Contents

I. Message from the Board ........................................... 3
II. Our Vision, Mission, and Values .................. 5
III. The Standards ....................................................... 6
IV. The Issues We are Addressing ................. 8
V. Certified Organizations ................................. 9
VI. Policy and Regulatory Developments .... 11
VII. Collaborations, Partnerships, and Leadership Engagements 13
Appendix ............................................................... 16
References ............................................................ 20
I. Message from the Board

The importance of Diversity, Equity, and Inclusion (DE&I) has never been as important as it is today, and as the custodian behind EDGE Certification, the EDGE Certified Foundation continues to be at the forefront of helping organizations to make a real difference.

In 2023, we witnessed an increase in the number of organizations becoming certified for the first time or recertifying at a higher level. These organizations have displayed true leadership in the context of a world that is constantly changing, and an environment where it might sometimes be easier to ‘do nothing’. It makes their commitment, and their achievements, even more remarkable, making progress in their belief that it is fundamentally ‘the right thing to do’.

There are undoubtedly strong headwinds. The global gender gap persists across multiple measures. The latest Women, Business and the Law report from the World Bank Group suggests that the gap is much wider than previously thought, with women on average enjoying just 64% of the legal protections afforded to men\(^1\). The World Economic Forum predicts that it will take more than 130 years for women to reach parity\(^2\), while Equileap’s recent findings and those of S&P Global highlight persistent under-representation of women in senior leadership roles and in some cases, representation of women is going backwards\(^3,4\).

In the last 12 months, gender audits have taken on even greater significance, even though, disappointingly, gender audit scores across all countries remain low. They are important for ensuring greater transparency, credibility, and accountability in an organization’s pursuit of gender equity in an environment where McKinsey, in partnership with LeanIn.Org have proven that the top performing companies are those that regularly audit their DE&I policies and programs\(^5\). The reliability of these audits is of course dependent on the quality and accuracy of the data being collected and analysed. To this end, bringing in third-party oversight is increasingly important in complying with relevant DE&I regulation and making real progress in creating a more diverse, inclusive, and equitable organization.

Organizations are having to navigate an increasingly complex regulatory landscape, made more difficult by the decision by the Supreme Court in the United States that may expose organizations to litigation if

---

2. [https://www.weforum.org/](https://www.weforum.org/)
3. [www.equileap.com](http://www.equileap.com)
4. [www.spglobal.com](http://www.spglobal.com)
5. [www.mckinsey.com](http://www.mckinsey.com)
6. [www.edge-cert.org](http://www.edge-cert.org)
they cannot demonstrate their pursuit of DE&I goals within ‘legally permissible ways’. EDGE and EDGEplus Standards align with current US Anti-Discrimination laws and as such provide the assurance organizations need that they can still take proactive steps to promote diversity in the workplace. Indeed, the validity of the EDGE Certification Methodology is such that it empowers organizations to achieve compliance not just in the US, but across multiple jurisdictions.

While the headwinds cannot be ignored, neither should they be allowed to detract from the inescapable truth in countless studies that diversity in business leads to greater levels of innovation, customer service, employee engagement, and long-term growth, enhancing decision-making processes, and driving business success. Our position in supporting DE&I remains critical, whether organizations are choosing to engage in DE&I to gain competitive advantage, comply with global regulation, or in a genuine commitment to create a fairer society.

We are justifiably proud of the progress we have made in 2023, not least in creating three new partnerships with pay tool providers PayAnalytics, Syndio, and Trusaic which will help in further expanding EDGE Certified Foundation’s footprint. We are also proud that we started a new partnership with lifelong equality champion Billie Jean King to further accelerate DE&I in the workplace.

We will therefore not be distracted from our vision, and our steadfast commitment to using the Global EDGE Certification System to engage organizations across the world in fostering equal career opportunities for women and men across their different identities. We want to create a world of equal opportunities, and are working to maintain our standards, providing organizations with the leading framework to measure, benchmark, accelerate, and make meaningful progress towards delivering an equitable workplace.

