20% reduction in energy cost from the 2022 reporting period. This achievement can be attributed to the installation of LED lighting, motion sensors, ENERGY STAR® appliances and equipment controls to monitor and manage energy consumption.
- To help ensure the safety of Yahoo's data center operations team employees, Yahoo launched a new targeted safety training platform. The training tool leverages professionally developed, OSHA-compliant content that is customized specifically for Yahoo's work environment. In 2023, courses were rolled out to the team on various topics, including hazard communication, electrical safety and occupational hearing protection.

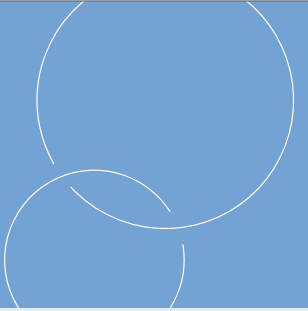


## Yondr

Yondr Group is a global developer, owner-operator and service provider of hyperscale data centers.

- Launched a focused sustainability strategy, tied to the outputs of the company's double materiality assessment required by the Corporate Sustainability Reporting Directive with four pillars that resonate with the company's core capabilities: Carbon, Client Collaboration, Community Engagement and Compliance.
- In September 2023, Yondr internally approved a target to achieve net zero Scope 1 and 2 carbon emissions by 2030, while continuing to work with its value chain to improve measurements and reduction of Scope 3 carbon emissions.

# Apollo Origination Platforms



## Apterra Infrastructure Capital LLC

**Apterra Infrastructure Capital LLC (“Apterra”), an affiliate of Apollo, is a direct lending platform company whose focus is to originate, structure and deploy debt capital into the infrastructure sector globally.**

- In 2023, Apterra completed an ESG diligence checklist and assessment framework for all new underwritings, an ESG scorecard for all borrowers, and tracks ESG engagement on an ongoing basis.
- Encouraged work from home on Fridays and communicated remote work flexibility to prioritize employee wellbeing and engagement.



## 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.**

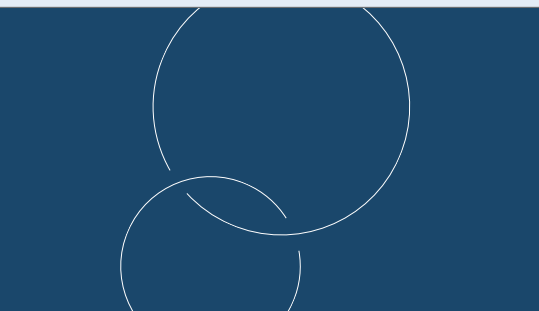
- Through ongoing training programs in information security, data protection and social engineering, the company empowers its IT workforce with the skills and knowledge needed to thrive in a rapidly evolving technology landscape.
- The implementation of virtualization technologies in 2023 not only optimized server performance but also significantly reduced the physical footprint of the company’s data centers, contributing to its environmental conservation goals.
- Aqua Finance’s IT department is committed to minimizing electronic waste through a robust recycling program. In 2023, Aqua Finance’s IT department partnered with a recycler focused on electronic sustainability. In the last year the company successfully recycled over 1.5 metric tons of electronic equipment, diverting it from landfills and reducing its overall environmental impact.



## Capteris

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

- Capteris' due diligence includes completing an ESG scorecard on each transaction to evaluate investment risk, engagement requirements and compliance with regulations.
- Funded a transaction for a leading solar farm construction company that classified as a climate deal, contributing to Apollo's \$50 billion goal of climate/transition deployment by 2027.
- Funded a transaction for one of the leading producers of Nylon 6.6 for a remediation system that will eliminate 95% of the Volatile Organic Compounds ("VOCs") generated from the manufacturing process.



## Eliant Trade Finance

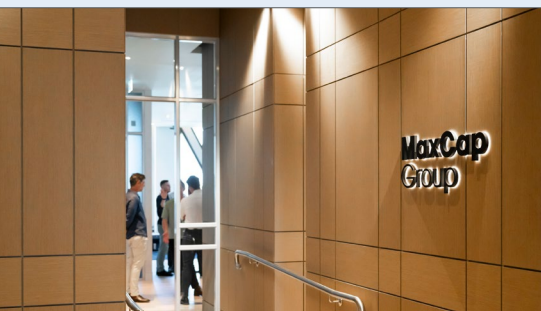
**Eliant delivers supply chain resiliency and flexibility through creative working capital solutions. It works with multinational and domestic companies to bring additional certainty to their supply chains and inventories through cost effective financial solutions.**

- Optimized client supply chains, contributing to the reduction of waste, increased the ability to respond to market demands and enhanced end-consumer satisfaction.
- Participated in and is a licensee of Rainforest Alliance and The Green Dot / EKO-KOM certification programs.
- Maintained a majority remote working environment and provided employees with necessary tools to enhance work-life balance, eliminating costs, emissions and stress associated with commuting.

## Foundation Home Loans

**Foundation Home Loans (“FHL”) is a specialist mortgage lender, based in the UK.**

- The company achieved a bronze rating from, EcoVadis with a score of 51/100. In addition, Climate X has been engaged to support the assessment of climate risk on the company’s portfolio of assets. Further, the company’s Supplier Code of Conduct has gone live, setting out the ethical and conduct expectations placed on suppliers and partners that the company does business with.
- The company has largely moved to a work from home model that has significantly reduced office space and contributed materially to reducing emissions compared to 2019. The FHL learning and development team launched the company’s apprenticeship program, with two colleagues enrolled as apprentices. The company also endeavors to close the gender pay gap and take steps to ensure equitable representation with a focus on its hiring practices. Female board representation has grown from 17% in 2022 to 33% in 2023.
- Green Mortgages continued to form part of the company’s core product offering, with further steps taken to explore propositions relating to incentivizing retrofits of efficiency improving measures by customers and fulfilment of post-completion Engineering, Procurement and Construction.



## MaxCap

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

- Launched the ESG Credit Due Diligence Framework, adopted from the Apollo ESG Credit Team, and completed the initial pilot phase.
- Obtaining carbon neutral certification as an operating business by Climate Active, the Australian government standard.
- Completed a climate risk governance assessment, including the integration of climate-related risks and opportunities into the business and adoption of a target to achieve net zero by 2050.
- Establishment of an ESG Advisory Committee including an Apollo representative and independent industry experts.
- Developed a value-add / repositioning green finance strategy alongside the Clean Energy Finance Corporation to encourage achievement of improved energy efficiency and performance in commercial office buildings.
- Successful completion and lodgment of MaxCap’s inaugural UNPRI annual report.

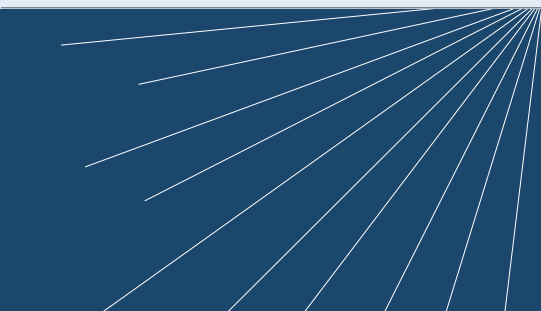




## Merx

**Merx Aviation is a global aircraft leasing, management and finance company based in New York and Dublin.**

- Merx is a founding member of the IMPACT on Sustainable Aviation group, a forum for aviation stakeholders to recognize clear and simple emissions standards in financing contracts to make flying more sustainable. The team attends bi-weekly calls and teach-ins to promote efficient sustainable financing across the industry. Merx is also an active member and signatory of the Aircraft leasing Ireland Sustainability Charter. The charter’s primary objectives include establishing a framework for assessing and disclosing sustainability alignment for leasing portfolios and providing actionable guidance on how to achieve GHG reduction.
- Half of the aircraft added to Merx’s portfolio in 2023 were characterized by reduced jet fuel consumption and lower emissions compared to older generation aircraft.
- The company supports Band of Parents, a grassroots nonprofit organization that funds innovative research and clinical trials for neuroblastoma, helping increase the survival rate for this childhood cancer. Through Band of Parents, Merx sponsors the annual Play Like a Pro Hockey games at Madison Square Garden. The event brings together players and their fans for a day of friendly competition and networking, all while raising over \$210,000 in 2023 alone to help children in need.



## Petros PACE Finance

**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 seeking to lower energy costs, reduce their carbon footprint, increase property values and meet sustainability goals.**

- C-PACE eligible ‘upgrades’ are determined at the state or municipal level, and include installing energy and water conservation measures, renewable energy and facilitate climate resiliency improvements.
- The team donated \$1,500 and volunteered 20 hours to build care packages for the unhoused in the city of Austin, Texas.



## PK AirFinance

**PK AirFinance is a specialized aircraft and aircraft engine financing provider serving airlines, aircraft traders, lessors, investors, financial institutions and manufacturers worldwide. Its comprehensive origination, underwriting, structuring and syndication capabilities are delivered by a team of experienced professionals whose extensive experience in varied products and geographies was built over several decades and industry cycles.**

- Member of IMPACT on Sustainable Aviation, a forum that promulgates emissions standards in financing contracts, and signatory of the Aircraft Leasing Ireland Sustainability Charter, which establishes guidance on achieving GHG emissions reductions.
- Supports the world's airlines and lessors in the purchasing and financing of new, more fuel-efficient aircrafts.
- Indirectly supports airlines in their ESG efforts by freeing up capital that can be redirected to efforts with positive societal and/or environmental impacts.



## 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.**

- Integrated the Wheels ESG Committee across business operations to ensure cross-functional engagement and consistent results. Regular updates are provided to the Wheels Board of Directors.
- Grew existing sustainable vehicle program to encompass nearly 70,000 sustainable vehicles in 2023. The program helps reduce Wheels' Scope 3 emissions while simultaneously helping clients achieve their own emissions reduction goals. Sustainable vehicle options include battery electric vehicles, plug-in hybrid electric vehicles and hybrid vehicles that support diverse fleet functions and business priorities.
- Introduced a new employee volunteer program, offering paid time off for employee volunteer activities with approved 501(c)(3) organizations. Through this initiative, Wheels employees participated in nearly 200 hours of volunteer work in the greater Chicago and Atlanta metro communities.



