

# 100 BEST CORPORATE CITIZENS

## 2024 Final Results



### OVERVIEW

3BL's 100 Best Corporate Citizens ranks the 1,000 largest, publicly traded U.S. companies on environmental, social and governance (ESG) transparency and performance. For more information visit [100best.3blmedia.com/faq/](https://100best.3blmedia.com/faq/).

Companies are assessed for 100 Best Corporate Citizens based on their ESG transparency and performance, researched from only publicly available information. There is no survey or questionnaire, and no cost or fee to be researched and ranked. 3BL's partner, ISS ESG, conducts the research and processes the ranking. The publicly available sources ISS ESG reviews, include:

- Corporate websites, reports and documents (e.g., annual, corporate responsibility and sustainability reports, SEC filings, policies, etc.)
- Reputable third parties (e.g., CDP, Compustat, FactSet, GRI, UN Global Compact, U.S. EPA)

While there are no formal submissions, companies can verify and respond to how ISS ESG rates them on factors used in the ranking through ISS-Corporate's Compass platform. There is no cost to verify data and information with ISS. Each 100 Best factor has an ID number to reference in the Compass platform. The factor ID number corresponds to the ISS ESG E&S Disclosure QualityScore and Governance QualityScore. Factors without ID numbers — marked N/A — cannot be verified by companies as ISS ESG sources the data and information from a third party (e.g., FactSet) or the factor is researched by ISS ESG but is not yet part of the E&S Disclosure QualityScore or Governance QualityScore. Factor ID numbers with a decimal are subfactors. For example, factor 450.1 in the Employees pillar is a subfactor of factor 450. To verify subfactors, the overarching, or parent factor, must be first satisfied.

Email [info@iss-corporate.com](mailto:info@iss-corporate.com) (Cc [100Best@3blmedia.com](mailto:100Best@3blmedia.com)) to request online portal access and add users.