Priya Natarajan  
President of the Board

Aniela Unguresan  
Founder and Member of the Board
II. Our Vision, Mission, and Values

<table>
<thead>
<tr>
<th>OUR VISION</th>
<th>OUR MISSION</th>
<th>OUR VALUES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our vision is to create a world of equal opportunities, a world where men and women are equally valued and respected in all aspects of economic, political, and social life.</td>
<td>Our Mission is to use the EDGE Global Certification system to engage organizations across the world in fostering equal career opportunities for women and men across their different gender identities, race/ethnicities, sexual orientations, nationalities, age groups, and working with a disability status.</td>
<td>Credibility. Rigour. Impact.</td>
</tr>
</tbody>
</table>
III. The Standards

Advancing DE&I Through the EDGE Standards and Certification System

1. EDGE Certification is the leading global standard for Diversity, Equity, and Inclusion (DE&I), centred on a workplace gender and intersectional equity approach. The EDGE Standards and the Certification System are built on four pillars that define success in gender and intersectional equity: Representation across the talent pipeline, pay equity, effectiveness of policies and practices, and inclusiveness of the culture.

As an integral part of the assessment, three sources of information - statistics, policies and practices, and employee experience - are evaluated against the EDGE Standards. Depending on the specific results of each organization, an approved action plan may need to be developed to close identified gaps in the organization.

- **HR data from across the organization**
- **Policies and practices that create the equity infrastructure**
- **Employee survey that captures the workplace experience**
EDGE Certification is based on objective and measurable evidence of an organization's current status of gender and intersectional equity in its workplace. Audited by an approved independent third-party certification body, it supports the integrity and credibility of data and information, and gives an organization a powerful way to communicate its DE&I commitment and performance.

EDGE Certification currently works with three approved global Certification Bodies.

EDGE Certification meets organizations where they are in their DE&I journey. For the EDGE (gender-binary) assessment, three levels of certification are possible, EDGE Assess (recognizing commitment), EDGE Move (showcasing progress), and EDGE Lead (celebrating success). EDGEplus Certification (gender and intersectionality) is an add-on to EDGE (gender-binary) Certification, offering organizations the possibility to analyse data and information related to women and men as diversified groups, to deepen their understanding of, and to measure the intersectionality of gender and other aspects of diversity, such as non-binary gender identity, LGBTQ+, race/ethnicity, nationality, age, and working with a disability.

EDGE Certification is distinguished by its rigour and focus on impact, it remains valid for a period of two years.
IV. The Issues We are Addressing

42%

Among 5,474 LGBT+ individuals surveyed across 13 countries and various sectors, 42% reported experiencing non-inclusive behaviors at work, with nearly half attributing them to their sexual orientation or gender identity.

Deloitte, 2023

16%

Only 16% of leaders on executive teams across 1,265 companies, spanning 23 countries and six global regions, belong to historically underrepresented ethnicities.

McKinsey & Company, 2023

131

The overall global gender gap is projected to close in 131 years.

WEF, 2023

50%

Globally, one in two people have ageist attitudes about older people in the workplace.

WHO, 2021

27%

The employment rate of people with disabilities is 27% lower than for people without disabilities.

OECD, 2022

51%

Half (51%) of women from marginalized racial and ethnic groups experience racism at work.

Catalyst, 2023
V. Certified Organizations

1. Overview of EDGE Certifications

Figure 1. Total valid EDGE Certificates at the end of 2023 by EDGE level.

Figure 2. Overview of EDGE Certificates granted per year from 2013 – 2023.

**Figure 2.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Move</th>
<th>Lead</th>
<th>Assess</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023</td>
<td>754</td>
<td>159</td>
<td>107</td>
</tr>
<tr>
<td>2022</td>
<td>595</td>
<td>103</td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>492</td>
<td>135</td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>357</td>
<td>60</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>297</td>
<td>60</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>237</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>147</td>
<td>41</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>106</td>
<td>66</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>40</td>
<td>29</td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td>11</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>3</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

**Cumulative Certificates Ever Granted**

**Certificates Granted Per Year**

MOVE 151
LEAD 6
ASSESS 107

264 VALID CERTIFICATES IN 2023

© 2024 EDGE Certified Foundation
2. Geographic Distribution of EDGE Certified Organizations

Figure 1. Overview of EDGE Certified organizations in 2023 by region.