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# Reporting Companies ESG Performance Summary

## SELECT REPORTING COMPANY SUSTAINABILITY DATA<sup>1</sup>

	Energy Intensity <sup>2</sup> (kWh/\$M Revenue)	Non-Hazardous Waste Intensity <sup>2, 3, 4</sup> (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled <sup>3, 4</sup>	Water Intensity <sup>2, 5</sup> (m <sup>3</sup> /\$M Revenue)	Environmental Efforts <sup>5, 7, 8, 9</sup>	Climate-Related Risk Management Process <sup>10</sup>	Scope 1 GHG Emissions Intensity <sup>2, 11</sup> (MT of CO <sub>2</sub> e/\$M Revenue)	Scope 2 GHG Emissions Intensity <sup>2, 12</sup> (MT of CO <sub>2</sub> e/\$M Revenue)	GHG Emissions Reduction Efforts <sup>13, 14, 15</sup>	GHG Emissions Reduction Targets and Goals <sup>16</sup>	Sustainability Function <sup>17</sup>
<b>COMMUNICATION SERVICES</b>											
COMPANY A	72,606	0.56	33%	69.30		Yes	2.84	24.44		No	No
COMPANY B	282,998	0.12	0%	315.69		No	0.00	202.80		No	Yes
COMPANY C	4,469	0.05	0%	6.05		Yes	0.00	1.65		No	Yes
COMPANY D	113,865	0.05	82%	43.03		No	0.35	34.70		No	Yes
COMPANY E	229,911	1.16	0%	245.56		No	18.61	80.38		No	Yes
<b>CONSUMER DISCRETIONARY</b>											
COMPANY A	5,808	0.03*	—	4.18		No	134.82	1.61		No	Yes
COMPANY B	754,947	3.94	24%	6,544.48		Yes	79.29	391.16		No	Yes
COMPANY C	13,348	8.83*	—	18.27		No	59.21	2.41		No	Yes
COMPANY D	9,399	23.65*	—	254.22		Yes	0.00	2.78		No	Yes
COMPANY E	184,319	12.71	30%	67,424.84		Yes	21.19	39.85		No	Yes
COMPANY F	286,718	7.20	48%	199.73		Yes	8.35	49.03		Yes	Yes
COMPANY G	32,503	5.35	73%	32.42		Yes	4.52	8.72		No	Yes
COMPANY H	44,070	16.19	56%	87.10		Yes	21.35	6.47		No	Yes
COMPANY I	1,258	0.18*	—	0.43		No	8.16	0.46		No	No
COMPANY J	12,630	16.89	98%	13.82		Yes	4.88	0.94		No	Yes
COMPANY K	230,338	10.87	88%	522.12		Yes	14.16	67.89		Yes	Yes
COMPANY L	6,559	0.29	10%	21.86		Yes	—	2.42		No	Yes

KEY: Energy Consumption Reduction Effort Renewable Energy Effort Water Consumption Reduction Effort Waste Consumption Reduction Effort Scope 1 GHG Emissions Reduction Initiatives Scope 2 GHG Emissions Reduction Initiatives Scope 3 GHG Emissions Reduction Initiatives \* Indicates non-hazardous waste-to-landfill intensity only N/A: Not Applicable — Company Did Not Report

**SELECT REPORTING COMPANY SUSTAINABILITY DATA<sup>1</sup> (CONTINUED)**

	Energy Intensity <sup>2</sup> (kWh/\$M Revenue)	Non-Hazardous Waste Intensity <sup>2, 3, 4</sup> (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled <sup>3, 4</sup>	Water Intensity <sup>2, 5</sup> (m <sup>3</sup> /\$M Revenue)	Environmental Efforts <sup>6, 7, 8, 9</sup>	Climate-Related Risk Management Process <sup>10</sup>	Scope 1 GHG Emissions Intensity <sup>2, 11</sup> (MT of CO <sub>2</sub> e/\$M Revenue)	Scope 2 GHG Emissions Intensity <sup>2, 12</sup> (MT of CO <sub>2</sub> e/\$M Revenue)	GHG Emissions Reduction Efforts <sup>13, 14, 15</sup>	GHG Emissions Reduction Targets and Goals <sup>16</sup>	Sustainability Function <sup>17</sup>
<b>CONSUMER DISCRETIONARY (CONTINUED)</b>											
COMPANY M	1,877,801	5,128.66	0%	2,138.43		No	127.45	79.11		No	Yes
COMPANY N	55,821	12.08	0%	41.84		Yes	2.41	15.14		Yes	No
COMPANY O	147,686	12.33	32%	1,257.16		No	12.32	0.00		No	Yes
COMPANY P	87,505	14.43	43%	188.13		Yes	4.37	32.31		No	Yes
COMPANY Q	22,838	0.45	99%	123.98		Yes	3.31	4.06		No	Yes
<b>CONSUMER STAPLES, HEALTH CARE &amp; UTILITIES</b>											
COMPANY A	N/A	N/A	44%	N/A		No	N/A	N/A	None	No	Yes
COMPANY B	118,974	1.71*	—	99.73		No	41.08	26.44		Yes	Yes
COMPANY C	14,121	0.12	0%	15.41	None	No	0.00	5.21	None	No	No
COMPANY D	130,472	3.80	6%	734.38		Yes	10.30	27.72		No	Yes
COMPANY E	637	0.00	0%	0.51		No	0.05	0.14		No	No
COMPANY F	145,144	1.82	0%	363.37		Yes	13.92	26.25		No	Yes
COMPANY G	25,017	0.16	0%	19.77	None	No	5.62	6.38	None	No	Yes
COMPANY H	1,738	0.02	10%	1.94		No	0.00	0.64		No	Yes
<b>ENERGY</b>											
COMPANY A	133	0.00	19%	0.15		Yes	1,405.11	0.05		Yes	Yes
COMPANY B	68,338	2.25	87%	147.95		Yes	6.65	13.92		Yes	Yes
COMPANY C	3,558	0.02*	—	2.70		No	0.19	0.94		No	Yes
COMPANY D	3,153	3.62	0%	33.76	None	No	74.36	1.16		No	Yes
COMPANY E	32,270	1.35	0%	23.23	None	No	0.64	11.41	None	No	No
COMPANY F	1,027,329	234.01	49%	1,770.63		No	167.07	17.34		Yes	Yes
COMPANY G	8,449	0.40	25%	0.43		Yes	354.19	2.53		No	Yes
<b>FINANCIALS</b>											
COMPANY A	1,899	0.02	93%	4.25		Yes	0.08	0.33		Yes	Yes
COMPANY B	4,706	0.07	43%	4.86		Yes	0.17	1.28		No	Yes
COMPANY C	N/A	N/A	N/A	N/A	None	No	0.00	0.00	None	No	No
COMPANY D	N/A	N/A	24%	N/A		No	N/A	N/A		No	Yes
COMPANY E	5,056	0.04	0%	20.01		No	0.00	3.62		No	No

**KEY:** Energy Consumption Reduction Effort Renewable Energy Effort Water Consumption Reduction Effort Waste Consumption Reduction Effort Scope 1 GHG Emissions Reduction Initiatives Scope 2 GHG Emissions Reduction Initiatives Scope 3 GHG Emissions Reduction Initiatives \* Indicates non-hazardous waste-to-landfill intensity only N/A: Not Applicable — Company Did Not Report



## SELECT REPORTING COMPANY SUSTAINABILITY DATA<sup>1</sup> (CONTINUED)

	Energy Intensity <sup>2</sup> (kWh/\$M Revenue)	Non-Hazardous Waste Intensity <sup>2, 3, 4</sup> (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled <sup>3, 4</sup>	Water Intensity <sup>2, 5</sup> (m <sup>3</sup> /\$M Revenue)	Environmental Efforts <sup>6, 7, 8, 9</sup>	Climate-Related Risk Management Process <sup>10</sup>	Scope 1 GHG Emissions Intensity <sup>2, 11</sup> (MT of CO <sub>2</sub> e/ \$M Revenue)	Scope 2 GHG Emissions Intensity <sup>2, 12</sup> (MT of CO <sub>2</sub> e/ \$M Revenue)	GHG Emissions Reduction Efforts <sup>13, 14, 15</sup>	GHG Emissions Reduction Targets and Goals <sup>16</sup>	Sustainability Function <sup>17</sup>
<b>FINANCIALS (CONTINUED)</b>											
COMPANY F	430	0.01	75%	0.27		Yes	0.06	0.08		No	Yes
COMPANY G	9,898	0.39	17%	20.87		No	0.00	2.23	None	No	Yes
COMPANY H	794	0.03*	—	2.98		Yes	0.10	0.10		No	Yes
COMPANY I	5,330	0.13	0%	13.03	None	Yes	0.00	1.97	None	No	No
<b>INDUSTRIALS</b>											
COMPANY A	399	0.44*	—	53.94		Yes	1,606.67	0.15		Yes	Yes
COMPANY B	16,802	5.91	52%	14.50		No	55.73	3.25		No	Yes
COMPANY C	1,410	23.70	99%	1.97		No	6.45	0.10		Yes	Yes
COMPANY D	94,147	4.07	67%	13.10		No	16.86	6.49	None	Yes	Yes
COMPANY E	2,781	0.18	11%	3.46		No	0.24	0.55		No	Yes
COMPANY F	2,131	0.06	42%	8.96		Yes	853.48	0.93		No	Yes
COMPANY G	16,252	0.61	25%	24.72		Yes	514.42	0.00		Yes	Yes
COMPANY H	25,424	2.48	24%	24.26		Yes	9.90	2.68		No	Yes
COMPANY I	2,516	0.08	0%	37.42		Yes	1.54	0.18		No	Yes
COMPANY J	9,488	1.93	28%	55.73		Yes	10.89	2.70		No	Yes
COMPANY K	5,099	0.19	29%	742.17		Yes	996.20	1.28		No	Yes
COMPANY L	158,610	4.85	100%	796.47		Yes	17.43	0.00		Yes	Yes
<b>INFORMATION TECHNOLOGY</b>											
COMPANY A	33,025	0.28	8%	29.38		No	5.36	8.09		No	No
COMPANY B	8,342	0.07	80%	8.53		Yes	0.79	2.23		No	Yes
COMPANY C	34,504	0.08	5%	8.94		Yes	1.83	11.33		Yes	Yes
COMPANY D	1,898	0.02*	—	2.30		No	0.10	0.50	None	No	No
COMPANY E	367,839	514.84	99%	425.27		Yes	12.42	45.01		Yes	Yes
COMPANY F	3,339	0.00	0%	16.56		No	0.01	0.80		Yes	Yes
COMPANY G	117,114	0.17	63%	10.44		Yes	0.03	9.92		Yes	Yes
COMPANY H	15,557	6.71	0%	12.96		No	0.13	5.73		No	Yes

