

2023

# SDPI PROGRESS REPORT



money:care GmbH



money:care is providing data and insights on the sustainability performance in the corporate sector. Our data and analysis enable retail investors to invest responsibly. All data and sources are available at [www.moneycare.at](http://www.moneycare.at).

We research and analyze public companies around the world using a unique AI-powered data collection tool and a comprehensive Sustainability Performance Scorecard across 12 criteria, including climate-related, society-related, and gender-related indicators.

This report presents the recent trends and material issues in the sustainability performance of global 200+ companies focusing on the Sustainable Development Performance Indicators (SDPI).

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# TABLE OF CONTENTS

- 01 Introduction
- 02 Message from our founders
- 03 SDPI in practice
- 04 Sustainability performance
- 05 Spotlight
- 05 Key trends and issues
- 06 Acknowledgements

# EXECUTIVE SUMMARY

money:care

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money:care is an innovative fintech company from Vienna that provides accessible and transparent information about companies' sustainability performance to retail investors. On their platform, retail investors can easily identify companies that align with their own values and respect social standards and planetary boundaries.

For this report, money:care researched 200+ publicly listed companies from 30 countries. The assessment is based on 12 sustainability performance criteria, including climate-, society-, and gender-related indicators.

The evaluation criteria are inspired by and based on the United Nations Research Institute for Social Development (UNRISD) Sustainable Performance Indicators (SDPI).

A striking finding was the lack of reporting on water recycling, with only 34 companies shedding light on this crucial environmental aspect. In contrast, data availability was relatively better for the harassment and discrimination indicator, as money:care was able to find the information for 194 companies.

As we delve into the realm of renewable energy, we find that the average consumption of renewable energy among the surveyed companies was 50%, only halfway to the target of 100% renewable energy usage.

As for boardroom representation, a commendable 73 companies have achieved or surpassed the benchmark of having 40% women on their boards. However, the gender pay disparity persists, with an average pay gap of 7%.

Highlighting the top performers:

- Intel Corporation (US) stands as the beacon in climate-related sustainability, boasting a climate score of 98.
- Électricité de France tops the societal contributions with a commendable society score of 96.
- Medibank (AUS) sets a benchmark in the gender domain, attaining a gender score of 94.

Scores range from 0 to 100, with 100 indicating full alignment with sustainability thresholds. The honor of the most sustainable company, considering all 12 indicators, goes to Thule Group (SWE) with an average score of 69.

This report marks the first step in money:care's data journey. While it provides a snapshot of the initial findings, money:care's goal is to dig deeper into all listed companies and share their sustainability data on their platform. For the latest data and insights, make sure to check out the platform regularly.



# INTRODUCTION

At money:care, we believe in thoroughness and transparency. In our quest to shed light on the sustainability performance of businesses, we examined 166 publicly listed companies. Spread across 30 countries in Europe, Asia-Pacific, and the Americas—with respective counts of 95, 34, and 73—these firms were not chosen at random. Their consistent appearances in ESG-screened indices made them prime candidates for this evaluation, signifying their dedication to sustainable endeavors.

Our data landscape is diverse, ranging from CSR, sustainability, and compensation reports to Annual financial summaries and Codes of Conduct. This breadth of publicly available information provides a multi-faceted perspective, revealing the crucial data points of each company.

The cornerstone of our analysis is the innovative blend of technology and human expertise. We employ a state-of-the-art, AI-assisted data collection tool to sift through publicly accessible documents. However, recognizing that technology alone isn't infallible, we integrate a human-in-the-loop approach. This ensured that our AI's precision was complemented by human discernment. And the cherry on top? Each data point is traceable back to its original source, a testament to our commitment to transparency.

Our current analysis leans heavily on the 2022 dataset, researched and compiled in 2023. Where recent data wasn't accessible, we referred to preceding years to maintain a continuous narrative. Interested in the specifics? A transparent overview of our sources and data is readily available at [www.moneycare.at](http://www.moneycare.at). As you navigate this report, bear in mind that the mentioned years pertain to when our team at money:care conducted the assessment, rather than the publication dates of the original reports.

Join us on this enlightening exploration, and let's together understand the depth and breadth of today's sustainable business landscape.

# MESSAGE FROM OUR FOUNDERS



Timo Nothdurft, Katharina Herzog & Ulrich Penitz, co-founders of money:care

Dear readers,

In today's rapidly shifting global landscape, sustainability is not just a buzzword – it's a responsibility. It was this understanding, combined with a passion for making authentic change, that led to the inception of money:care. As co-founders, we recognized the disparity between the vast realm of investments and genuine sustainability.

We yearned for a platform that would bridge this gap, offering clear, transparent data rooted in universally accepted indicators. money:care is our manifestation of this vision.

Our commitment is not just to offer a service, but to pioneer a movement towards a future where every investment actively contributes to a sustainable world. As we embark on this journey, we understand our profound responsibility to people and our planet.

We invite you to join us in making the vision of the 2030 Agenda for Sustainable Development a tangible reality.

Warm regards,

Katharina Herzog, Timo Nothdurft, and  
Ulrich Penitz

# SDPI IN PRACTICE

In today's intricate economic landscape, accurately gauging sustainability often proves to be a daunting task. Many prevailing systems and indicators provide merely a narrow view of an enterprise's genuine social, economic, and environmental impacts. This is where the United Nations Research Institute for Social Development's work comes into play: the **Sustainable Development Performance Indicators (SDPI)** offer a refreshing and more encompassing lens.

Unlike conventional models, SDPI set clear thresholds for an enterprise's sustainability performance, emphasizing the context of each measurement. Instead of delivering mere data points, they narrate a tale of how a business stands in relation to sustainable benchmarks and objectives.