- EUR: 51%
- APA: 18%
- NAM: 14%
- LAM: 12%
- AFR: 5%

Figure 2. Overview of EDGE Certified organizations in 2023 by Country.
VI. Policy and Regulatory Developments

1. Harmonizing the EDGE Standards with DE&I Regulations

With the increasing regulatory pressure in the EU and heightened transparency regulations in the U.S., compliance is unavoidable. Legislation serves as a pivotal driver for DE&I advancement, fostering heightened transparency and accountability. Mandated reporting and compliance obligations compel organizations to prioritize DE&I initiatives. Ignoring this imperative exposes entities to penalties for non-compliance and can tarnish their reputational standing, underscoring the necessity of proactive engagement in DE&I efforts.

EDGE Certified Foundation is committed to staying informed about and preparing for shifts in regulatory landscapes. This dedication ensures the integrity and credibility of our standards system, enabling organizations to confidently demonstrate their commitment to DE&I and their performance.

2. Exploring DE&I Indicators in 20 Countries

In July 2023, we published EquiNations, a research project that provides an in-depth analysis of DE&I legislation across the 20 countries with the highest number of EDGE Certified organizations. It examines the extent to which legislation exists within these countries to safeguard against discrimination in employment based on gender, race/ethnicity, nationality, LGBTQ+ identity, age, or working with a disability.

EquiNations highlights in a visual and impactful way the complexities of the DE&I landscape and is an ongoing research project that we will continue to update bi-annually.

3. Navigating Global DE&I Legislation

In our “Navigating DE&I Compliance” series, Managing Director of the EDGE Certified Foundation, David Pritchett explored and detailed relevant existing and emerging regulatory pressures facing DE&I teams. Legislation covered includes the Swiss Gender Equity Pay Regulation, the EU Pay Transparency Directive, Spain’s two Royal Decrees (901 and 902 / 2020).
designed to address gender equality, the Italian Standard for Gender (UNI 125:2022), the EU Corporate Sustainability Reporting Directive (CSRD), and the EU Corporate Sustainability Due Diligence Directive (CSDDD).

The articles outline each regulation, the stages to compliance, and why EDGE Certified organizations are well-positioned for compliance, offering valuable reassurance to management teams. Moving forward we will continue to publish resources that can help organizations understand and prepare for new DE&I regulations.

4. EDGE and EDGEplus Standards Under U.S. Law

In response to recent decisions by the U.S. Supreme Court, we engaged Chai Feldblum, a former Commissioner of the Equal Employment Opportunity Commission in the U.S., to conduct an independent third-party review of the EDGE and EDGEplus Standards. This review confirmed that adherence to the EDGE and EDGEplus Standards aligns with current U.S. anti-discrimination law. Specifically, under Title VII of the Civil Rights Act, U.S. employers are prohibited from discriminating based on race, color, national origin, religion, or sex.

Despite past discrimination linked to these factors, the Supreme Court has ruled against their positive consideration in employment decisions. Despite the complex legal landscape surrounding DE&I initiatives in the U.S., the assurance provided by the EDGE and EDGEplus Standards enables employers to proactively promote workplace diversity while ensuring compliance with anti-discrimination laws.
VII. Collaborations, Partnerships, and Leadership Engagements

1. EDGE Certification Partners with Billie Jean King to Accelerate Diversity, Equity, and Inclusion in the Workplace

At the start of 2023, the partnership between EDGE Certification, the leading global standard for DE&I, and Billie Jean King, sports icon and lifelong equality champion, was announced. Through our partnership with Billie Jean King and Billie Jean King Enterprises, we are collaborating to redirect the focus of U.S.-based companies and global institutions towards enhancing transparency, accountability, and impact in DE&I through objective measurement, adherence to standards of excellence, and independent third-party verification.
2. Collaboration in Pay Equity Analysis

In 2023, we announced our collaboration with three pay tool providers, PayAnalytics, Syndio, and Trusaic. The solutions that these pay tool providers provide have each been independently validated as compliant with the EDGE Certification requirements in pay equity analysis. Therefore, companies using any one of these solutions have a head start in becoming EDGE Certified by completing one of the four fundamental pillars of EDGE Certification.

3. Publication of the 10th Edition of OMFIF’s Gender Balance Index

On the 21st of April 2023, OMFIF published its Gender Balance Index (GBI) 2023. The report marked the 10th anniversary of OMFIF’s GBI, which scores gender parity of senior staff among 336 global central banks, commercial banks, pension funds, and sovereign funds. EDGE Certified Foundation is a long-term partner of OMFIF, and EDGE Certification contributed to the survey assessment scope of the annual GBI.

