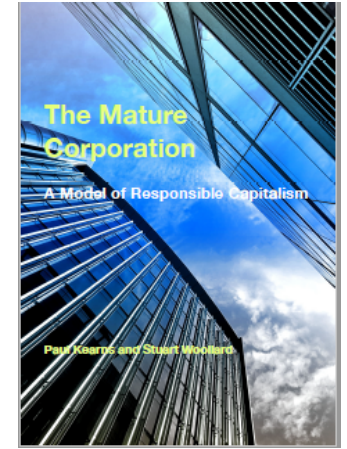
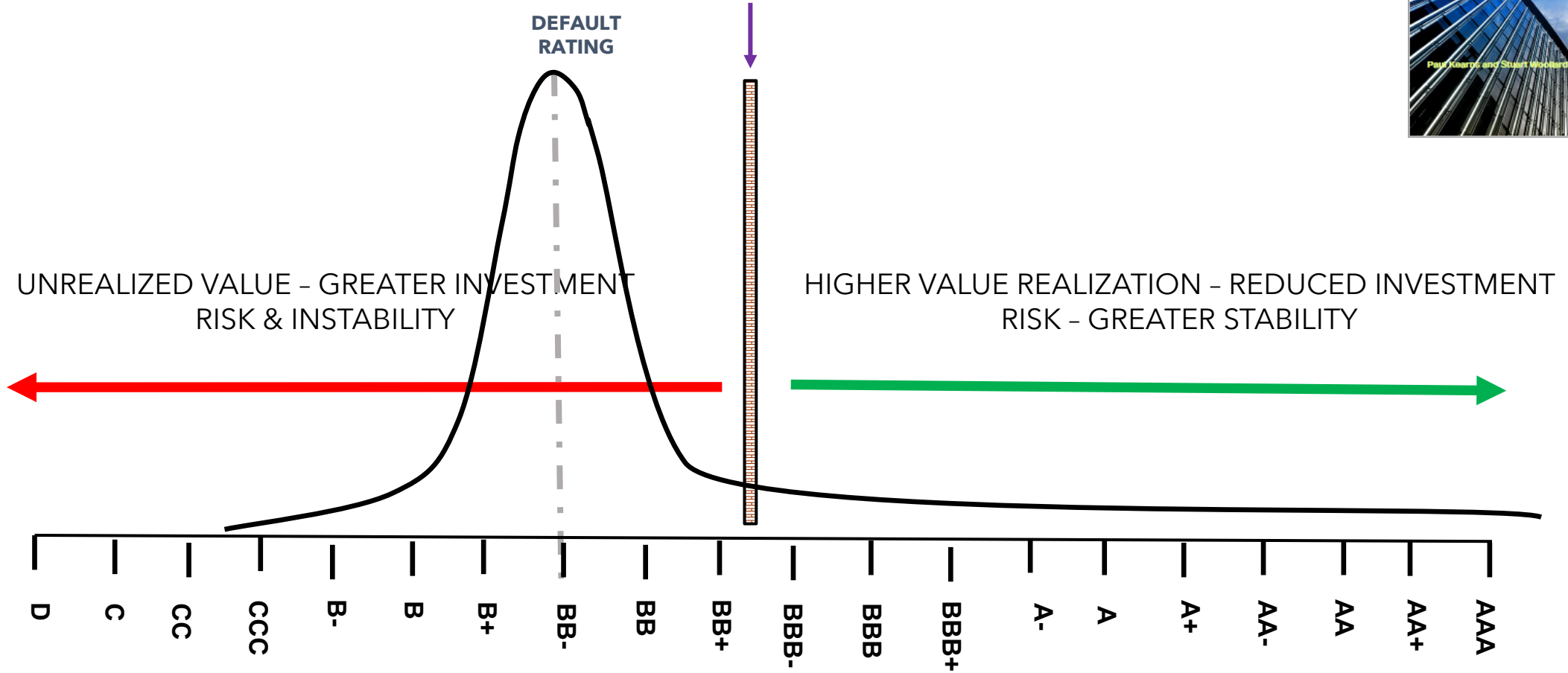


The OMINDEX[®] Scale

... is currently a skewed distribution in performance, profit and societal value



Company Strategic Value/Risk
Threshold for human "intangibles"