At money:care, we're not mere spectators to this evolution but active participants. To us, the SDPI framework isn't just a tool; it is a pivotal element of our impact investing vision. As we grappled with the challenge of integrating genuine sustainability into investment decisions, we encountered the SDPI framework. It stands out with its contextualized and threshold-based approach from other models.

With the aid of SDPI, we are equipped to assess whether businesses are genuinely operating within set social and environmental boundaries. This empowers retail investors to make clear and informed decisions about which businesses contribute to a more sustainable world and which merely scratch the surface.

The SDPI, designed primarily for internal sustainability enhancement and reporting by businesses, offer a rich two-tiered set of 61 context-based metrics. However, at money:care, we've tailored our approach. We adopt an external viewpoint, evaluating companies based on their public disclosures using a curated selection from the SDPI. This unique adaptation ensures relevance and feasibility based on publicly available data.

In the sections that follow, we'll introduce the 12 pivotal indicators that underpin our evaluation process.

# CLIMATE

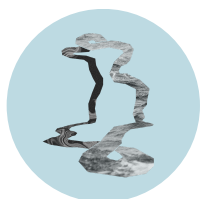
Find below an overview of the indicators considered in the thematic area of climate. For details on our methodology, please visit [www.moneycare.at](http://www.moneycare.at) or contact us directly.



## **No. 01 — Renewable energy**

*Corresponding SDPI: II.A.5 - Renewable energy*

We review the ratio of a company's renewable energy consumption to its total energy consumption. Based on the SDPI, the norm should be that the company uses only energy from renewable sources.



## **No. 02 — Water recycling & reuse**

*Corresponding SDPI: I.B.1 - Water recycling and reuse*

We review the ratio of the total volume of water that a company recycled and/or reused during the reporting period to the total water withdrawn. As we believe the majority of water should be recycled and/or reused, we set the threshold to 75% (internal approach).



## **No. 03 — Waste recycling & reuse**

*Corresponding SDPI: I.B.2 - Reduction of waste generation by reused, re-manufactured, and recycled*

We review the ratio of total recycled and/or reused waste to total waste generated. Following circular economy principles the majority of waste should be recycled and/or reused, therefore we set the threshold to 75% (internal approach).



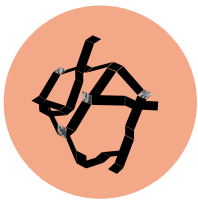
## **No. 04 — Greenhouse gas emissions**

*Corresponding SDPI: II.A.1 & II.A.2 - GHG emissions (Scope 1, 2, 3)*

Following the SDPI, we measure the amount of greenhouse gas emissions a company emits divided by its budget for allowable greenhouse gas emissions to globally meet the 1.5°C target of the Paris Climate Agreement.

# SOCIETY

Find below an overview of the indicators considered in the thematic area of society. For details on our methodology, please visit [www.moneycare.at](http://www.moneycare.at) or contact us directly.



## **No. 05 — Unionization & collective bargaining**

*Corresponding SDPI: I.C.5 - Percentage of employees covered by collective agreements*

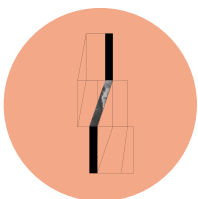
We review the percentage of employees covered by collective agreements. For collective bargaining to be sustainable, at least 80% of employees should be covered by collective agreements (internal approach).



## **No. 06 — CEO-worker pay ratio**

*Corresponding SDPI: II.B.3 - CEO-worker pay ratio*

Based on the SDPI methodology, the CEO-worker pay ratio should not exceed 30:1. Depending on the available information, we calculate the CEO salary either to the median or the average worker's salary, which should not exceed 30:1 or 20:1, respectively.



## **No. 07 — Tax gap**

*Corresponding SDPI: II.B.2 - Tax gap*

Following the SDPI, we calculate the tax gap as the difference between a company's statutory tax rate and its effective tax rate. According to that methodology, the tax gap must not exceed 5%.



## **No. 08 — Harassment & discrimination**

*Corresponding SDPI: II.B.12 - Harassment and discrimination at the workplace*

We check if there is a policy to address harassment and discrimination at the workplace, and if it specifies that there are designated units and safeguards in place to prevent retaliation, and to protect the confidentiality of the complainant.



# GENDER

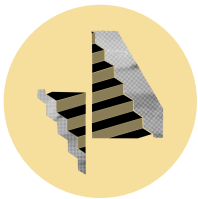
Find below an overview of the indicators considered in the thematic area of gender. For details on our methodology, please visit [www.moneycare.at](http://www.moneycare.at) or contact us directly.



## **No. 09 — Women on boards**

*Corresponding SDPI: II.C.6 - Number and percentage of women board members*

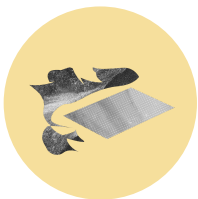
We review the total number of women on board to the total board size. In line with the SDPI methodology, we measure whether at least 40% of all board positions are held by women.



## **No. 10 — Gender pay gap**

*Corresponding SDPI: II.B.6 - Gender pay gap: Equality of remuneration*

We review the gender pay gap; the difference between the average pay of men and women in a company must not exceed 3% in accordance with the SDPI convention.



## **No. 11 — Women in management**

*Corresponding SDPI: II.B.9 - Gender equality: Proportion of women in managerial positions*

We review the percentage of women in management. In line with the SDPI methodology, we measure whether at least 40% of all management positions are held by women.



## **No. 12 — Support for care work**

*Corresponding SDPI: II.B.10 - Caregiving support programs*

Following the SDPI methodology we review the actual number of defined caregiving programs offered. These eight programs range from e.g. flextime to smooth transition assistance to/ from extended leaves.