**KEY:** Energy Consumption Reduction Effort Renewable Energy Effort Water Consumption Reduction Effort Waste Consumption Reduction Effort Scope 1 GHG Emissions Reduction Initiatives Scope 2 GHG Emissions Reduction Initiatives Scope 3 GHG Emissions Reduction Initiatives \* Indicates non-hazardous waste-to-landfill intensity only N/A: Not Applicable — Company Did Not Report

## SELECT REPORTING COMPANY SUSTAINABILITY DATA<sup>1</sup> (CONTINUED)

	Energy Intensity <sup>2</sup> (kWh/\$M Revenue)	Non-Hazardous Waste Intensity <sup>2,3,4</sup> (MT/\$M Revenue)	Percent of Non-Hazardous Waste Recycled <sup>3,4</sup>	Water Intensity <sup>2,5</sup> (m <sup>3</sup> /\$M Revenue)	Environmental Efforts <sup>6,7,8,9</sup>	Climate-Related Risk Management Process <sup>10</sup>	Scope 1 GHG Emissions Intensity <sup>2,11</sup> (MT of CO <sub>2</sub> e/\$M Revenue)	Scope 2 GHG Emissions Intensity <sup>2,12</sup> (MT of CO <sub>2</sub> e/\$M Revenue)	GHG Emissions Reduction Efforts <sup>13,14,15</sup>	GHG Emissions Reduction Targets and Goals <sup>16</sup>	Sustainability Function <sup>17</sup>
<b>MATERIALS</b>											
COMPANY A	2,369,865	199.73	88%	2,538.19		No	420.69	80.22		No	Yes
COMPANY B	229,328	28.64	97%	83.69		No	877.78	18.21		No	Yes
COMPANY C	4,048,126	41.26	99%	469.01		Yes	70.99	172.48		Yes	Yes
COMPANY D	205,454	18.75	75%	0.00		No	6.41	54.57		Yes	Yes
COMPANY E	3,236,888	13.85	83%	11,842.29		No	318.37	169.89		Yes	Yes
COMPANY F	1,383,323	17.27	70%	409.21		Yes	186.45	124.57		No	Yes
COMPANY G	1,268,931	9.42	93%	4,427.93		Yes	90.99	138.71		Yes	Yes
COMPANY H	2,390,733	107.96	50%	13,190.52		No	345.14	82.85		No	Yes

**KEY:** Energy Consumption Reduction Effort Renewable Energy Effort Water Consumption Reduction Effort Waste Consumption Reduction Effort Scope 1 GHG Emissions Reduction Initiatives Scope 2 GHG Emissions Reduction Initiatives Scope 3 GHG Emissions Reduction Initiatives \* Indicates non-hazardous waste-to-landfill intensity only N/A: Not Applicable — Company Did Not Report

- Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2023. In some cases, energy consumption is based on site area using estimation factors derived from the US Energy Information Administration's 2018 Commercial Buildings Energy Consumption Survey; non-hazardous waste to landfill and water consumption may be based on site area using estimation factors derived from Urban Land Institute data.
- 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 2023.
- Reporting Companies are asked to provide data on non-hazardous including any materials resulting from reporting company operations in 2023 that are deemed "trash" and either sent to landfill or an incineration facility that does not produce energy from the incineration process. Reporting Companies are asked to exclude any hazardous waste or non-hazardous waste that was recycled or incinerated with corresponding energy capture data they report to Apollo.
- Reporting Companies are asked to provide data on non-hazardous waste recycled or reused including any materials resulting from Reporting Company operations in 2023 that were transferred or sold to a third party for reuse, recycling or incineration with corresponding energy capture or any nonhazardous waste beneficially reused by the Reporting Company itself. Reporting Companies are asked to exclude recycled or reused water from the data they report to Apollo.
- Reporting Companies are asked to provide data on water consumption including all water withdrawn by Reporting Companies from all freshwater sources, including surface water, ground water, rainwater and municipal water supply for use in 2023 minus any water that was discharged back to a freshwater source.
- 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.
- 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 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.
- 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 (RECs).
- 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.
- 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.
- 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.
- 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.
- 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.
- Includes any type of formal or informal sustainability function.

**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 INCLUSION, DIVERSITY & COMMUNITY DATA

	Employee Engagement Efforts <sup>1</sup>	Inclusion & Diversity Efforts <sup>2</sup>	Diversity, Equity & Inclusion Function <sup>3</sup>	Philanthropic or Volunteering Efforts <sup>4</sup>	Citizenship & Philanthropy Function <sup>5</sup>	Total Voluntary Turnover Rate <sup>6</sup>	Anti-Discrimination <sup>7</sup>	Diversity, Equity & Inclusion <sup>7</sup>	Supplier Code of Conduct <sup>7</sup>
<b>COMMUNICATION SERVICES</b>									
COMPANY A	Yes	Yes	Yes	Yes	Yes	15%	●	●	◐
COMPANY B	Yes	No	No	No	Yes	18%	●	○	○
COMPANY C	Yes	Yes	Yes	Yes	Yes	8%	●	●	●
COMPANY D	Yes	Yes	Yes	Yes	Yes	5%	●	●	●
COMPANY E	Yes	Yes	Yes	Yes	Yes	9%	●	●	●
<b>CONSUMER DISCRETIONARY</b>									
COMPANY A	Yes	Yes	Yes	Yes	No	14%	●	○	◐
COMPANY B	Yes	No	No	No	No	2%	●	○	◐
COMPANY C	Yes	Yes	Yes	Yes	Yes	67%	●	●	●
COMPANY D	Yes	Yes	Yes	Yes	Yes	17%	●	◐	◐
COMPANY E	Yes	Yes	Yes	Yes	Yes	93%	●	●	●
COMPANY F	Yes	Yes	Yes	Yes	Yes	20%	●	●	●
COMPANY G	Yes	Yes	Yes	Yes	Yes	62%	●	●	◐
COMPANY H	Yes	Yes	Yes	Yes	Yes	22%	●	●	◐
COMPANY I	Yes	Yes	Yes	Yes	Yes	7%	●	●	●
COMPANY J	Yes	Yes	Yes	Yes	Yes	17%	●	●	◐
COMPANY K	Yes	Yes	Yes	Yes	Yes	15%	●	●	●
COMPANY L	Yes	Yes	Yes	Yes	Yes	3%	●	●	◐
COMPANY M	Yes	Yes	Yes	Yes	Yes	18%	●	●	◐
COMPANY N	Yes	Yes	No	Yes	Yes	—	◐	◐	◐
COMPANY O	Yes	Yes	Yes	Yes	Yes	21%	●	●	●
COMPANY P	Yes	Yes	Yes	Yes	Yes	73%	●	●	●
COMPANY Q	Yes	Yes	Yes	Yes	Yes	6%	●	●	◐

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

- Employee engagement efforts include, but are not limited to, employee recognition programs, employee health and wellness programs and employee learning or career development programs.
- Inclusion & diversity efforts include, but are not limited to, affinity groups, hiring programs for military veterans, national guard or reservists and diversity recruitment programs.
- Includes any type of formal or informal diversity, equity and inclusion function.
- Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy and employee volunteering.
- Includes any type of formal or informal citizenship and philanthropy function.
- Reporting companies are asked to calculate Total Voluntary Turnover Rate by dividing the number of voluntary FTE employee separations during the Reporting Period by the average number of FTE employees during the Reporting Period and multiplying by 100.
- Reflects where Reporting Companies reported having policies and/or trainings on these topics, including instances where topics were covered as part of other policies or trainings and standalone, dedicated policies or trainings.



## SELECT REPORTING COMPANY INCLUSION, DIVERSITY & COMMUNITY DATA (CONTINUED)

	Employee Engagement Efforts <sup>1</sup>	Inclusion & Diversity Efforts <sup>2</sup>	Diversity, Equity & Inclusion Function <sup>3</sup>	Philanthropic or Volunteering Efforts <sup>4</sup>	Citizenship & Philanthropy Function <sup>5</sup>	Total Voluntary Turnover Rate <sup>6</sup>	Anti-Discrimination <sup>7</sup>	Diversity, Equity & Inclusion <sup>7</sup>	Supplier Code of Conduct <sup>7</sup>
<b>CONSUMER STAPLES, HEALTH CARE &amp; UTILITIES</b>									
COMPANY A	Yes	No	No	No	No	7%	◐	◐	◐
COMPANY B	Yes	Yes	Yes	Yes	Yes	48%	●	○	○
COMPANY C	Yes	Yes	Yes	Yes	Yes	26%	●	●	●
COMPANY D	Yes	Yes	Yes	Yes	Yes	22%	●	●	○
COMPANY E	Yes	Yes	Yes	No	Yes	11%	◐	●	○
COMPANY F	Yes	Yes	Yes	Yes	Yes	23%	●	●	●
COMPANY G	Yes	No	No	Yes	No	3%	◐	◐	○
COMPANY H	Yes	Yes	Yes	Yes	Yes	20%	●	●	○
<b>ENERGY</b>									
COMPANY A	Yes	Yes	Yes	No	No	0%	◐	○	○
COMPANY B	Yes	Yes	Yes	Yes	Yes	9%	●	◐	●
COMPANY C	Yes	Yes	Yes	Yes	Yes	14%	●	○	○
COMPANY D	Yes	No	No	Yes	Yes	25%	◐	○	○
COMPANY E	Yes	No	No	No	No	2%	◐	○	○
COMPANY F	Yes	Yes	Yes	Yes	Yes	4%	●	◐	◐
COMPANY G	Yes	Yes	Yes	Yes	Yes	24%	●	○	○
<b>FINANCIALS</b>									
COMPANY A	Yes	Yes	Yes	Yes	Yes	8%	●	◐	◐
COMPANY B	Yes	Yes	Yes	Yes	Yes	14%	●	●	◐
COMPANY C	Yes	No	No	No	No	0%	◐	◐	○
COMPANY D	Yes	No	No	Yes	Yes	0%	◐	○	○
COMPANY E	Yes	Yes	Yes	Yes	Yes	38%	●	○	●
COMPANY F	Yes	Yes	No	Yes	Yes	5%	●	◐	◐
COMPANY G	Yes	Yes	No	No	No	10%	●	○	○

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

- Employee engagement efforts include, but are not limited to, employee recognition programs, employee health and wellness programs and employee learning or career development programs.
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- Includes any type of formal or informal diversity, equity and inclusion function.
- Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy and employee volunteering.
- Includes any type of formal or informal citizenship and philanthropy function.
- Reporting companies are asked to calculate Total Voluntary Turnover Rate by dividing the number of voluntary FTE employee separations during the Reporting Period by the average number of FTE employees during the Reporting Period and multiplying by 100.
- Reflects where Reporting Companies reported having policies and/or trainings on these topics, including instances where topics were covered as part of other policies or trainings and standalone, dedicated policies or trainings.