| Rank | Company                            | Overall Weighted Score | Industry Rank | Industry                                     | Climate Change (22.0%) | Employee Relations (20.5%) | Environment (19.0%) | Stakeholders and Society (14.0%) | Human Rights (11.0%) | Governance (9.0%) | Performance Adjusters (4.5%) |
|------|------------------------------------|------------------------|---------------|----------------------------------------------|------------------------|----------------------------|---------------------|----------------------------------|----------------------|-------------------|------------------------------|
| 1    | HP Inc.                            | 78.49                  | 1 of 5        | Technology Hardware & Equipment              | 3                      | 74                         | 19                  | 5                                | 9                    | 3                 | 7                            |
| 2    | Hewlett Packard Enterprise Company | 76.81                  | 2 of 5        | Technology Hardware & Equipment              | 85                     | 4                          | 18                  | 60                               | 10                   | 15                | 36                           |
| 3    | Johnson & Johnson                  | 76.29                  | 1 of 6        | Pharmaceuticals, Biotechnology & Life        | 24                     | 6                          | 50                  | 2                                | 147                  | 127               | 12                           |
| 4    | Owens Corning                      | 74.51                  | 1 of 11       | Capital Goods                                | 95                     | 57                         | 2                   | 58                               | 41                   | 237               | 18                           |
| 5    | Ingersoll Rand Inc.                | 74.08                  | 2 of 11       | Capital Goods                                | 35                     | 15                         | 12                  | 18                               | 298                  | 109               | 143                          |
| 6    | PepsiCo, Inc.                      | 73.95                  | 1 of 9        | Food & Beverage                              | 19                     | 33                         | 110                 | 190                              | 1                    | 166               | 193                          |
| 7    | VF Corp.                           | 73.64                  | 1 of 5        | Consumer Durables & Apparel                  | 73                     | 49                         | 524                 | 10                               | 49                   | 7                 | 233                          |
| 8    | Trane Technologies Plc             | 73.51                  | 3 of 11       | Capital Goods                                | 5                      | 53                         | 6                   | 41                               | 474                  | 132               | 47                           |
| 9    | Citigroup Inc.                     | 73.34                  | 1 of 2        | Banks                                        | 205                    | 35                         | 27                  | 25                               | 15                   | 24                | 211                          |
| 10   | Ford Motor Company                 | 73.29                  | 1 of 4        | Automobiles & Components                     | 13                     | 228                        | 41                  | 22                               | 6                    | 39                | 157                          |
| 11   | The Hershey Company                | 73                     | 2 of 9        | Food & Beverage                              | 182                    | 14                         | 45                  | 149                              | 2                    | 68                | 470                          |
| 12   | Xylem Inc.                         | 72.89                  | 4 of 11       | Capital Goods                                | 71                     | 30                         | 53                  | 14                               | 64                   | 112               | 214                          |
| 13   | Medtronic Plc                      | 72.26                  | 1 of 6        | Health Care Equipment & Services             | 39                     | 16                         | 24                  | 98                               | 204                  | 265               | 40                           |
| 14   | Ecolab Inc.                        | 72.22                  | 1 of 14       | Materials                                    | 22                     | 24                         | 133                 | 42                               | 123                  | 140               | 114                          |
| 15   | Intel Corporation                  | 71.93                  | 1 of 8        | Semiconductors & Semiconductor               | 77                     | 23                         | 159                 | 19                               | 93                   | 29                | 101                          |
| 16   | Keysight Technologies, Inc.        | 71.77                  | 3 of 5        | Technology Hardware & Equipment              | 75                     | 46                         | 16                  | 206                              | 20                   | 264               | 180                          |
| 17   | Illumina, Inc.                     | 71.33                  | 2 of 6        | Pharmaceuticals, Biotechnology & Life        | 6                      | 73                         | 65                  | 33                               | 102                  | 500               | 299                          |
| 18   | Dow Inc.                           | 71                     | 2 of 14       | Materials                                    | 113                    | 31                         | 7                   | 156                              | 286                  | 26                | 349                          |
| 18   | Applied Materials, Inc.            | 71                     | 2 of 8        | Semiconductors & Semiconductor               | 83                     | 9                          | 40                  | 174                              | 72                   | 425               | 111                          |
| 20   | Analog Devices, Inc.               | 70.5                   | 3 of 8        | Semiconductors & Semiconductor               | 45                     | 72                         | 26                  | 17                               | 205                  | 418               | 220                          |
| 21   | Cisco Systems, Inc.                | 70.41                  | 4 of 5        | Technology Hardware & Equipment              | 17                     | 258                        | 21                  | 219                              | 28                   | 67                | 74                           |
| 22   | Dell Technologies Inc.             | 69.86                  | 5 of 5        | Technology Hardware & Equipment              | 99                     | 92                         | 125                 | 11                               | 17                   | 411               | 35                           |
| 23   | QUALCOMM Incorporated              | 69.8                   | 4 of 8        | Semiconductors & Semiconductor               | 26                     | 244                        | 76                  | 53                               | 62                   | 71                | 71                           |
| 24   | Best Buy Co., Inc.                 | 69.61                  | 1 of 1        | Consumer Discretionary Distribution & Retail | 89                     | 90                         | 109                 | 97                               | 38                   | 120               | 42                           |
| 25   | Eversource Energy                  | 69.48                  | 1 of 3        | Utilities                                    | 183                    | 2                          | 154                 | 237                              | 117                  | 141               | 112                          |
| 26   | Walgreens Boots Alliance, Inc.     | 69.32                  | 1 of 3        | Consumer Staples Distribution & Retail       | 81                     | 77                         | 365                 | 6                                | 12                   | 145               | 215                          |
| 27   | General Mills, Inc.                | 69.3                   | 3 of 9        | Food & Beverage                              | 36                     | 131                        | 163                 | 43                               | 107                  | 69                | 127                          |
| 28   | FMC Corporation                    | 69.2                   | 3 of 14       | Materials                                    | 28                     | 70                         | 149                 | 130                              | 212                  | 8                 | 723                          |
| 29   | GlobalFoundries Inc.               | 68.96                  | 5 of 8        | Semiconductors & Semiconductor               | 344                    | 122                        | 9                   | 280                              | 26                   | 6                 | 27                           |
| 30   | Kellanova                          | 68.94                  | 4 of 9        | Food & Beverage                              | 18                     | 134                        | 272                 | 326                              | 8                    | 30                | 91                           |
| 31   | Berry Global Group, Inc.           | 68.8                   | 4 of 14       | Materials                                    | 308                    | 91                         | 11                  | 374                              | 13                   | 35                | 124                          |
| 32   | LyondellBasell Industries N.V.     | 68.73                  | 5 of 14       | Materials                                    | 390                    | 60                         | 32                  | 59                               | 31                   | 117               | 405                          |
| 33   | The Kraft Heinz Company            | 68.28                  | 5 of 9        | Food & Beverage                              | 300                    | 106                        | 15                  | 65                               | 43                   | 295               | 247                          |