# SUSTAINABILITY PERFORMANCE

We cast a spotlight on the top 10 companies that have notably excelled in aligning with the sustainability thresholds across all indicators. Scores range from 0 to 100, with 100 indicating full alignment with sustainability thresholds. The overall score is the average of all indicators, while the thematic scores are the average of the respective four indicators. The frontrunners have achieved overall scores ranging from 63 to 69. Transparency levels are high among the top 10, with none of them reporting less than nine indicators.

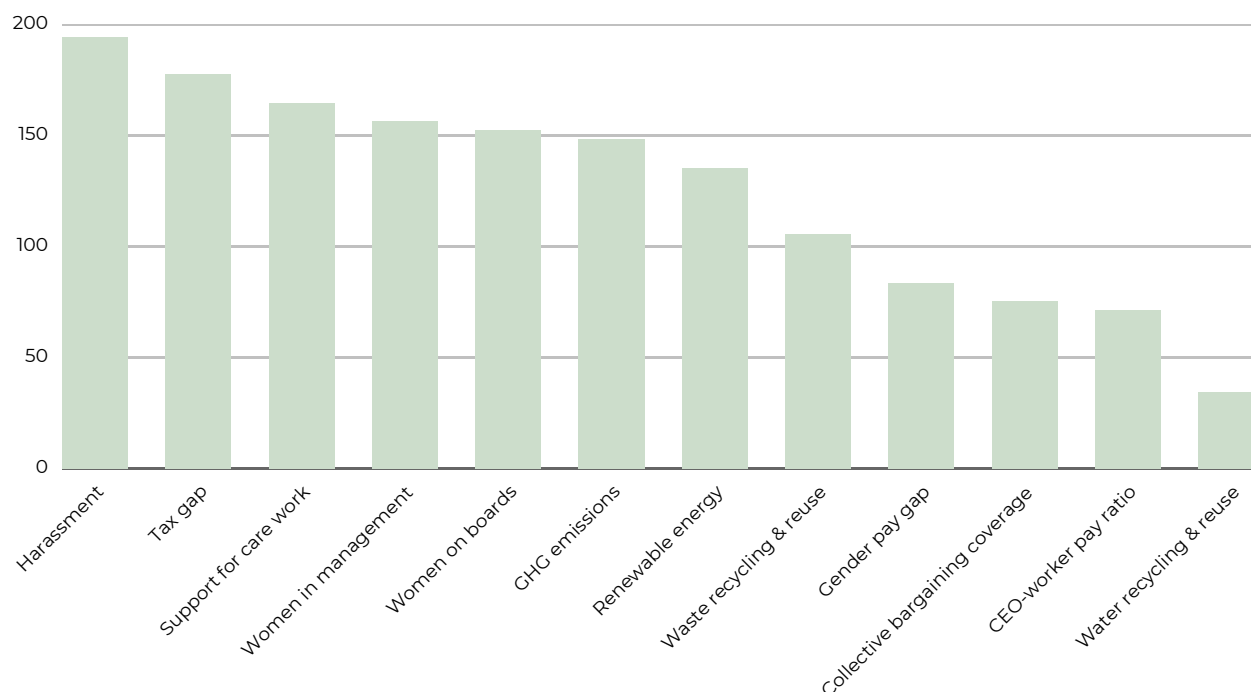
Top 10	Transparency	Sustainability	Scores
<b>Thule Group</b> Overall score: 69	10 out of 12 indicators reported	7 out of 12 indicators sustainable	Climate score: 75 Society score: 80 Gender score: 53
<b>Intel Corporation</b> Overall score: 67	10 out of 12 indicators reported	5 out of 12 indicators sustainable	Climate score: 98 Society score: 27 Gender score: 76
<b>Enagás</b> Overall score: 67	11 out of 12 indicators reported	4 out of 12 indicators sustainable	Climate score: 40 Society score: 74 Gender score: 88
<b>Givaudan SA</b> Overall score: 66	11 out of 12 indicators reported	3 out of 12 indicators sustainable	Climate score: 71 Society score: 53 Gender score: 74

Top 10	Transparency	Sustainability	Scores
<b>Apple Inc</b> Overall score: 66	10 out of 12 indicators reported	4 out of 12 indicators sustainable	Climate score: 71 Society score: 44 Gender score: 82
<b>Mirvac Group</b> Overall score: 66	9 out of 12 indicators reported	7 out of 12 indicators sustainable	Climate score: 75 Society score: 38 Gender score: 84
<b>Teck Resources</b> Overall score: 65	11 out of 12 indicators reported	2 out of 12 indicators sustainable	Climate score: 88 Society score: 60 Gender score: 47
<b>Vodafone Group</b> Overall score: 65	10 out of 12 indicators reported	4 out of 12 indicators sustainable	Climate score: 66 Society score: 77 Gender score: 51
<b>UniCredit S.p.A.</b> Overall score: 63	9 out of 12 indicators reported	5 out of 12 indicators sustainable	Climate score: 47 Society score: 65 Gender score: 79
<b>KBC Group NV</b> Overall score: 63	10 out of 12 indicators reported	3 out of 12 indicators sustainable	Climate score: 63 Society score: 82 Gender score: 45



# Data availability

Total number of companies reporting the data for the respective indicators.



Data availability varied across different regions, with Europe leading at 65%, followed closely by both the Americas and the Asia-Pacific region at 59%. Meaning, on average, companies reported ca. 2/3 of data points needed.