## SELECT REPORTING COMPANY INCLUSION, DIVERSITY & COMMUNITY DATA (CONTINUED)

	Employee Engagement Efforts <sup>1</sup>	Inclusion & Diversity Efforts <sup>2</sup>	Diversity, Equity & Inclusion Function <sup>3</sup>	Philanthropic or Volunteering Efforts <sup>4</sup>	Citizenship & Philanthropy Function <sup>5</sup>	Total Voluntary Turnover Rate <sup>6</sup>	Anti-Discrimination <sup>7</sup>	Diversity, Equity & Inclusion <sup>7</sup>	Supplier Code of Conduct <sup>7</sup>
<b>FINANCIALS (CONTINUED)</b>									
COMPANY H	Yes	Yes	Yes	Yes	Yes	11%	●	◐	◐
COMPANY I	Yes	Yes	Yes	Yes	Yes	4%	●	●	●
<b>INDUSTRIALS</b>									
COMPANY A	Yes	Yes	Yes	Yes	Yes	14%	●	◐	○
COMPANY B	Yes	Yes	Yes	Yes	No	9%	●	●	◐
COMPANY C	Yes	Yes	Yes	No	Yes	28%	●	●	○
COMPANY D	Yes	Yes	Yes	No	No	19%	◐	○	○
COMPANY E	Yes	Yes	Yes	Yes	Yes	19%	●	●	◐
COMPANY F	Yes	Yes	Yes	Yes	Yes	14%	●	●	●
COMPANY G	Yes	Yes	Yes	Yes	Yes	37%	●	●	●
COMPANY H	Yes	Yes	Yes	Yes	Yes	—	●	●	●
COMPANY I	Yes	No	No	No	No	19%	●	◐	●
COMPANY J	Yes	Yes	Yes	Yes	Yes	46%	●	●	◐
COMPANY K	Yes	Yes	Yes	Yes	Yes	29%	◐	◐	◐
COMPANY L	Yes	Yes	Yes	Yes	Yes	28%	○	●	○
<b>INFORMATION TECHNOLOGY</b>									
COMPANY A	Yes	No	No	Yes	No	31%	◐	◐	○
COMPANY B	Yes	Yes	Yes	Yes	Yes	21%	●	●	●
COMPANY C	Yes	Yes	Yes	Yes	Yes	7%	●	●	◐
COMPANY D	Yes	Yes	Yes	Yes	No	17%	◐	◐	◐
COMPANY E	Yes	Yes	Yes	Yes	Yes	8%	●	●	◐
COMPANY F	Yes	Yes	Yes	Yes	Yes	23%	●	●	◐
COMPANY G	Yes	Yes	Yes	Yes	Yes	15%	●	●	●
COMPANY H	Yes	Yes	Yes	Yes	Yes	17%	●	●	◐

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

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- Includes any type of formal or informal citizenship and philanthropy function.
- Reporting companies are asked to calculate Total Voluntary Turnover Rate by dividing the number of voluntary FTE employee separations during the Reporting Period by the average number of FTE employees during the Reporting Period and multiplying by 100.
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## SELECT REPORTING COMPANY INCLUSION, DIVERSITY & COMMUNITY DATA (CONTINUED)

	Employee Engagement Efforts <sup>1</sup>	Inclusion & Diversity Efforts <sup>2</sup>	Diversity, Equity & Inclusion Function <sup>3</sup>	Philanthropic or Volunteering Efforts <sup>4</sup>	Citizenship & Philanthropy Function <sup>5</sup>	Total Voluntary Turnover Rate <sup>6</sup>	Anti-Discrimination <sup>7</sup>	Diversity, Equity & Inclusion <sup>7</sup>	Supplier Code of Conduct <sup>7</sup>
<b>MATERIALS</b>									
COMPANY A	Yes	Yes	Yes	Yes	Yes	4%			
COMPANY B	Yes	Yes	Yes	Yes	No	16%			
COMPANY C	Yes	Yes	Yes	Yes	Yes	12%			
COMPANY D	Yes	Yes	Yes	Yes	Yes	35%			
COMPANY E	Yes	Yes	Yes	Yes	Yes	1%			
COMPANY F	Yes	Yes	Yes	Yes	Yes	11%			
COMPANY G	Yes	Yes	Yes	Yes	Yes	5%			
COMPANY H	Yes	Yes	No	Yes	Yes	6%			

**KEY:** No Policy or Training in Place Policy in Place Training in Place Policy and Training in Place — Company Did Not Report

- Employee engagement efforts include, but are not limited to, employee recognition programs, employee health and wellness programs and employee learning or career development programs.
- Inclusion & diversity efforts include, but are not limited to, affinity groups, hiring programs for military veterans, national guard or reservists and diversity recruitment programs.
- Includes any type of formal or informal diversity, equity and inclusion function.
- Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy and employee volunteering.
- Includes any type of formal or informal citizenship and philanthropy function.
- Reporting companies are asked to calculate Total Voluntary Turnover Rate by dividing the number of voluntary FTE employee separations during the Reporting Period by the average number of FTE employees during the Reporting Period and multiplying by 100.
- Reflects where Reporting Companies reported having policies and/or trainings on these topics, including instances where topics were covered as part of other policies or trainings and standalone, dedicated policies or trainings.

## SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA

	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 <sup>1</sup>	Public ESG Disclosure <sup>2</sup>	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts <sup>3</sup>	Health & Safety Function <sup>4</sup>	Anti-Harassment <sup>5</sup>	Code of Conduct/Business Ethics <sup>5</sup>	Cyber-security <sup>5</sup>	Data Privacy <sup>5</sup>	Health & Safety <sup>5</sup>
<b>COMMUNICATION SERVICES</b>														
COMPANY A	4	96%	Yes	Yes	Yes	0.00	0.00	Yes	Yes	●	◐	●	●	◐
COMPANY B	28	73%	Yes	No	No	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY C	0	N/A	Yes	Yes	No	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY D	4	83%	Yes	Yes	Yes	0.03	0.01	Yes	Yes	●	●	●	●	●
COMPANY E	4	98%	Yes	Yes	No	1.89	1.15	Yes	Yes	●	●	●	●	●
<b>CONSUMER DISCRETIONARY</b>														
COMPANY A	12	100%	Yes	No	Yes	1.70	0.03	Yes	Yes	◐	◐	●	●	●
COMPANY B	12	100%	No	Yes	Yes	0.00	0.00	Yes	Yes	●	◐	○	●	●
COMPANY C	4	100%	Yes	No	No	0.72	0.48	Yes	Yes	●	●	●	●	●
COMPANY D	4	93%	Yes	Yes	Yes	2.61	1.31	Yes	Yes	●	●	●	●	●
COMPANY E	4	90%	Yes	Yes	Yes	5.85	0.89	Yes	Yes	●	●	●	●	●
COMPANY F	6	95%	Yes	Yes	Yes	1.23	0.28	Yes	Yes	●	●	●	●	●
COMPANY G	7	89%	Yes	Yes	Yes	2.30	0.53	Yes	Yes	●	●	●	●	●
COMPANY H	11	100%	Yes	Yes	Yes	4.78	0.38	Yes	Yes	●	●	●	●	●
COMPANY I	4	97%	Yes	No	No	2.67	2.67	Yes	Yes	●	●	●	●	●
COMPANY J	4	88%	Yes	Yes	Yes	1.00	0.36	Yes	Yes	◐	◐	●	●	●
COMPANY K	4	97%	Yes	Yes	Yes	0.45	0.23	Yes	Yes	●	●	●	●	●
COMPANY L	6	89%	Yes	Yes	Yes	0.07	0.02	Yes	Yes	●	●	●	●	●
COMPANY M	4	100%	Yes	Yes	Yes	8.42	2.74	Yes	Yes	●	●	●	●	●
COMPANY N	12	96%	Yes	Yes	Yes	0.00	0.00	Yes	No	◐	◐	●	◐	●
COMPANY O	4	97%	Yes	Yes	Yes	4.40	2.92	Yes	Yes	●	●	●	●	●
COMPANY P	5	100%	Yes	No	Yes	3.30	2.50	Yes	Yes	●	●	●	●	●
COMPANY Q	15	96%	Yes	Yes	Yes	0.76	0.76	Yes	Yes	◐	●	●	●	●

KEY: ○ No Policy or Training in Place ◐ Policy in Place ◑ Training in Place ● Policy and Training in Place N/A: Not Applicable — 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 information disclosed in Apollo ESG reporting materials. Public Sustainability Disclosure includes, but is not limited to, the publication of a standalone sustainability report and/or the inclusion of sustainability-related information in Reporting Company securities filings, the publication of sustainability-related information on Reporting Company websites and the publication of disclosures aligned with sustainability frameworks such as TCFD, SASB and GRI.
- Health and safety efforts include, but are not limited to, implementation of a Behavior-Based Safety Program, Safety Committees or Working Groups aligned with safety management systems.
- Includes any type of formal or informal health and safety function.
- Reflects where Reporting Companies reported having policies and/or trainings on these topics, including instances where topics were covered as part of other policies or trainings and standalone, dedicated policies or trainings.

**SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA (CONTINUED)**

	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 <sup>1</sup>	Public ESG Disclosure <sup>2</sup>	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts <sup>3</sup>	Health & Safety Function <sup>4</sup>	Anti-Harassment <sup>5</sup>	Code of Conduct/Business Ethics <sup>5</sup>	Cyber-security <sup>5</sup>	Data Privacy <sup>5</sup>	Health & Safety <sup>5</sup>
<b>CONSUMER STAPLES &amp; UTILITIES</b>														
COMPANY A	5	100%	Yes	Yes	No	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY B	4	90%	Yes	Yes	No	7.42	1.44	Yes	Yes	●	●	●	●	●
COMPANY C	4	100%	Yes	Yes	No	0.31	0.11	Yes	Yes	●	●	●	●	●
COMPANY D	4	90%	Yes	Yes	No	4.86	0.94	Yes	Yes	●	●	●	●	●
COMPANY E	4	100%	Yes	Yes	Yes	15.87	2.27	Yes	Yes	●	●	●	●	●
COMPANY F	5	97%	Yes	Yes	Yes	4.58	1.14	Yes	Yes	●	●	●	●	●
COMPANY G	5	100%	Yes	No	No	0.00	0.00	Yes	No	●	●	○	○	●
COMPANY H	4	90%	Yes	Yes	No	0.00	0.00	Yes	Yes	●	●	●	●	●
<b>ENERGY</b>														
COMPANY A	5	100%	Yes	Yes	Yes	0.00	0.00	Yes	Yes	●	○	●	●	●
COMPANY B	5	100%	Yes	Yes	Yes	0.71	0.43	Yes	Yes	●	●	●	●	●
COMPANY C	4	100%	No	Yes	Yes	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY D	2	100%	Yes	No	No	1.67	1.67	Yes	Yes	●	○	○	○	●
COMPANY E	0	N/A	No	Yes	No	8.90	6.70	Yes	Yes	●	○	○	○	●
COMPANY F	8	94%	Yes	Yes	Yes	2.35	0.59	Yes	Yes	●	●	●	●	●
COMPANY G	4	100%	Yes	Yes	Yes	1.23	0.00	Yes	Yes	●	●	●	●	●
<b>FINANCIALS</b>														
COMPANY A	5	93%	Yes	Yes	Yes	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY B	10	90%	Yes	No	No	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY C	4	100%	No	No	No	0.00	0.00	No	Yes	●	●	○	○	○
COMPANY D	3	100%	No	No	No	0.00	0.00	No	No	●	●	○	○	○
COMPANY E	8	78%	Yes	Yes	No	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY F	64	96%	Yes	Yes	Yes	0.71	0.51	Yes	Yes	●	●	●	●	●

**KEY:** ○ No Policy or Training in Place ● Policy in Place ◐ Training in Place ● Policy and Training in Place N/A: Not Applicable — Company Did Not Report

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## SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA (CONTINUED)

	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 <sup>1</sup>	Public ESG Disclosure <sup>2</sup>	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts <sup>3</sup>	Health & Safety Function <sup>4</sup>	Anti-Harassment <sup>5</sup>	Code of Conduct/Business Ethics <sup>5</sup>	Cyber-security <sup>5</sup>	Data Privacy <sup>5</sup>	Health & Safety <sup>5</sup>
<b>FINANCIALS (CONTINUED)</b>														
COMPANY G	5	95%	Yes	No	No	0.00	0.00	Yes	Yes	●	●	●	●	◐
COMPANY H	16	90%	Yes	Yes	Yes	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY I	19	88%	Yes	Yes	No	0.00	0.00	Yes	Yes	●	●	●	●	●
<b>INDUSTRIALS</b>														
COMPANY A	6	75%	Yes	Yes	Yes	0.52	0.46	Yes	Yes	●	◐	●	◐	◐
COMPANY B	4	97%	Yes	Yes	Yes	1.00	0.33	Yes	Yes	●	●	●	●	●
COMPANY C	12	100%	Yes	Yes	Yes	0.87	0.44	Yes	Yes	●	◐	◐	◐	●
COMPANY D	1	100%	Yes	Yes	No	3.65	2.09	Yes	Yes	●	○	◐	○	●
COMPANY E	5	100%	Yes	Yes	Yes	0.16	0.12	Yes	Yes	●	●	●	●	●
COMPANY F	4	95%	Yes	Yes	Yes	1.79	1.51	Yes	Yes	●	●	●	●	●
COMPANY G	6	91%	Yes	Yes	Yes	1.82	1.00	Yes	Yes	●	●	●	●	●
COMPANY H	4	90%	Yes	Yes	Yes	0.45	0.20	Yes	Yes	●	●	●	●	●
COMPANY I	12	90%	No	Yes	Yes	3.00	1.00	Yes	Yes	●	●	●	●	●
COMPANY J	6	89%	Yes	No	Yes	1.36	0.45	Yes	Yes	●	●	●	●	●
COMPANY K	6	100%	Yes	Yes	Yes	7.60	6.31	Yes	Yes	◐	●	●	●	●
COMPANY L	12	100%	Yes	Yes	Yes	1.10	1.10	Yes	Yes	◐	◐	◐	◐	●

KEY: ○ No Policy or Training in Place ◐ Policy in Place ◑ Training in Place ● Policy and Training in Place N/A: Not Applicable — Company Did Not Report

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## SELECT REPORTING COMPANY RESPONSIBLE STEWARDSHIP DATA (CONTINUED)

	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 <sup>1</sup>	Public ESG Disclosure <sup>2</sup>	Total Recordable Incident Rate	Lost-Time Incident Rate	Health & Safety Efforts <sup>3</sup>	Health & Safety Function <sup>4</sup>	Anti-Harassment <sup>5</sup>	Code of Conduct/Business Ethics <sup>5</sup>	Cyber-security <sup>5</sup>	Data Privacy <sup>5</sup>	Health & Safety <sup>5</sup>
<b>INFORMATION TECHNOLOGY</b>														
COMPANY A	5	100%	Yes	No	No	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY B	9	100%	Yes	Yes	Yes	8.52	0.00	Yes	Yes	●	●	●	●	●
COMPANY C	16	89%	Yes	Yes	Yes	0.03	0.03	Yes	Yes	●	●	●	●	●
COMPANY D	4	100%	Yes	Yes	No	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY E	5	92%	Yes	Yes	Yes	0.09	0.04	Yes	Yes	●	●	●	●	●
COMPANY F	4	100%	Yes	Yes	Yes	1.95	1.95	Yes	Yes	●	●	●	●	●
COMPANY G	8	93%	Yes	Yes	Yes	0.31	0.00	Yes	No	●	●	●	●	●
COMPANY H	4	100%	Yes	Yes	Yes	0.00	0.00	Yes	Yes	●	●	●	●	●
<b>MATERIALS</b>														
COMPANY A	5	95%	Yes	Yes	Yes	1.80	1.65	Yes	Yes	●	●	●	●	●
COMPANY B	11	100%	Yes	Yes	Yes	1.99	1.37	Yes	Yes	●	●	●	●	●
COMPANY C	4	98%	Yes	Yes	Yes	3.26	2.72	Yes	Yes	○	●	●	●	●
COMPANY D	4	97%	Yes	Yes	Yes	2.30	1.05	Yes	Yes	●	●	●	●	●
COMPANY E	36	99%	Yes	Yes	Yes	1.07	0.83	Yes	Yes	●	●	●	●	●
COMPANY F	12	93%	Yes	Yes	Yes	1.38	0.18	Yes	Yes	●	●	●	●	●
COMPANY G	23	98%	Yes	Yes	Yes	0.00	0.00	Yes	Yes	●	●	●	●	●
COMPANY H	12	100%	Yes	Yes	Yes	7.02	1.35	Yes	Yes	●	●	●	●	●

KEY: ○ No Policy or Training in Place ● Policy in Place ● Training in Place ● Policy and Training in Place N/A: Not Applicable — Company Did Not Report

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## REPORTING COMPANIES ENVIRONMENTAL PERFORMANCE SUMMARY

SELECT REPORTING COMPANY ENVIRONMENTAL DATA <sup>1</sup>		
Metric	2023 Total Consumption/ Generation	Reporting Company Disclosure Rate
ENERGY CONSUMPTION (MWh)	36,760,533	100%
RENEWABLE ENERGY CONSUMPTION (MWh) <sup>2</sup>	6,261,360	92%
NON-HAZARDOUS WASTE TO LANDFILL WEIGHT (MT) <sup>3</sup>	5,282,203	100%
NON-HAZARDOUS WASTE RECYCLED OR REUSED WEIGHT (MT) <sup>4</sup>	1,378,769	91%
WATER CONSUMPTION (m <sup>3</sup> ) <sup>5</sup>	175,432,776	99%
SCOPE 1 GHG EMISSIONS (MT OF CO <sub>2</sub> e) <sup>6</sup>	17,764,794	99% <sup>7</sup>
SCOPE 2 GHG EMISSIONS (MT OF CO <sub>2</sub> e) <sup>8</sup>	3,952,875	100% <sup>9</sup>

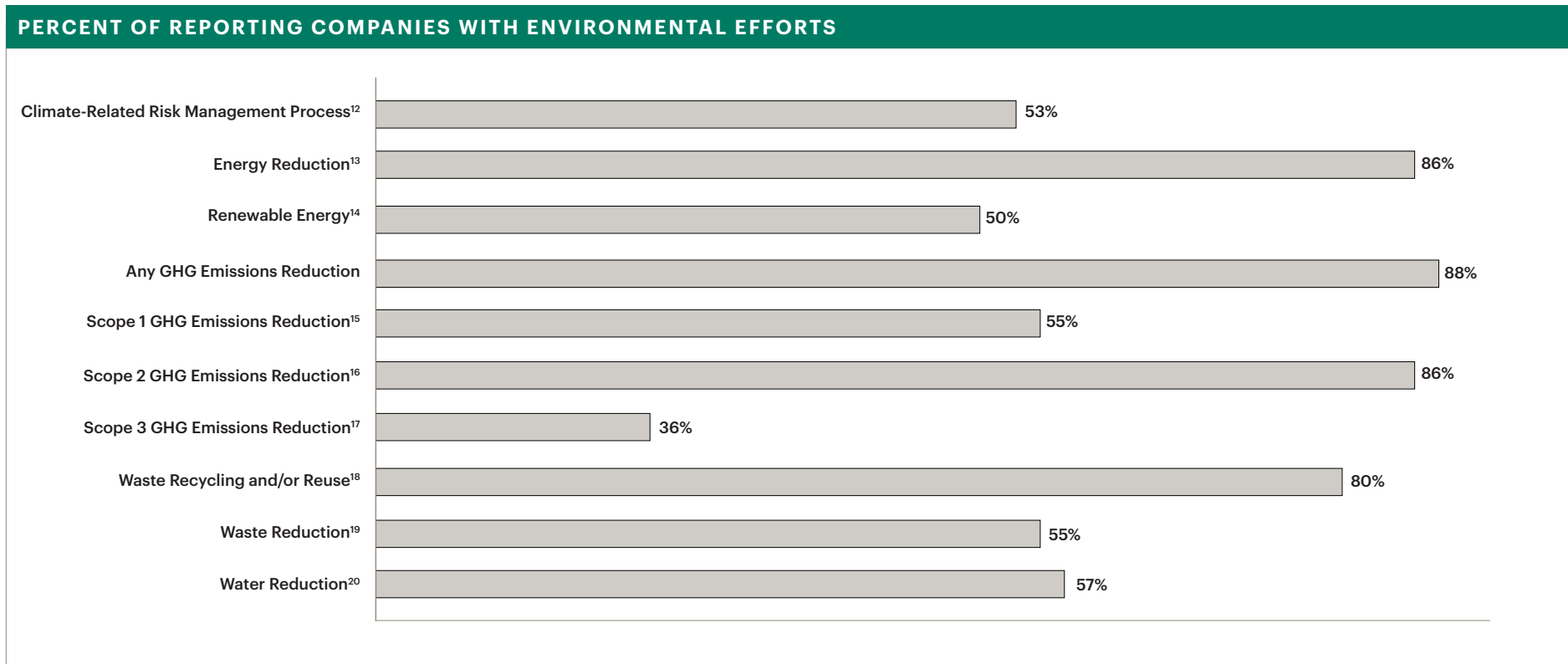
REPORTING COMPANY SCOPE 3 GHG EMISSIONS DATA		
Metric	2023 Total	Reporting Company Disclosure Rate
SCOPE 3 GHG EMISSIONS FROM BUSINESS TRAVEL AND/OR EMPLOYEE COMMUTING (MT OF CO <sub>2</sub> e) <sup>10</sup>	1,006,984	88%
SCOPE 3 GHG EMISSIONS FROM ALL OTHER CATEGORIES (MT OF CO <sub>2</sub> e) <sup>11</sup>	36,613,382	23%

- Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2023. In some cases, energy consumption is based on site area using estimation factors derived from the US Energy Information Administration's 2018 Commercial Buildings Energy Consumption Survey; non-hazardous waste to landfill and water consumption may be based on site area using estimation factors derived from Urban Land Institute data.
- Renewable energy consumption includes, but is not limited to, renewable energy generated from hydropower, geothermal, wind, solar or biomass.
- Reporting Companies are asked to provide data on non-hazardous waste to landfill including any materials resulting from reporting company operations in 2023 that are deemed "trash" and either sent to landfill or an incineration facility that does not produce energy from the incineration process. Reporting Companies are asked to exclude any hazardous waste or nonhazardous waste that was recycled or incinerated with corresponding energy capture from the data they report to Apollo.
- Reporting Companies are asked to provide data on non-hazardous waste recycled or reused including any materials resulting from Reporting Company operations in 2023 that were transferred or sold to a third party for reuse, recycling or incineration with corresponding energy capture or any nonhazardous waste beneficially reused by the Reporting Company itself. Reporting companies are asked to exclude recycled or reused water from the data they report to Apollo.
- Reporting Companies are asked to provide data on water consumption including all water withdrawn by Reporting Companies from all freshwater sources, including surface water, ground water, rainwater and municipal water supply for use in 2023 minus any water that was discharged back to a freshwater source.
- Reporting Companies are asked to calculate Scope 1 GHG emissions from on-site stationary combustion, mobile combustion and/or fugitive emissions in accordance with the GHG Protocol corporate standard methodology using the control approach.
- Only includes Reporting Companies that generate Scope 1 GHG emissions.
- Reporting Companies are asked to calculate Scope 2 GHG emissions in accordance with the GHG Protocol corporate standard location-based methodology using the control approach.
- Only includes Reporting Companies that generate Scope 2 GHG emissions.
- Reporting Companies are asked to calculate Scope 3 GHG emissions from business travel and/or employee commuting in accordance with the GHG Protocol corporate standard methodology using the control approach.
- Reporting Companies are asked to provide Scope 3 GHG emissions from all sources other than business travel or employee commuting if the emissions were already calculated by the Reporting Company.





## REPORTING COMPANIES ENVIRONMENTAL PERFORMANCE SUMMARY (CONTINUED)



12. 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.

13. 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.

14. 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 (RECs).

15. 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.

16. 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.

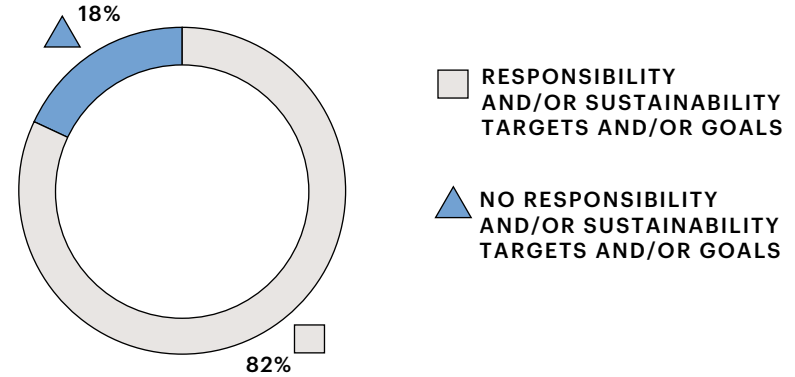
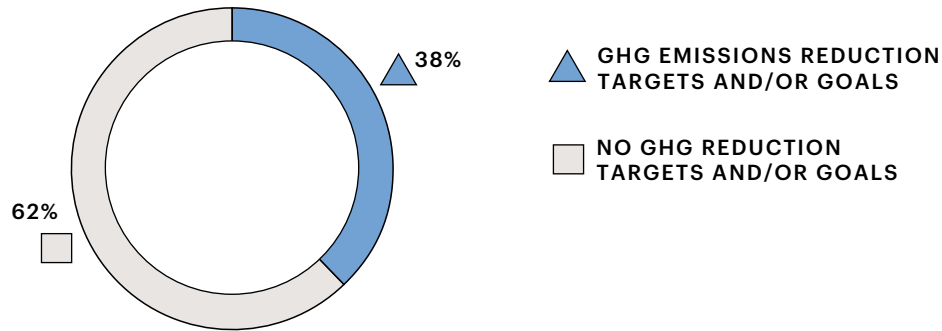
17. Scope 3 GHG emissions reduction efforts include, but are not limited to, sustainable product life cycle design, supplier engagement and transportation and distribution optimization.

18. 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.

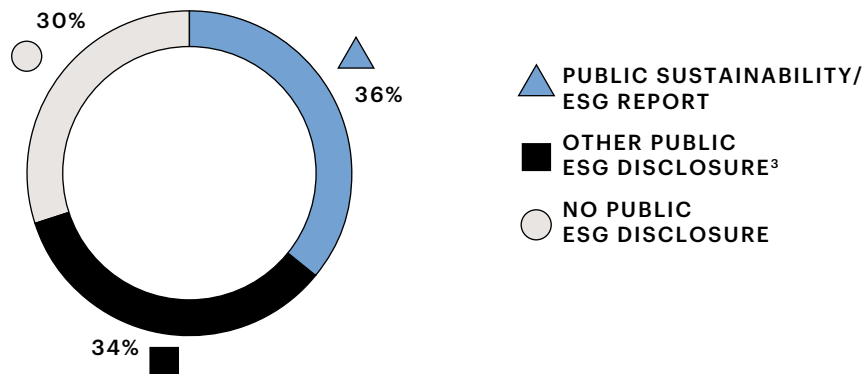
19. Waste consumption reduction efforts include, but are not limited to, purchasing bulk products and amenities to reduce packaging, digitization of paper output and using reusable bottles, cups, cutlery and plates to reduce single-use disposable items.

20. 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.

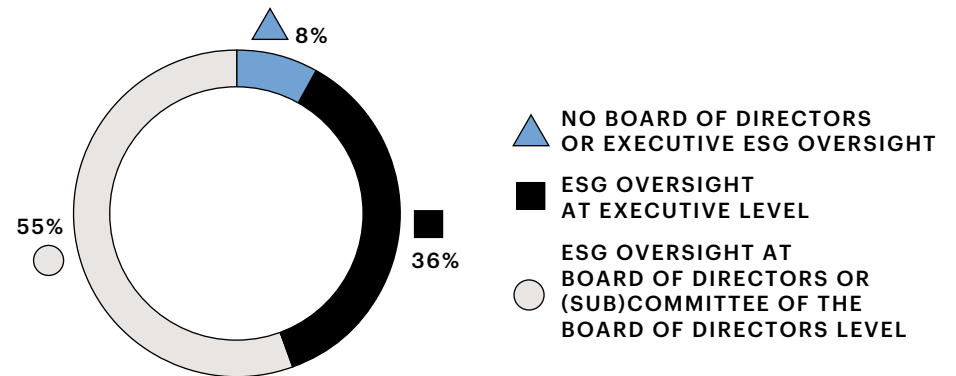
## REPORTING COMPANIES WITH RESPONSIBILITY AND/OR SUSTAINABILITY TARGETS AND/OR GOALS<sup>1</sup>



## REPORTING COMPANIES' PUBLIC ENVIRONMENTAL, SOCIAL AND GOVERNANCE DISCLOSURES<sup>2</sup>



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE OVERSIGHT AT REPORTING COMPANIES

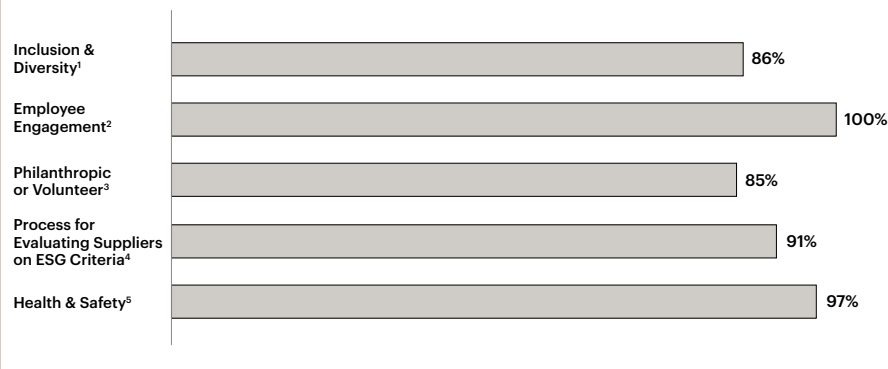


- The responsibility and/or sustainability targets and goals included in this data set are existing targets and goals that are quantitative and measurable and targets and goals that are in development and are expected to be quantitative and measurable.
- Excludes information disclosed in Apollo ESG reporting materials.
- Other Public Sustainability Disclosure includes, but is not limited to, the inclusion of sustainability-related information in Reporting Company securities filings, the publication of sustainability-related information on Reporting Company websites and the publication of disclosures aligned with sustainability frameworks such as TCFD, SASB and GRI.
- Includes the total number of and attendance at meetings held by the board of directors or similar governing body of Reporting Companies.