|    |                                         |       |         |                                              |     |     |     |     |     |     |     |
|----|-----------------------------------------|-------|---------|----------------------------------------------|-----|-----|-----|-----|-----|-----|-----|
| 34 | Target Corporation                      | 68.24 | 2 of 3  | Consumer Staples Distribution & Retail       | 43  | 284 | 84  | 75  | 66  | 62  | 172 |
| 35 | Jacobs Solutions, Inc.                  | 68.13 | 1 of 3  | Commercial & Professional Services           | 29  | 93  | 97  | 333 | 124 | 159 | 75  |
| 36 | AT&T Inc.                               | 68.08 | 1 of 2  | Telecommunication Services                   | 92  | 256 | 235 | 1   | 53  | 20  | 93  |
| 36 | The Estee Lauder Companies, Inc.        | 68.08 | 1 of 3  | Household & Personal Products                | 65  | 126 | 66  | 7   | 238 | 338 | 158 |
| 38 | Pfizer Inc.                             | 67.94 | 3 of 6  | Pharmaceuticals, Biotechnology & Life        | 16  | 87  | 399 | 160 | 182 | 19  | 9   |
| 39 | Accenture Plc                           | 67.86 | 1 of 3  | Software & Services                          | 279 | 10  | 98  | 191 | 138 | 232 | 57  |
| 40 | CNH Industrial NV                       | 67.78 | 5 of 11 | Capital Goods                                | 230 | 184 | 25  | 52  | 118 | 38  | 41  |
| 41 | First Solar, Inc.                       | 67.68 | 6 of 8  | Semiconductors & Semiconductor               | 2   | 536 | 8   | 409 | 85  | 276 | 1   |
| 42 | Yum! Brands, Inc.                       | 67.67 | 1 of 5  | Consumer Services                            | 46  | 69  | 200 | 173 | 101 | 75  | 812 |
| 43 | Mondelez International, Inc.            | 67.61 | 6 of 9  | Food & Beverage                              | 63  | 25  | 352 | 126 | 148 | 56  | 432 |
| 44 | Biogen Inc.                             | 67.5  | 4 of 6  | Pharmaceuticals, Biotechnology & Life        | 8   | 61  | 314 | 67  | 268 | 473 | 95  |
| 45 | CBRE Group, Inc.                        | 67.44 | 1 of 1  | Real Estate Management & Development         | 40  | 178 | 340 | 89  | 37  | 62  | 64  |
| 46 | Whirlpool Corporation                   | 67.43 | 2 of 5  | Consumer Durables & Apparel                  | 133 | 223 | 5   | 24  | 283 | 373 | 221 |
| 47 | Hasbro, Inc.                            | 67.2  | 3 of 5  | Consumer Durables & Apparel                  | 148 | 285 | 130 | 102 | 5   | 106 | 59  |
| 48 | Ralph Lauren Corporation                | 67.14 | 4 of 5  | Consumer Durables & Apparel                  | 58  | 180 | 207 | 50  | 68  | 108 | 181 |
| 49 | The Coca-Cola Company                   | 67.02 | 7 of 9  | Food & Beverage                              | 198 | 113 | 144 | 157 | 14  | 77  | 585 |
| 50 | Becton, Dickinson and Company           | 67.01 | 2 of 6  | Health Care Equipment & Services             | 361 | 13  | 72  | 8   | 352 | 520 | 50  |
| 51 | Merck & Co., Inc.                       | 66.94 | 5 of 6  | Pharmaceuticals, Biotechnology & Life        | 340 | 18  | 189 | 57  | 94  | 556 | 6   |
| 52 | Bank of America Corporation             | 66.81 | 2 of 2  | Banks                                        | 169 | 259 | 29  | 113 | 74  | 32  | 362 |
| 53 | Newmont Corporation                     | 66.79 | 6 of 14 | Materials                                    | 345 | 121 | 174 | 2   | 47  | 143 | 251 |
| 54 | CVS Health Corporation                  | 66.78 | 3 of 6  | Health Care Equipment & Services             | 20  | 330 | 137 | 65  | 65  | 420 | 81  |
| 55 | The Cigna Group                         | 66.72 | 4 of 6  | Health Care Equipment & Services             | 100 | 141 | 56  | 148 | 364 | 14  | 34  |
| 56 | Emerson Electric Co.                    | 66.71 | 6 of 11 | Capital Goods                                | 10  | 117 | 90  | 475 | 164 | 27  | 614 |
| 57 | Genpact Limited                         | 66.58 | 2 of 3  | Commercial & Professional Services           | 37  | 465 | 14  | 9   | 272 | 440 | 91  |
| 58 | The Bank of New York Mellon Corporation | 66.51 | 1 of 2  | Financial Services                           | 187 | 43  | 218 | 294 | 200 | 5   | 177 |
| 59 | Marriott International, Inc.            | 66.46 | 2 of 5  | Consumer Services                            | 208 | 29  | 322 | 26  | 138 | 340 | 259 |
| 60 | Verizon Communications Inc.             | 66.29 | 2 of 2  | Telecommunication Services                   | 68  | 275 | 189 | 11  | 216 | 70  | 39  |
| 61 | Gilead Sciences, Inc.                   | 66.23 | 6 of 6  | Pharmaceuticals, Biotechnology & Life        | 60  | 40  | 199 | 76  | 432 | 360 | 263 |
| 62 | International Flavors & Fragrances Inc. | 65.93 | 7 of 14 | Materials                                    | 277 | 1   | 286 | 318 | 142 | 124 | 517 |
| 63 | CRH plc                                 | 65.92 | 8 of 14 | Materials                                    | 67  | 200 | 102 | 150 | 180 | 98  | 89  |
| 64 | Hilton Worldwide Holdings Inc.          | 65.84 | 3 of 5  | Consumer Services                            | 370 | 78  | 85  | 31  | 121 | 460 | 120 |
| 65 | Linde Plc                               | 65.83 | 9 of 14 | Materials                                    | 129 | 270 | 10  | 334 | 302 | 2   | 62  |
| 65 | Host Hotels & Resorts, Inc.             | 65.83 | 1 of 2  | Equity Real Estate Investment Trusts (REITs) | 112 | 28  | 103 | 399 | 383 | 34  | 154 |
| 67 | Advanced Micro Devices, Inc.            | 65.77 | 7 of 8  | Semiconductors & Semiconductor               | 260 | 210 | 152 | 79  | 11  | 240 | 72  |
| 68 | 3M Company                              | 65.72 | 7 of 11 | Capital Goods                                | 143 | 300 | 20  | 81  | 111 | 367 | 141 |
| 69 | S&P Global Inc.                         | 65.57 | 2 of 2  | Financial Services                           | 31  | 478 | 164 | 71  | 118 | 183 | 31  |
| 70 | General Motors Company                  | 65.44 | 2 of 4  | Automobiles & Components                     | 25  | 353 | 265 | 212 | 32  | 86  | 372 |