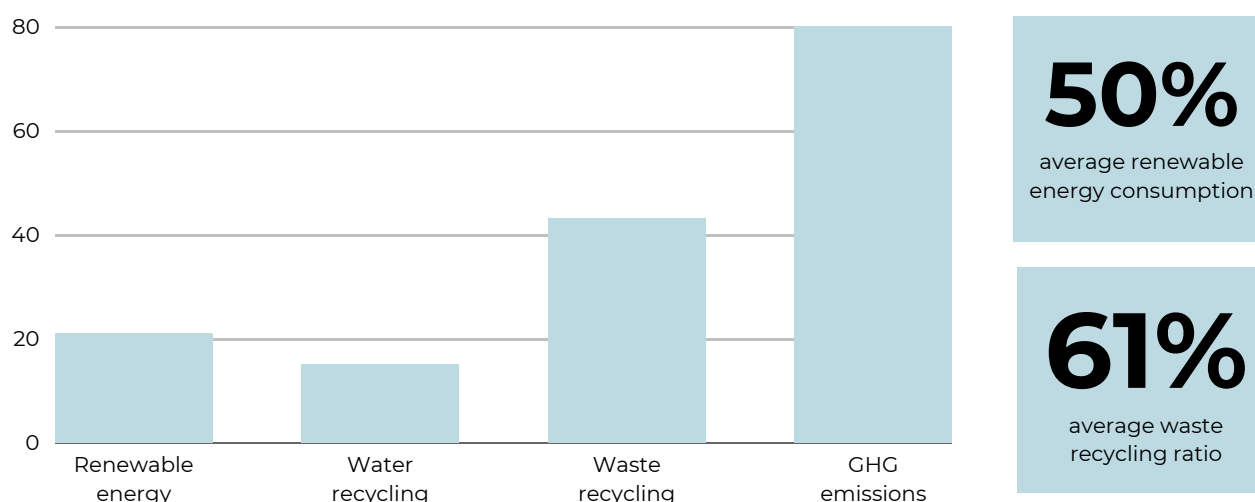
While there's substantial data on harassment, discrimination, and gender representation at management and board levels, reporting on environmental practices and worker compensation dynamics is less consistent.

Environmental stewardship is evident with 148 companies reporting on greenhouse gas emissions and 135 on renewable energy, reflecting the corporate sector's growing attention to sustainable energy practices and carbon footprint reduction. However, there is room for improvement in waste and water management, with only 105 companies reporting on waste recycling and a mere 34 on water recycling.

The disparity in data availability across these indicators highlights areas where companies are making progress, as well as those sectors requiring increased attention and improvement for a comprehensive sustainability profile. Future efforts should advocate for more uniform reporting across all indicators to facilitate a holistic understanding and comparison of sustainability practices among listed companies globally.

# Climate performance in detail

Total number of companies meeting the respective sustainability thresholds.



Alarming, only a small fraction of companies meet the established sustainability thresholds, signifying there is substantial room for improvement.

A mere 21 companies are powered solely by renewable energy, aligning with the Sustainable Development Performance Indicator (SDPI) norm, even though the average renewable energy consumption among all reporting entities sits at 50%.

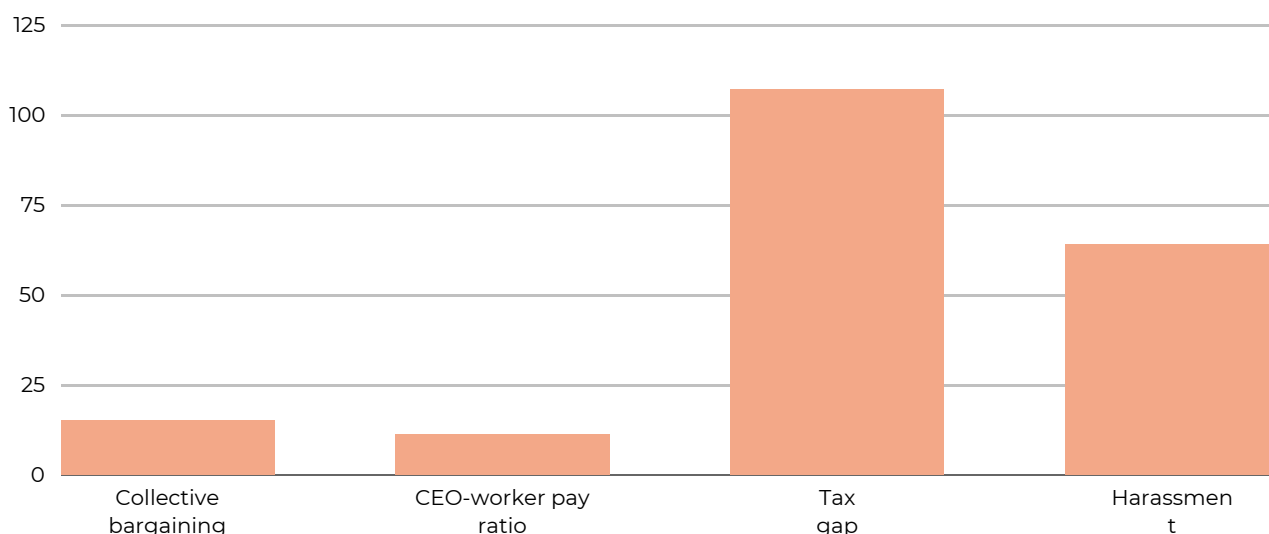
Water management practices are also below the expected sustainability threshold, with only 15 companies recycling or reusing at least 75% of their total water withdrawal. This finding underscores the necessity for corporations to adopt more robust water conservation strategies and technologies to ensure sustainable water use and management.

On a brighter note, waste management practices are closer to sustainability benchmarks. The average waste recycling ratio among reporting companies is 61%, with 43 companies recycling or reusing at least 75% of total waste generated, adhering to circular economy principles.

**46%** of companies exceed their budget for allowable greenhouse gas emissions to globally meet the 1.5-degree target of the Paris Climate Agreement.

# Society performance in detail

Total number of companies meeting the respective sustainability thresholds.



The number of companies with an anti-harassment/anti-discrimination policy that fulfills the quality criteria of specifying (1) there is a designated mechanism to notify an incident to a designated unit, (2) there are safeguards in place to prevent retaliation, and (3) there are mechanisms to protect the confidentiality of the complainant, is at 33%, corresponding to 64 out of 194 companies reporting.