David Pritchett attended OMFIF’s Gender Balance Index 2023 in-person launch at the Australian High Commission to the UK in London. He joined a panel to examine the policies, strategies, and targets introduced by policy-makers to support gender equality in the financial sector.

Aniela Unguresan, Founder of the EDGE Certified Foundation, joined the virtual panel discussion which delved into the findings of the GBI with a particular focus on improving gender representation across industries and how to ensure women can break through the glass ceiling.
4. Participation to White House Roundtable on the Business Case for Pay Equity

On the 10th of May 2023, Aniela Unguresan participated in a White House Roundtable discussion on advancing fair pay practices and strategies. The event was co-hosted by Jennifer Klein and Stephen Benjamin, and featured discussions involving Deputy Director Rob Shriver, executives from companies like Microsoft, Mastercard, and Salesforce, and experts from organizations like the EDGE Certified Foundation, JUST Capital, and OpenComp. The participants highlighted how policies promoting workplace equity, including equal pay, benefit both workers and businesses by fostering inclusivity, retention, and a culture of transparency, ultimately reducing costs associated with recruitment and training. Participants also emphasized the joint responsibility of leaders in the public and private sectors to combat discriminatory pay practices and committed to adopting policies beneficial to both workers and businesses.
Appendix

**EDGE Lead Certified organizations at 31/12/2023**

Firmenich & Cia. LtdaN

Firmenich de Mexico S.A de C.V

Holcim (Colombia) S.A.

One Allianz Ayudhya Thailand

Ontario Teachers’ Pension Plan (OTPP)

Standard Chartered Bank (Vietnam) Limited

**EDGE Move Certified organizations at 31/12/2023**

Abt Associates Australia Pty. Ltd.

Abt Associates Inc

Allianz Australia Insurance Ltd

Allianz Bulgaria

Allianz China Life Insurance Co., Ltd

Allianz Colombia (Alliaz Seguros S.A.)

Allianz Compania de Seguros y Reaseguros SA

Allianz Deutschland Gruppe

Allianz Elementar Versicherungs-AG (Austria)

Allianz France

Allianz Global Corporate & Specialty SE (France)

Allianz Global Corporate & Specialty SE (Germany)

Allianz Global Corporate & Specialty SE (UK)

Allianz Global Risk Canada

Allianz Global Risk US

Allianz Holdings PLC

Allianz Investment Management Germany (AIM Germany)

Allianz Ireland p.l.c.

Allianz Italy S.p.A.

Allianz Life Insurance Company of North America

Allianz Malaysia Berhad

Allianz Partners India (AWP Assistance Private Limited & AWP Services Private Limited)

Allianz Partners International Assistance Services (Beijing) Co. Ltd

Allianz Partners Poland

Allianz Partners SAS and Allianz Partners P&C

Allianz Reinsurance Germany

Allianz SE

Allianz Services Germany

Allianz Services Romania

Allianz Sigorta A.S.

Allianz Slovenska poistovna a.s.

Allianz Suisse Versicherungs-Gesellschaft AG

Allianz Technology GmbH (Austria)

Allianz Technology SE, Germany

Allianz Technology SE, India

Allianz Technology SE, Spain

Allianz Technology SE, Thailand Co., Ltd

Ardian France

Ardian Italy

Ardian UK

Ardian US

AWP Assistance UK Ltd

AWP Australia Pty Ltd

AWP Austria GmbH AWP P&C S.A.

AWP Espana P&C S.A.

AWP France / Fragonard Assurances

AWP Health & Life SA, Ireland

AWP Services Thailand Co. Ltd

AXA Investment Managers Germany

AXA Investment Managers S.A.