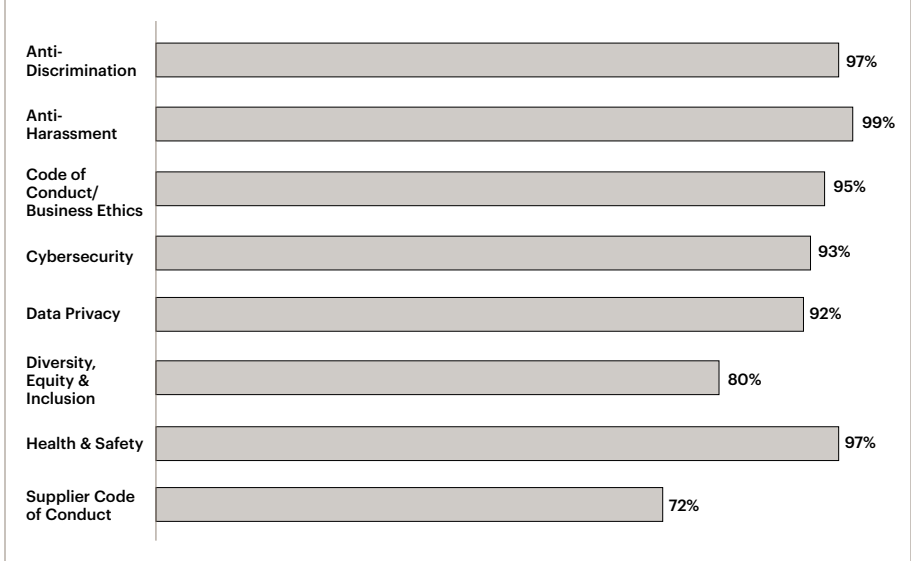
## QUANTITATIVE BOARD DATA<sup>4</sup>

AVERAGE ATTENDANCE ACROSS ALL BOARD MEETINGS	93%
TOTAL NUMBER OF BOARD MEETINGS	595

## SELECT REPORTING COMPANY SOCIAL EFFORTS



## REPORTING COMPANIES' SOCIAL POLICIES & TRAININGS<sup>6</sup>



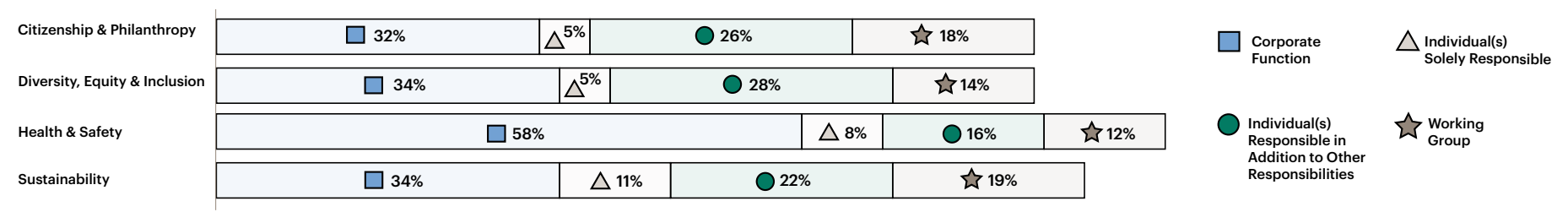
## QUANTITATIVE SOCIAL DATA

FULL-TIME EQUIVALENT (FTE) EMPLOYEE COUNT <sup>8</sup>	398,868
PART-TIME FTE EMPLOYEE COUNT <sup>8</sup>	29,451
CORPORATE PHILANTHROPY	\$98,902,247
EMPLOYEE VOLUNTEER HOURS	96,783

## TOTAL NUMBER OF POLICIES IN PLACE AT REPORTING COMPANIES IN 2023<sup>7</sup>

1,219

## FUNCTIONS AT REPORTING COMPANIES



- 1 Inclusion & diversity efforts include, but are not limited to, affinity groups, hiring programs for military veterans, national guard or reservists and diversity recruitment programs.
- 2 Employee engagement efforts include, but are not limited to, employee recognition programs, employee health and wellness programs and employee learning or career development programs.
- 3 Philanthropic or volunteer efforts include, but are not limited to, corporate philanthropy, employee philanthropy and employee volunteering.
- 4 Processes for evaluating suppliers 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. Environmental, social and/or governance criteria include, but are not limited to, human rights, child labor, supplier diversity and supplier sustainability.
- 5 Health and safety efforts include, but are not limited to, implementation of a behavior-based safety program, safety committees or working groups and safety management systems.
- 6 Reflects where Reporting Companies reported having policies and/or trainings on these topics, including instances where topics were covered as part of other policies or trainings and standalone, dedicated polices or trainings.
- 7 Reflects where Reporting Companies reported having policies in place on various topics requested by Apollo, including instances where topics were covered as part of other policies and standalone, dedicated policies.
- 8 Full-Time Equivalent, or FTE, includes full-time, part-time, seasonal, and temporary employees on the basis of the number of hours they are scheduled to worked 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.

## SELECT REPORTING REAL ESTATE INVESTMENT DATA<sup>1</sup>

	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity <sup>2,3</sup> (MT/thousand square feet)	Percent of Non- Hazardous Waste Recycled <sup>2,3</sup>	Water Intensity <sup>4</sup> (m <sup>3</sup> /thousand square feet)	Scope 1 GHG Emissions Intensity <sup>5</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Scope 2 GHG Emissions Intensity <sup>6</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Environmental Efforts <sup>7</sup>	Health and Safety Efforts <sup>8</sup>	Community Engagement Efforts <sup>9</sup>
INVESTMENT A	5,738.52	1.14	0%	181.56	0.00	1.62	None	Yes	No
INVESTMENT B	30,241.32	0.55	0%	32.84	48.24	4.76		Yes	No
INVESTMENT C	28,896.32	0.44	0%	18.97	0.59	4.74		Yes	Yes
INVESTMENT D	6,224.80	0.04	36%	13.39	0.00	0.51		Yes	Yes
INVESTMENT E	582.84	0.16	7%	2.46	0.08	0.05		Yes	Yes
INVESTMENT F	3,582.20	0.70	0%	164.13	0.22	0.67	None	No	Yes
INVESTMENT G	15,904.37	0.40	0%	164.54	0.00	5.87		Yes	Yes
INVESTMENT H	6,734.55	2.00	0%	4.82	0.85	1.00		Yes	No
INVESTMENT I	10,554.05	1.89	0%	31.25	0.74	2.40		Yes	No
INVESTMENT J	2,580.09	1.50	13%	9.90	0.00	0.95		Yes	Yes
INVESTMENT K	5,439.42	0.19	1%	42.89	0.00	2.01		Yes	Yes
INVESTMENT L	30,025.30	1.22	66%	159.41	3.33	4.36		Yes	Yes
INVESTMENT M	10,772.11	0.21	38%	141.91	1.08	1.88		Yes	Yes
INVESTMENT N	13,600.21	0.46	0%	28.67	0.00	4.75		No	Yes
INVESTMENT O	10,057.37	2.26	0%	136.88	0.00	3.71		No	No
INVESTMENT P	6,013.24	0.15	33%	6.00	0.78	0.37		Yes	No
INVESTMENT Q	219,202.14	9.57	50%	308.70	5.99	51.09		No	No

**KEY:** Environmental Building Certifications Energy Consumption Reduction Effort Renewable Energy Effort Water Recycling Water Reduction Effort Waste Recycling Waste Consumption Reduction Effort

\* Indicates non-hazardous waste-to-landfill intensity only — Company Did Not Report

- Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2023. 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 US Energy Information Administration's 2018 Commercial Buildings Energy Consumption Survey data. Property managers are asked to provide data for certain properties owned by certain Apollo-managed real estate Funds only.
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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.  
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## SELECT REPORTING REAL ESTATE INVESTMENT DATA<sup>1</sup> (CONTINUED)

	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity <sup>2,3</sup> (MT/thousand square feet)	Percent of Non- Hazardous Waste Recycled <sup>2,3</sup>	Water Intensity <sup>4</sup> (m <sup>3</sup> /thousand square feet)	Scope 1 GHG Emissions Intensity <sup>5</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Scope 2 GHG Emissions Intensity <sup>6</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Environmental Efforts <sup>7</sup>	Health and Safety Efforts <sup>8</sup>	Community Engagement Efforts <sup>9</sup>
INVESTMENT R	34,084.77	1.05	9%	425.85	3.40	12.58		Yes	Yes
INVESTMENT S	24,673.01	1.28	0%	376.22	3.10	10.36		Yes	Yes
INVESTMENT T	4,338.98	2.03*	—	14.54	0.87	0.90		Yes	No
INVESTMENT U	3,378.08	0.00*	—	65.16	—	1.25		Yes	No
INVESTMENT V	16,957.61	0.67	0%	459.65	0.37	6.26		Yes	Yes
INVESTMENT W	6,635.93	3.65	5%	159.26	0.00	4.32		Yes	No
INVESTMENT X	5,923.32	4.04	0%	82.62	—	1.52		Yes	No
INVESTMENT Y	9,714.81	—	—	23.05	0.00	0.51		Yes	Yes
INVESTMENT Z	14,004.83	2.00	0%	55.16	1.17	4.91		Yes	No
INVESTMENT AA	17,848.95	0.26	10%	52.32	0.32	5.93		Yes	No
INVESTMENT AB	6,032.77	0.00	N/A	0.02	0.20	2.23		Yes	Yes
INVESTMENT AC	24,690.74	3.20	0%	145.19	887.68	5.64		Yes	Yes
INVESTMENT AD	11,646.87	0.74	50%	42.72	0.00	0.00		Yes	Yes
INVESTMENT AE	15,400.06	1.03	54%	29.17	1.24	3.22		Yes	Yes
INVESTMENT AF	24,748.90	0.61	7%	169.39	1.35	6.39		Yes	Yes
INVESTMENT AG	15,264.14	0.61	0%	38.64	9.97	4.13		Yes	Yes
INVESTMENT AH	4,393.51	0.03	0%	1.47	0.37	1.50		No	No

**KEY:** Environmental Building Certifications Energy Consumption Reduction Effort Renewable Energy Effort Water Recycling Water Reduction Effort Waste Recycling Waste Consumption Reduction Effort