Excessive executive compensation can demotivate employees and deepen income inequality. The highest reported CEO-worker pay ratio is 736:1, by Republic Services, Inc. The former CEO Donald W. Slager earned 22 million USD in 2021, while the average salary was at 29.895 USD.

Across the dataset, only 11 companies meet the threshold of a ratio of no more than 30:1 (20:1 when compared to average salary respectively) and can therefore be considered sustainable.

The average CEO-worker pay ratio is 90:1, meaning that the average CEO earns as much in one year as the median worker would earn in 90 years.\*

**48%**

average collective bargaining agreement coverage

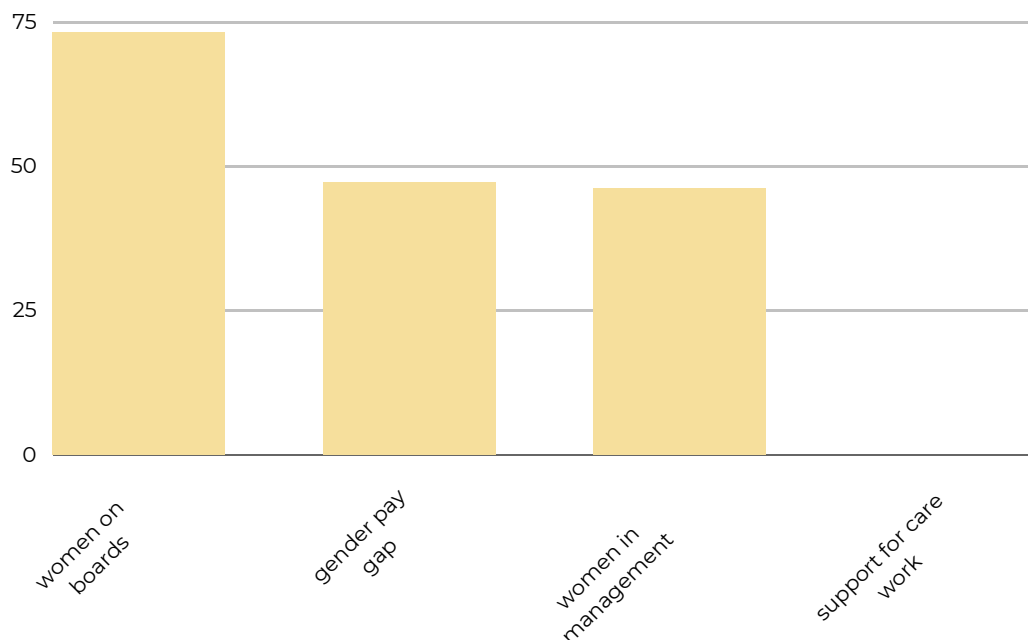
**64**

companies meet all four anti-discrimination quality criteria

\*Please note that proxy statements from US-based companies were not yet considered in the analysis.

# Gender performance in detail

Total number of companies meeting the respective sustainability thresholds.



**7%**

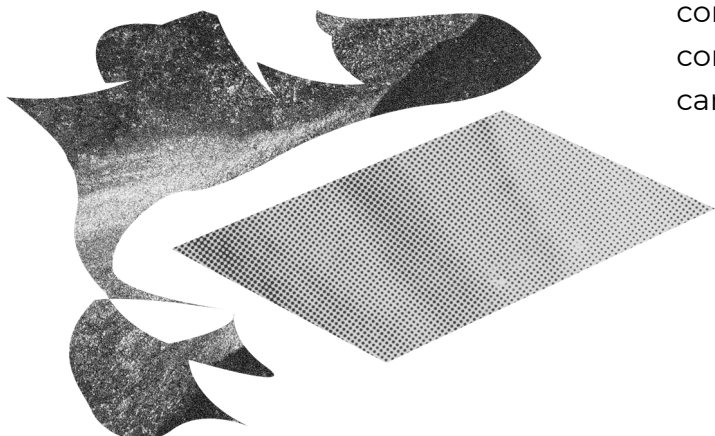
is the average gender pay gap reported

**73**

companies have at least 40% women on boards

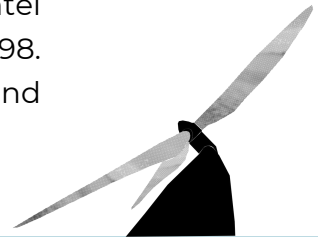
Looking at the average gender representation among the assessed companies, women represent 38% of board members, and fill 34% of management positions. Gender balance across boards is the case for 73 companies, while only 46 companies in the data set achieving at least 40% in management positions.

Care work is an additional burden in everyday life for many people, especially women. None of the companies assessed reports to offer all eight defined support programs. Only 26 companies provide at least half of all eight support programs. Teleworking is the most common program implemented by 116 companies. On average, companies offer two care support programs.



# SPOTLIGHT

The best performing companies for the area of climate are Intel Corporation, a US technology company, with a climate score of 98. It is followed by Teck Resources Ltd (CAN), with a score of 88, and Schnitzer Steel (US), scoring 79.