AXA Investment Managers UK

AXA Investment Managers US

Banco de México

Banque Lombard Odier & Cie SA

Banque Pictet & Cie (Europe) SA
<table>
<thead>
<tr>
<th>Company Name</th>
<th>Company Name</th>
<th>Company Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Banque Pictet &amp; Cie SA +</td>
<td>Firmenich Aromatics (China) Co. Ltd +</td>
<td>IFF Spain +</td>
</tr>
<tr>
<td>Bayer Italy</td>
<td>Firmenich Aromatics (India) Private Ltd.</td>
<td>IFF Thailand +</td>
</tr>
<tr>
<td>Capgemini Brasil +</td>
<td>Firmenich Asia Private Ltd</td>
<td>IFF Turkey +</td>
</tr>
<tr>
<td>Capgemini Engineering Morocco +</td>
<td>Firmenich Belgium S.A. Main Office &amp; Factory</td>
<td>IFF UK +</td>
</tr>
<tr>
<td>Capgemini France +</td>
<td>Firmenich Inc. +</td>
<td>IFF USA +</td>
</tr>
<tr>
<td>Capgemini Germany +</td>
<td>Firmenich S.A.</td>
<td>Infonavit</td>
</tr>
<tr>
<td>Capgemini Technology Services India Limited +</td>
<td>Firmenich SA (Spain)</td>
<td>Inter-American Development Bank - IDB +</td>
</tr>
<tr>
<td>Capgemini Technology Services Maroc +</td>
<td>IDB Invest +</td>
<td>International Finance Corporation (global)</td>
</tr>
<tr>
<td>Chevron U.S.A. Inc. +</td>
<td>IFF Argentina +</td>
<td>International Monetary Fund</td>
</tr>
<tr>
<td>Comisión Federal de Competencia Económica</td>
<td>IFF Australia +</td>
<td>L’Oréal Australia</td>
</tr>
<tr>
<td>Companhia de Seguros Allianz Portugal, S.A.</td>
<td>IFF Austria +</td>
<td>L’Oréal Brazil +</td>
</tr>
<tr>
<td>Council of Europe Development Bank</td>
<td>IFF Belgium +</td>
<td>L’Oréal Canada</td>
</tr>
<tr>
<td>CPP Investments</td>
<td>IFF Brazil +</td>
<td>L’Oréal India</td>
</tr>
<tr>
<td>CPP Investments - UK</td>
<td>IFF Canada +</td>
<td>L’Oréal Russia (ZAO L’Oréal)</td>
</tr>
<tr>
<td>Danper Trujillo SAC</td>
<td>IFF China +</td>
<td>MTN Nigeria Communications PLC</td>
</tr>
<tr>
<td>Deloitte Switzerland AG</td>
<td>IFF Denmark +</td>
<td>Nestlé Colombia S.A.</td>
</tr>
<tr>
<td>ENGIE Australia (ENGIE ANZ)</td>
<td>IFF Finland +</td>
<td>OECD +</td>
</tr>
<tr>
<td>ENGIE GBS</td>
<td>IFF France +</td>
<td>Pictet Asset Management Ltd. +</td>
</tr>
<tr>
<td>ENGIE México</td>
<td>IFF Germany</td>
<td>PT Asuransi Allianz Utama Indonesia</td>
</tr>
<tr>
<td>Euler Hermes Belgium</td>
<td>IFF Hungary +</td>
<td>PT Firmenich Indonesia</td>
</tr>
<tr>
<td>Euler Hermes Germany SA</td>
<td>IFF India +</td>
<td>Radio Télévision Suisse (RTS)</td>
</tr>
<tr>
<td>Euler Hermes Romania</td>
<td>IFF Indonesia +</td>
<td>SC Allianz Tiriac Asigurari SA</td>
</tr>
<tr>
<td>European Bank for Reconstruction and Development (EBRD) +</td>
<td>IFF Israel +</td>
<td>Social Solutions International +</td>
</tr>
<tr>
<td>European Central Bank +</td>
<td>IFF Mexico +</td>
<td>Société Générale Marocaine de Banques</td>
</tr>
<tr>
<td>European Investment Bank +</td>
<td>IFF Netherlands +</td>
<td>Standard Chartered Bank (Malaysia) Berhad</td>
</tr>
<tr>
<td>European Investment Fund +</td>
<td>IFF Peru +</td>
<td>Standard Chartered Bank Sri Lanka</td>
</tr>
<tr>
<td>Fédération Internationale de l’Automobile +</td>
<td>IFF Russia +</td>
<td>TKG TAEKWANG VINA JOINT STOCK COMPANY</td>
</tr>
<tr>
<td>Firmenich &amp; Cie SAS</td>
<td>IFF Singapore +</td>
<td>UniCredit Bank AG Germany</td>
</tr>
</tbody>
</table>
Union Cycliste Internationale
United Nations Children’s Fund (UNICEF)
United Nations Development Programme UNDP
WOM Chile
World Bank Group (global)
World Resources Institute (WRI)
Zurich Colombia Seguros S.A.
Zurich Insurance Company - Spain +
Zurich Ireland
Zurich Mexico