|     |                                             |       |          |                                              |     |     |     |     |     |     |     |
|-----|---------------------------------------------|-------|----------|----------------------------------------------|-----|-----|-----|-----|-----|-----|-----|
| 71  | Eastman Chemical Company                    | 65.42 | 10 of 14 | Materials                                    | 108 | 82  | 158 | 156 | 297 | 123 | 417 |
| 72  | Lear Corporation                            | 65.4  | 3 of 4   | Automobiles & Components                     | 173 | 246 | 145 | 4   | 163 | 148 | 304 |
| 73  | Microsoft Corporation                       | 65.31 | 2 of 3   | Software & Services                          | 158 | 361 | 58  | 218 | 49  | 99  | 38  |
| 73  | BorgWarner Inc.                             | 65.31 | 4 of 4   | Automobiles & Components                     | 160 | 54  | 185 | 194 | 152 | 382 | 554 |
| 75  | Cardinal Health, Inc.                       | 65.27 | 5 of 6   | Health Care Equipment & Services             | 281 | 38  | 267 | 104 | 229 | 116 | 116 |
| 76  | Duke Energy Corporation                     | 65.21 | 2 of 3   | Utilities                                    | 158 | 48  | 240 | 21  | 368 | 436 | 341 |
| 77  | Keurig Dr Pepper Inc.                       | 64.99 | 8 of 9   | Food & Beverage                              | 232 | 196 | 61  | 109 | 107 | 87  | 584 |
| 78  | Graphic Packaging Holding Company           | 64.98 | 11 of 14 | Materials                                    | 76  | 58  | 4   | 61  | 40  | 44  | 84  |
| 79  | Las Vegas Sands Corp.                       | 64.9  | 4 of 5   | Consumer Services                            | 211 | 227 | 59  | 111 | 182 | 190 | 14  |
| 80  | Carrier Global Corporation                  | 64.84 | 8 of 11  | Capital Goods                                | 123 | 147 | 17  | 220 | 359 | 356 | 159 |
| 81  | Colgate-Palmolive Company                   | 64.77 | 2 of 3   | Household & Personal Products                | 105 | 296 | 229 | 39  | 57  | 298 | 88  |
| 82  | Corteva, Inc.                               | 64.74 | 12 of 14 | Materials                                    | 229 | 3   | 150 | 101 | 589 | 173 | 898 |
| 83  | Weyerhaeuser Company                        | 64.65 | 2 of 2   | Equity Real Estate Investment Trusts (REITs) | 30  | 281 | 119 | 74  | 527 | 60  | 217 |
| 83  | ManpowerGroup Inc.                          | 64.65 | 3 of 3   | Commercial & Professional Services           | 86  | 68  | 209 | 274 | 347 | 128 | 118 |
| 85  | Baxter International Inc.                   | 64.35 | 6 of 6   | Health Care Equipment & Services             | 173 | 56  | 358 | 83  | 487 | 41  | 26  |
| 85  | PVH Corp.                                   | 64.35 | 5 of 5   | Consumer Durables & Apparel                  | 63  | 164 | 298 | 203 | 99  | 153 | 245 |
| 87  | The Hartford Financial Services Group, Inc. | 64.34 | 1 of 1   | Insurance                                    | 144 | 94  | 88  | 254 | 422 | 52  | 265 |
| 88  | MGM Resorts International                   | 64.19 | 5 of 5   | Consumer Services                            | 66  | 359 | 70  | 122 | 173 | 383 | 116 |
| 89  | Albemarle Corporation                       | 64.1  | 13 of 14 | Materials                                    | 224 | 26  | 187 | 217 | 304 | 175 | 737 |
| 90  | AptarGroup, Inc.                            | 64.07 | 14 of 14 | Materials                                    | 157 | 296 | 93  | 132 | 98  | 242 | 187 |
| 91  | International Business Machines Corporation | 64.04 | 3 of 3   | Software & Services                          | 297 | 195 | 219 | 123 | 38  | 295 | 10  |
| 92  | Oshkosh Corporation                         | 64.01 | 9 of 11  | Capital Goods                                | 303 | 116 | 168 | 336 | 74  | 16  | 262 |
| 93  | The Clorox Company                          | 63.96 | 3 of 3   | Household & Personal Products                | 93  | 189 | 51  | 158 | 352 | 412 | 128 |
| 94  | Honeywell International Inc.                | 63.92 | 10 of 11 | Capital Goods                                | 74  | 220 | 283 | 161 | 138 | 54  | 303 |
| 95  | RTX Corporation                             | 63.89 | 11 of 11 | Capital Goods                                | 339 | 52  | 75  | 292 | 319 | 83  | 628 |
| 96  | Bunge Global SA                             | 63.79 | 9 of 9   | Food & Beverage                              | 362 | 330 | 47  | 144 | 18  | 178 | 470 |
| 97  | ON Semiconductor Corporation                | 63.78 | 8 of 8   | Semiconductors & Semiconductor               | 254 | 294 | 107 | 98  | 199 | 10  | 183 |
| 98  | SLB                                         | 63.71 | 1 of 1   | Energy                                       | 206 | 174 | 256 | 29  | 238 | 66  | 463 |
| 99  | Walmart Inc.                                | 63.66 | 3 of 3   | Consumer Staples Distribution & Retail       | 7   | 263 | 482 | 62  | 182 | 80  | 678 |
| 100 | Avangrid, Inc.                              | 63.65 | 3 of 3   | Utilities                                    | 286 | 212 | 35  | 355 | 171 | 42  | 49  |