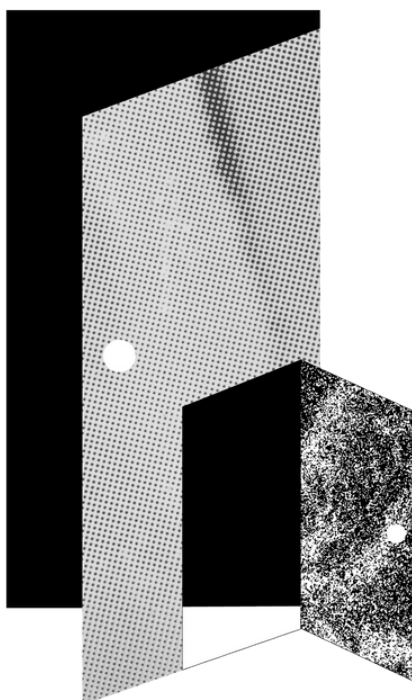


Company	Climate score	Highlight
Intel Corporation	98	<ul style="list-style-type: none"><li>• 93% renewable energy consumption</li></ul>
Teck Resources Ltd	88	<ul style="list-style-type: none"><li>• 88% waste recycling</li></ul>
Schnitzer Steel	79	<ul style="list-style-type: none"><li>• 74% water recycling</li></ul>



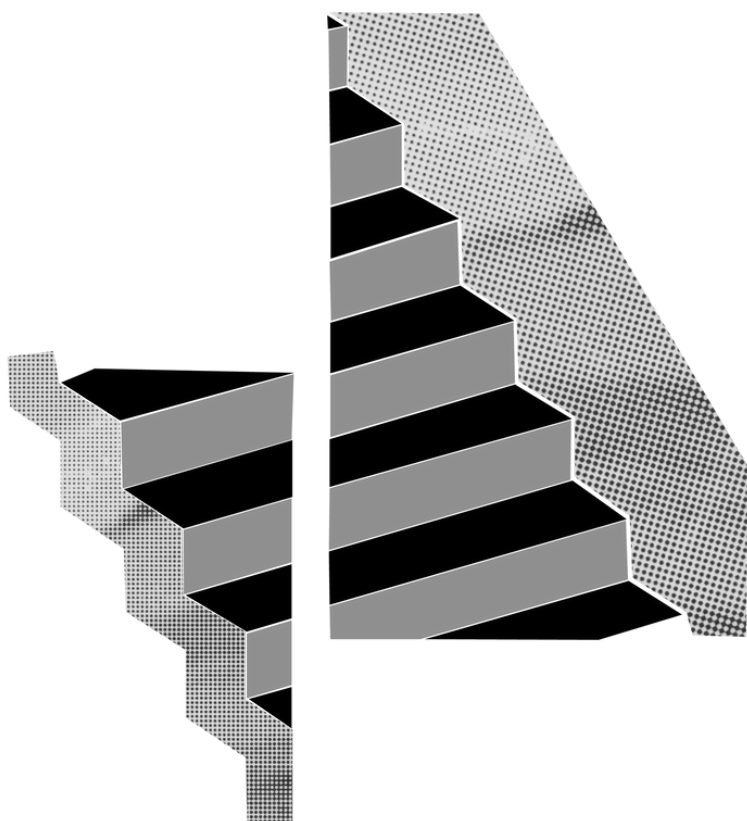
The best performing companies for the area of society are Électricité de France, a French electricity producer, with a score of 96. It is followed by Neste Oyj (FIN), with a score of 90, and EDP Energias (PRT), scoring 86. All three companies report on each of the four indicators, while the average reporting on society indicators is at 65%.

Company	Society score	Highlight
Électricité de France	96	<ul style="list-style-type: none"><li>• 7:1 CEO-worker pay ratio</li></ul>
Neste Oyj	90	<ul style="list-style-type: none"><li>• 69% collective bargaining coverage</li></ul>
EDP Energias	86	<ul style="list-style-type: none"><li>• 4/4 quality criteria against harassment</li></ul>



The best performing companies for the area of gender are Medibank Private Ltd, an Australian private health insurance provider, with a gender score of 94. It is followed by Enagás S.A. (ESP), with a score of 88, and Elevance Health Inc (USA), scoring 84. All of the top 3 companies in the category gender report a gender pay gap below 3%.

Company	Gender score	Highlight
<b>Medibank Private Ltd</b>	94	<ul style="list-style-type: none"> <li>• 46% women in management</li> </ul>
<b>Enagás S.A.</b>	88	<ul style="list-style-type: none"> <li>• 40% women on boards</li> </ul>
<b>Elevance Health Inc</b>	84	<ul style="list-style-type: none"> <li>• 65% women in management</li> </ul>



# KEY TRENDS & ISSUES

## Neglected Indicators

In the face of growing calls for income equality and fair remuneration, the data on neglected indicators reveals a striking gap. Out of the companies surveyed, only a minimal number have disclosed crucial data points, such as the gender pay gap (83 companies), CEO-worker pay ratio (71 companies), and collective bargaining coverage (75 companies). These areas represent crucial opportunities for enhanced transparency and reporting in the future. The payment domain, intrinsically tied to every corporate's internal structure, is a mere matter of disclosure.

## Transparency

Transparency stands as a cornerstone for facilitating informed investment decisions for retail investors. Despite its importance, our analysis uncovers a sobering reality: a substantial number of companies have failed to provide transparent reporting on key sustainability indicators.

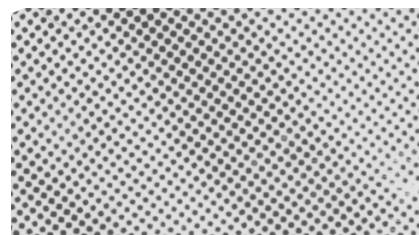
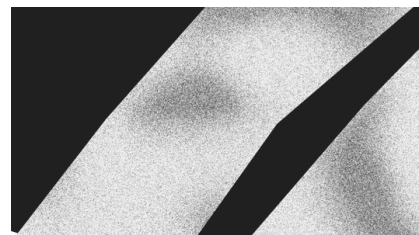
## Standardization

The drive towards sustainability necessitates a standardized approach to reporting and evaluation that allows for consistent, comparative analysis across various sectors and companies.

Presently, the absence of standardization in sustainability reporting among the surveyed companies hampers the ability of investors and stakeholders to make accurate, informed decisions.