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## SELECT REPORTING REAL ESTATE INVESTMENT DATA<sup>1</sup> (CONTINUED)

	Energy Intensity (kWh/thousand square feet)	Non-Hazardous Waste Intensity <sup>2,3</sup> (MT/thousand square feet)	Percent of Non- Hazardous Waste Recycled <sup>2,3</sup>	Water Intensity <sup>4</sup> (m <sup>3</sup> /thousand square feet)	Scope 1 GHG Emissions Intensity <sup>5</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Scope 2 GHG Emissions Intensity <sup>6</sup> (MT of CO <sub>2</sub> e/thousand square feet)	Environmental Efforts <sup>7</sup>	Health and Safety Efforts <sup>8</sup>	Community Engagement Efforts <sup>9</sup>
INVESTMENT AI	1,609.77	1.14*	—	6.54	0.00	0.51		Yes	No
INVESTMENT AJ	16,645.30	1.05	100%	145.21	1.43	0.00		Yes	Yes
INVESTMENT AK	146,394.62	4.79	0%	130.06	0.00	22.05		Yes	Yes
INVESTMENT AL	7,562.01	0.54	0%	50.58	0.00	4.63		Yes	No
INVESTMENT AM	17,718.68	0.92*	—	51.24	0.00	6.54		Yes	Yes
INVESTMENT AN	16,677.49	0.93	1%	309.64	0.00	6.16		Yes	Yes
INVESTMENT AO	31,791.42	1.56	0%	136.88	1.16	9.39		Yes	Yes
INVESTMENT AP	8,360.37	1.31	0%	69.02	1.83	4.48		Yes	Yes
INVESTMENT AQ	15,300.00	9.38	50%	88.78	0.00	5.65		No	No
INVESTMENT AR	648.51	0.04	0%	34.27	0.10	0.31		Yes	No
INVESTMENT AS	34,900.00	0.34	0%	28.68	1.16	4.75		Yes	No
INVESTMENT AT	11,225.48	0.00	0%	131.20	0.67	1.57		Yes	No
INVESTMENT AU	23,486.31	1.17	0%	45.45	0.53	4.79		No	No
INVESTMENT AV	18,587.95	0.96	4%	82.21	0.00	6.86		Yes	Yes
INVESTMENT AW	38.18	0.02*	—	0.06	0.00	0.00		No	No
INVESTMENT AX	8,065.40	1,220.97	49%	41.31	0.00	4.11		Yes	Yes
INVESTMENT AY	2,430.00	1.26	0%	11.66	0.00	0.13		No	No

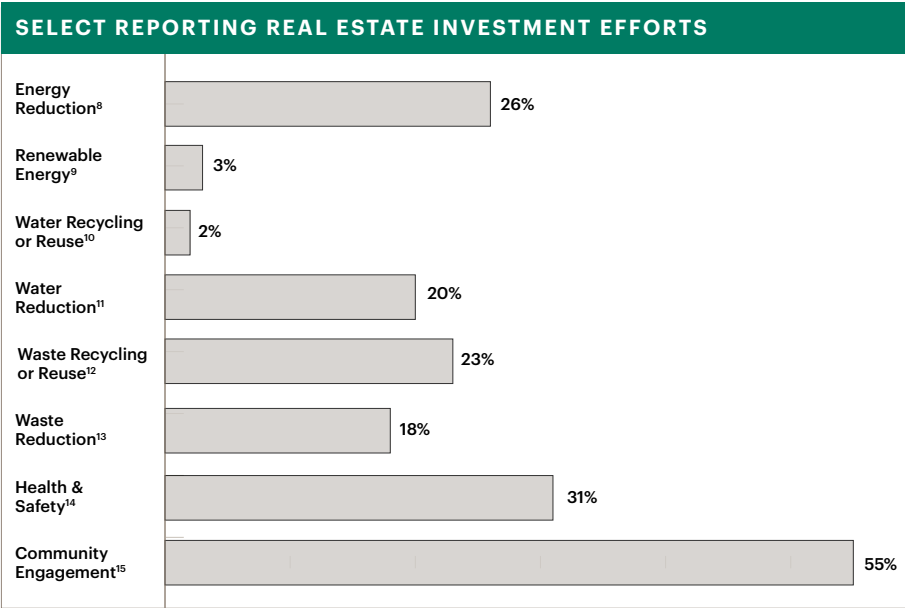
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SELECT REPORTING REAL ESTATE INVESTMENT DATA <sup>1</sup>		
Metric	Total	Property Disclosure Rate
TOTAL AREA (ft <sup>2</sup> )	299,644,207	100%
ENERGY CONSUMPTION (MWh)	3,686,352	100%
NON-HAZARDOUS WASTE TO LANDFILL WEIGHT (MT) <sup>2</sup>	302,106	98%
NON-HAZARDOUS WASTE RECYCLED OR REUSED WEIGHT (MT) <sup>3</sup>	103,065	90%
WATER CONSUMPTION (m <sup>3</sup> ) <sup>4</sup>	12,396,116	100%
SCOPE 1 GHG EMISSIONS (MT OF CO <sub>2</sub> e) <sup>5</sup>	161,466	96%
SCOPE 2 GHG EMISSIONS (MT OF CO <sub>2</sub> e) <sup>6</sup>	1,300,707	100%
SCOPE 1 + 2 GHG EMISSIONS (MT OF CO <sub>2</sub> e)	1,462,173	—
TOTAL ENVIRONMENTAL BUILDING CERTIFICATIONS <sup>7</sup>	260	100%



1. Reflects actual or estimated consumption and GHG emissions footprint for calendar year 2023. 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 US Energy Information Administration's 2018 Commercial Buildings Energy Consumption Survey data. Property managers are asked to provide data for certain properties owned by certain Apollo-managed real estate Funds only.

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# Appendix

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# Appendix A: Reporting Companies Listing

This company has published a Sustainability Report

Apollo Origination Platform

Company	Sector
ABC Technologies	Consumer Discretionary
Accent Family of Companies	Industrials
adapa Group	Materials
ADT	Industrials
Aeroméxico	Industrials
ALTEMIRA Group	Materials
Apterra Infrastructure Capital LLC	Financials
Aqua Finance	Financials
Arconic Corporation	Materials
Aspen Insurance Holdings Limited	Financials
Athora	Financials
Atlas Air Worldwide	Industrials
Avaya LLC	Information Technology
Bensons for Beds	Consumer Discretionary
Brightspeed	Communication Services
Capteris	Financials
Catalina Holdings	Financials
CBR Fashion Group	Consumer Discretionary
Celeros Flow Technology	Energy
Clix Capital	Financials
Coinstar	Consumer Discretionary

Company	Sector
Cox Media Group	Communication Services
Doral Renewables	Utilities
ecoATM	Information Technology
Eliant Trade Finance	Financials
Employbridge	Industrials
Energos Infrastructure	Energy
FlexGen Power Systems	Information Technology
Foundation Home Loans	Financials
GI Alliance	Health Care
Graanul Invest Group	Materials
Great Bay Renewables, LLC	Financials
Great Canadian Entertainment	Consumer Discretionary
Heritage Grocers Group	Consumer Staples
Hydria	Energy
Ingenico	Information Technology
Intermodal Tank Transport	Industrials
Invited	Consumer Discretionary
IonicBlue	Financials
Kem One Group	Materials
Lapithus	Financials
Lecta Limited	Materials
Leeds Bradford Airport	Industrials

Company	Sector
Legendary Entertainment	Communication Services
Lifepoint Health	Health Care
Lottomatica Group	Consumer Discretionary
MAFTEC	Consumer Discretionary
Maisons du Monde	Consumer Discretionary
MaxCap	Financials
Maxim Crane Works	Industrials
Merx	Financials
Miller Homes	Consumer Discretionary
New Home Co.	Consumer Discretionary
Novolex	Materials
Oldenburgische Landesbank	Financials
Petros PACE Finance	Financials
PK AirFinance	Financials
PlanetCast	Communication Services
Primafrio	Industrials
Rackspace Technology	Information Technology
Reno De Medici	Materials
Sapphire Gas Solutions	Energy
ScionHealth	Health Care
Shutterfly	Consumer Discretionary

Company	Sector
Smart Start	Information Technology
Summit Ridge Energy	Energy
Sun Country Airlines	Industrials
Supplemental Health Care	Health Care
Takkion	Consumer Discretionary
Tenneco	Consumer Discretionary
The Michaels Companies	Consumer Discretionary
The Venetian	Consumer Discretionary
Total Operations and Production Services	Energy
United Living	Industrials
Univar Solutions	Industrials
U.S. Acute Care Solutions Holdings	Health Care
US Wind	Utilities
The University of Phoenix	Consumer Discretionary
Vallourec	Energy
Venerable	Financials
West Technology	Information Technology
Wheels	Financials
Yahoo	Communication Services
Yondr	Information Technology

# Appendix B: Legal Disclaimer

This 2023 ESG Reporting Supplement Volume 15 (the “Supplement”) is provided by Apollo Global Management, Inc. (together with its subsidiaries, “Apollo”) for informational purposes only and is solely intended to summarize certain environmental, social, and governance-related data collection efforts undertaken by Apollo and the funds managed by entities affiliated with Apollo (each such fund, a “Fund,” and collectively, the “Funds”), as well as certain sustainability-related processes and strategies of certain yield, hybrid, and equity assets in which the Funds have investments (each such investment, a “Reporting Entity,” and collectively, the “Reporting Entities”). This Supplement should not be relied upon for any other purpose. The Supplement does not summarize investment performance. This Supplement does not constitute an offer to sell, or the solicitation of an offer to buy, any security, product, or service, including interests in any Fund. This Supplement covers the time period beginning on January 1, 2023 and ending on December 31, 2023, unless otherwise indicated.

Any past performance information provided herein is neither indicative nor a guarantee of future performance or returns. References to Reporting Entities are intended to illustrate the application of Apollo’s investment process only and should not be viewed as a recommendation of any particular

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While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the various legal rules and regulations with which we currently are, and in the future may be, required to comply. Additionally, we expect to have various reporting and other obligations under a number of legal rules that are coming into effect, including rules pertaining to climate disclosures, anti-greenwashing and reporting on sustainability matters. It is unclear if the Supplement, in its current form, will comply with those rules as they will ultimately be promulgated. As such, the Supplement should not be deemed to comply with those rules. We will continue monitoring all such rules and may have to adjust our future voluntary and/or mandatory disclosures to meet their requirements.



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