OM30 v2.00 ©OMS LLP



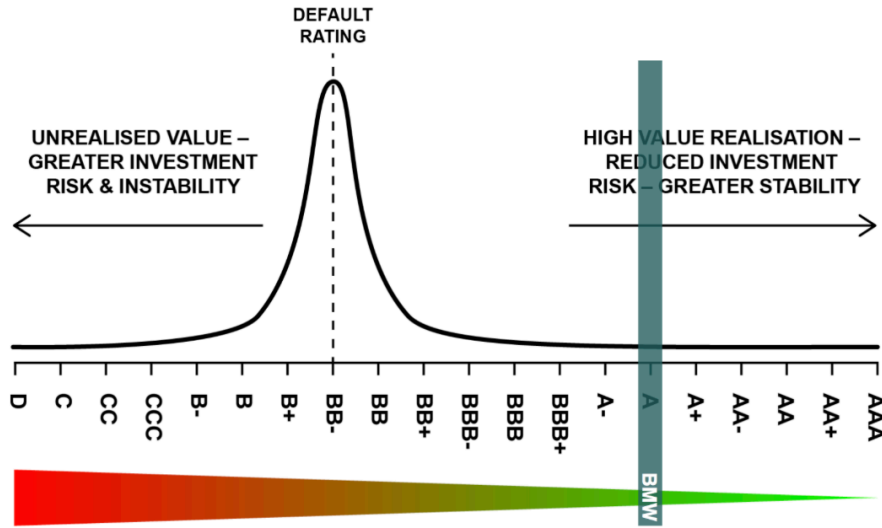
This OM30 instrument should only be used under the guidance of a Maturity Institute approved analyst using 'Guidance Notes' v2.0(2)

Company:

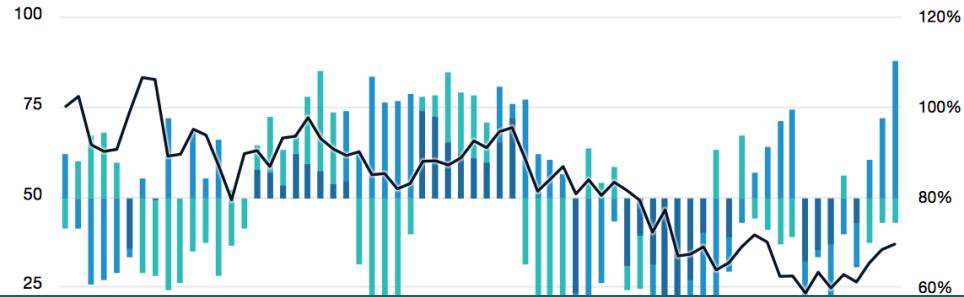
OMR:

OMINDEX® OM30 Scoring & Rating scheme

1								
Q								
1	Corpor Societal	<p>5. Governance Does anyone on the Board or one of its committees, or the Executive, hold specific responsibility for human governance?</p>	1	<p>The Maturity Institute defines "Human Governance" as "... clear, explicit recognition, and acknowledgement, that continuously improving organisational value is dependent on improving the value, and minimising the risk, of the organisation's entire human system; comprising workers, suppliers and customers but also wider stakeholders including citizens and communities."</p>				
6	Trust T employe							
14	Culture of organizational culture and is it being monitored effectively?			10	0	0.0	3.00%	0.00
22	Learning & knowledge To what extent is this a learning organization that continuously and expeditiously aims to acquire and apply knowledge, expertise and experience to continuously create more value and reduce risk?			10	0	0.0	4.00%	0.00
30	Stakeholders Whose interests, among all of the organization's specific stakeholder/s, appear to be afforded primacy?			5	0	0.0	3.00%	0.00



Topic	Group weight	% OMR total
Purpose	8.00%	8.00%
Sustainability of Value	8.00%	5.70%
Human governance	9.00%	6.33%
Human capital utilisation	13.00%	9.10%
Strategic Clarity	10.00%	8.10%
Whole System and Supply Chain	9.50%	6.65%
Innovation and Improvement	14.00%	10.75%
Human capital risk management	8.50%	5.45%
Culture	9.50%	6.65%
Stakeholder Authenticity	10.50%	7.25%
Total	100.00%	73.98%



Redburn Purpose

Integrating ESG into equity research requires analysis of the critical 'intangibles' such as human capital, corporate purpose and culture. By focusing on financially material ESG corporate disclosures, using the OMINDEX® and monitoring the momentum of ESG sentiment, Redburn's analysts are empowered to identify those companies best placed to deliver share price outperformance, value for all stakeholders and ESG improvement.



- Environment
- Social Capital
- Human Capital
- Model & Innovation
- Leadership & Governance

Product Safety

- Vehicle models rated by NCAP programmes with an overall 5-star safety rating
- Safety-related defect complaints
- Number of vehicles that were subject to a voluntary or involuntary recall

Labour Practices

- Active workforce covered under collective bargaining agreements
- Number of work stoppages involving 1, 000 or more workers lasting one full shift or longer