## Performance

In sum, our holistic assessment painted a sobering image. Companies scored an average of 37 out of 100 in climate, 46 in society, and 46 in gender. We're not even halfway to our sustainability targets.



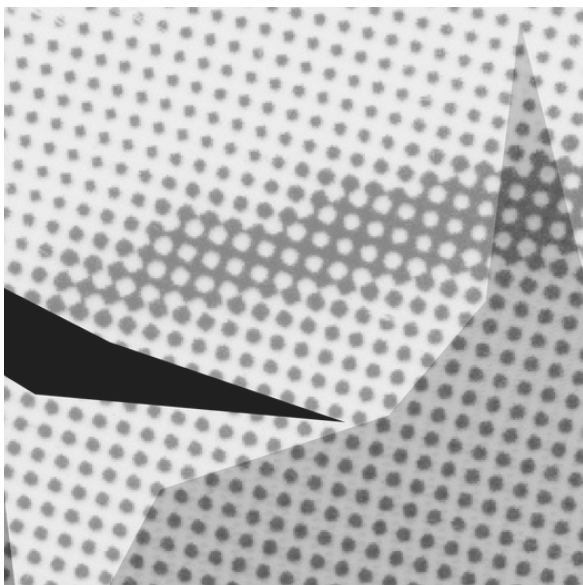


# ACKNOWLEDGEMENTS

We express our gratitude to our supporters and partners. In particular, we thank

- United Nations Research Institute for Social Development for their groundbreaking research and continuous dialog
- Hankyoreh for hosting and inviting us to the ASIA Future Forum 2023
- Pascal Schanner, Pietro Palmesi & Manuel Andres for their efforts in the technical development of the platform
- Leonie Lange for the design of the money:care illustrations
- aws, INiTS, Wirtschaftsagentur Wien, etc. for their financial support

**We thank you for your continued support in our efforts to contribute to the transition toward an impact economy uniting economic well-being, social justice, and environmental sustainability.**



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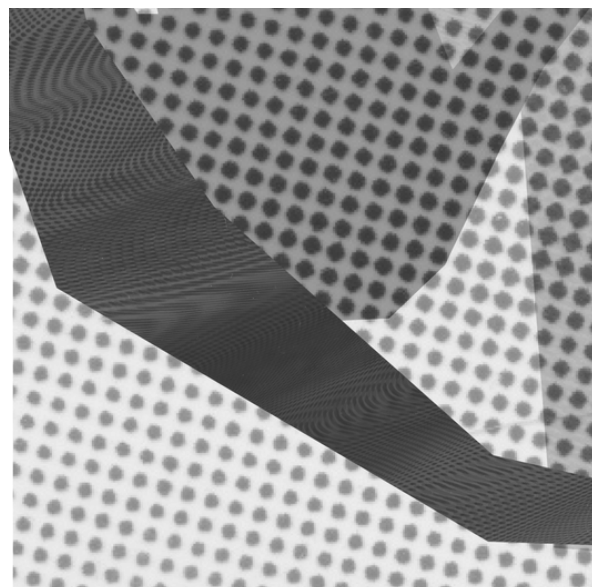
[@moneycare.at](https://www.instagram.com/moneycare.at)

# SOURCES & LINKS

- money:care platform for all data and sources: <https://moneycare.at/>
- UNRISD SDPI User Manual for detailed information on the SDPI:  
<https://sdpi.unrisd.org/wp-content/uploads/2022/12/manual-sdpi-2022.pdf>
- Doughnut Economics Action Lab for more information on Doughnut Economics:  
<https://doughnuteconomics.org/>
- World GDP data: <https://www.statista.com/statistics/268750/global-gross-domestic-product-gdp/>
- Emission Gap Report: <https://www.unep.org/resources/emissions-gap-report-2022>
- Statutory Corporate Income Tax Rates: [https://stats.oecd.org/Index.aspx?DataSetCode=CTS\\_CIT](https://stats.oecd.org/Index.aspx?DataSetCode=CTS_CIT)

## Disclaimer

money:care makes every effort to ensure that the information reported is accurate. In the event of an error, we invite companies to email up-to-date information and supporting evidence to [office@moneycare.at](mailto:office@moneycare.at).



# COMPANIES ASSESSED

The following 200+ publicly listed companies have been researched for this report. You can access their respective sustainability performance in detail by visiting [www.moneycare.at](http://www.moneycare.at).

Company	Country
ACCENTURE CLASS A	Ireland
Accor	United Kingdom
ADEVINTA	Norway
ADIDAS	Germany
ADOBE (NAS)	United States
ADVANCED MICRO DEVICES	United States
Afterpay	Australia
AGL ENERGY	Australia
Air New Zealand	New Zealand
Allianz SE	Germany
Alstom SA	France
AMERICAN TOWER REIT CORP	Netherlands
American Water Works Company Inc	United States
AMGEN INC	United States
Analog Devices Inc	United States
Andritz AG	Austria
AON CLASS A	Ireland
Apple Inc	United States
Arcelik AS	Turkey
Aster DM Healthcare Ltd	India
AstraZeneca PLC	United Kingdom
Atea ASA	Norway
ATLN.SUST.INFR	United Kingdom
Autodesk Inc	United States

Company	Country
AVEVA	United Kingdom
AXA	France
Banco do Brasil SA	Brazil
Bank of America	United States
Bank of Montreal	Canada
Beijing Enterprises Water Group Ltd	Bermuda
BHP GROUP	Australia
Biogen Inc	United States
BIOMERIEUX	France
Blackmores	Australia
BLACKROCK INC	United States
Brambles Ltd	Australia
British Land Company	United Kingdom
BROWN & BROWN	United States
BT Group PLC	United Kingdom
BURBERRY GROUP	United Kingdom
Caixabank	Spain
Campbell Soup Co	United States
CANADIAN IMP.BK.COM	Canada
CANADIAN PACIFIC RY	Canada
Canadian Tire Corporation Ltd	Canada
CapitalLand Investment Ltd	Singapore
Cascades Inc	Canada
CATERPILLAR INC	United States
CGI	United States
CHRISTIAN HANSEN HOLDING	Denmark
CIGNA CORP	United States
Cisco Systems Inc	United States
CITIGROUP	United States
Citrix Systems Inc	United States
COCA-COLA	United States
Cogeco Communications Inc	Canada