# PROCESSING THE RANKING

1. Weight each individual factor within a pillar. Some factors have higher relative weights.
  - a. 3BL does not disclose individual factor weights so the ranking cannot be replicated.
2. Calculate the underlying score for each pillar, then rank the full Russell 1000 within that pillar in ascending order (1 is the best ranking).
3. Apply the pillar weightings to generate an overall weighted average ranking for each company. The higher the weighted average, the better a company's ranking.
4. **Tie-Gaps.** In the event that multiple companies achieve an identical score, there will be a gap between that score and the next closest score. For example, if two companies tie for the top rank, the company or companies that earned the second highest ranking will rank third. Second place is sacrificed for the tie-gap, so third is the next available rank.
5. The controversy screen is applied. If ISS ESG identifies either a 'Severe' or 'Very Severe' controversy, the company is penalized 10 points on its final, overall weighted score. Controversies and subsequent penalties are not publicly disclosed in the ranking.
6. The lobbying screen is applied. Our partners at InfluenceMap (<https://influencemap.org/>) will measure the intensity of company lobbying and whether this lobbying is supportive or oppositional to Paris Climate Agreement-aligned policy benchmarks.
  - a. Companies with a high lobbying intensity and oppositional lobbying will receive a "red flag" and will be penalized 10 points on its final overall weighted score. The "red flag" and subsequent penalty are not publicly disclosed in the ranking.
  - b. Companies determined to be using their influence and lobbying efforts with high intensity to support Paris Climate Agreement-aligned policies will receive a "green flag" and will have 10 points added to its final overall weighted score.