Company	Country
COLGATE-PALMOLIVE	United States
COLOPLAST B	Denmark
Commerzbank AG	Germany
CONSOLIDATED EDISON INC	United States
Cummins	United States
DANAHER CORP	United States
Danone	France
Dassault Systemes SE	France
DEMANT	Denmark
DEUTSCHE TELEKOM	Germany
DIAGEO	United Kingdom
DNB BANK	Norway
Domain Group	Australia
DOW ORD SHS	United States
Ecolab Inc	United States
EDF	United Kingdom
EDP ENERGIAS DE PORTUGAL	Portugal
EDP RENOVAVEIS	Spain
ELEVANCE HEALTH INC	United States
Enagás	Spain
Enel	Italy
Engie Brasil Energia SA	Brazil
Eni	United Kingdom
EQUINIX REIT	United States
EVERSOURCE ENERGY	United States
EVOQUA WATER TECHS	United States
FACEBOOK CLASS A	United States
GEBERIT 'R'	Switzerland
GETLINK	France
Gildan Activewear Inc	Barbados
GIVAUDAN 'N'	Switzerland
Halma	United Kingdom

Company	Country
HENKEL	Germany
Hera	Italy
Hewlett Packard Enterprise Co	United States
HOME DEPOT INC	United States
HSBC HOLDINGS	United Kingdom
IDEX CORP	United States
IGM FINL	Canada
INDITEX	Spain
ING Groep NV	Netherlands
INSURANCE AUS.GROUP	Australia
Intel Corporation	United States
ITV	United Kingdom
JOHNSON CONTROLS INTL	Ireland
Johnson Matthey	United Kingdom
JPMorgan Chase	United States
KBC GROUP	Belgium
Kering SA	France
KESKO B	Finland
KPN KON	Netherlands
L'OREAL	France
LEGRAND	France
Lenovo Group Ltd	Hong Kong
LONGi Green Energy Technology Co Ltd	China
MEDIBANK PRIVATE	Australia
Merck Corporation	Germany
Metcash	Australia
Metso Outotec Corp	Finland
MIRVAC GROUP STAPLED UNITS	Australia
National Australia Bank Ltd	Australia
National Grid	United Kingdom
NATURA COSMETICOS ON	Brazil
Neste Oyj	Finland

Company	Country
Nordea Bank Abp	Finland
NORDIC ENTERTAINMENT GROUP B	Sweden
NOVARTIS 'R'	United States
NOVOZYMES B	Denmark
NVIDIA CORP	United States
OMV AG	Austria
Orange	France
ORIGIN ENERGY (EX BORAL)	Australia
Pearson PLC	United Kingdom
PEPSICO INC	United States
PHILIPS ELTN.KONINKLIJKE	Netherlands
PLUG POWER INC	United States
Poste Italiane	Italy
PROLOGIS REIT	United States
Publicis Groupe	France
PUMA	Germany
Quadient SA	France
RAMSAY HEALTH CARE	Australia
REA Group	Australia
RED ELECTRICA	Spain
REPUBLIC SERVICES INC	United States
Royal Bank of Canada	Canada
Salesforce.Com Inc	United States
Samsung Electronics	Korea
Samsung SDI Co Ltd	Korea
SAP SE	Germany
SARTORIUS	Germany
Schibsted	Norway
SCHNITZER STL.INDS	United States
Sekisui Chemical Co Ltd	Japan
Severn Trent	United Kingdom
SIEMENS HEALTHINEERS	Germany

Company	Country
Sims Ltd	Australia
SK hynix	Korea
Sodexo	France
SONOVA N	Switzerland
South32	Australia
Sprouts Farmers Market Inc	United States
SSE	United Kingdom
Standard Chartered	United Kingdom
Stantec Inc	Canada
StarHub Ltd	Singapore
STERIS	Ireland
STOCKLAND STAPLED UNITS	Australia
Storebrand ASA	Norway
STRAUMANN HLDG	Switzerland
Suez	France
SUN LIFE FINL	Canada
SunPower Corp	United States
SYDNEY AIRPORT STAPLED UNITS	Australia
SYNOPSIS	United States
TAG IMMOBILIEN	Germany
TECK RESOURCES LTD	Canada
Tele	Sweden
Telus Corp	Canada
TERNA RETE ELETTRICA NAZ	Italy
Tesla Inc	United States
THERMO FISHER SCIENTIFIC INC	United States
THOMSON REUTERS (NYS)	Canada
THULE GROUP	Sweden
TOMRA SYSTEMS	Norway
TRANSCONTINENTAL A SV	Canada
TRANSURBAN GROUP STAPLEDUNITS	Australia
Treasury Wine Estates	Australia



Company	Country
TSMC	Taiwan
UniCredit SpA	Italy
UNILEVER (UK)	United Kingdom
UNITEDHEALTH GROUP INC	United States
VESTAS WINDSYSTEMS	Denmark
VITASOY INTL.HDG	Hong Kong
VIVA ENERGY GROUP	Australia
VODAFONE GROUP	United Kingdom
WALT DISNEY	United States
WASTE MANAGEMENT INC	United States
WILLIS TOWERS WATSON	United Kingdom
WOLTERS KLUWER	Netherlands
Workday Inc	United States
XEROX HOLDINGS	United States
XINYI SOLAR HOLDINGS	China
YUM CHINA HOLDINGS	United States

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