**EDGE Assess Certified organizations at 31/12/2023**

African Development Bank
Agroférttil SA
AIA Sri Lanka
Alberta Investment Management Corporation (AIMCO)
Allianz Benelux S.A.
Allianz Brazil
Allianz Hungaria Zrt
Allianz Nederland Groep N.V.
Allianz Partners - Reunion Island (AWP Réunion SAS)
Allianz Partners Canada
Allianz Partners Germany
Allianz Partners Italia (AWP P&C S.A.)
Allianz Partners Multiasistencia Espana (SERCOMA, Multiasistencia and Sigma)
Allianz Partners United States
Allianz Pojistovna, a.s.
Allianz Services India Private Limited

Allianz Services Mauritius
Asian Infrastructure Investment Bank - AllIB
AUF Egypt for Nuts Manufacturing
AWP Mexico SA de CV
AWP Service Brazil LTDA
Banco Solidario
Boudjebel SA VACPA
Caisse de dépôt et placement du Québec - CDPQ +
Candriam Belgium +
Candriam France +
Candriam Luxembourg +
Capgemini Americas Inc. +
Capgemini Canada +
Capgemini Poland +
Capgemini UK plc +
Caribbean Development Bank
Catalent Inc.
City of Chaska
EQUANS UK & Ireland
Datasite LLC
Datasite UK Ltd.
dormakaba UK
Electrabel S.A.
ENGI Brasil Participações
ENGI BU Tractebel Belgium
ENGI BU Tractebel Brazil
ENGI BU Tractebel France
ENGI BU Tractebel Germany
ENGI BU Tractebel India
ENGI Energía Chile
ENGI Energía Perú
ENGI Germany
ENGI Italia S.p.A
ENGI North America +
Engie Renouvelables France
ENGIE Romania SA
ENGIE SA - Corporate
<table>
<thead>
<tr>
<th>Company Name</th>
<th>Company Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESPRINET Italy</td>
<td>PT Asuransi Allianz Life Indonesia</td>
</tr>
<tr>
<td>ESPRINET Spain</td>
<td>Regional SAB de CV</td>
</tr>
<tr>
<td>Euler Hermes Italy</td>
<td>Rhodes PNG Ltd</td>
</tr>
<tr>
<td>Euler Hermes Netherlands</td>
<td>Ringier AG +</td>
</tr>
<tr>
<td>Euler Hermes Poland</td>
<td>Ringier Axel Springer Schweiz AG +</td>
</tr>
<tr>
<td>Euler Hermes Services</td>
<td>Singapore Life Ltd. +</td>
</tr>
<tr>
<td>Euler Hermes UK</td>
<td>Standard Chartered Bank PLC - Singapore</td>
</tr>
<tr>
<td>Euler Hermes United States</td>
<td>Storengy France</td>
</tr>
<tr>
<td>Grupo Aeroportuario del Pacífico SA de CV +</td>
<td>Hanoi Power Corporation</td>
</tr>
<tr>
<td>International Committee of the Red Cross (ICRC) +</td>
<td>International Federation of Red Cross and Red Crescent Societies - IFRC +</td>
</tr>
<tr>
<td>Ivanhoé Cambridge +</td>
<td>Swiss Life Asset Managers Deutscheland</td>
</tr>
<tr>
<td>Khaadi Corporation Ltd</td>
<td>Swiss Life Asset Managers France</td>
</tr>
<tr>
<td>Korzinka Anglesey Food Limited Liability Company</td>
<td>Swiss Life Asset Managers Switzerland</td>
</tr>
<tr>
<td>Laboratorios Siegfried</td>
<td>Swissquote Bank SA</td>
</tr>
<tr>
<td>L'Oréal Philippines</td>
<td>Tetra Tech ARD +</td>
</tr>
<tr>
<td>L'Oréal Suisse</td>
<td>TUiR Allianz Polska S.A.</td>
</tr>
<tr>
<td>LUIGI LAVAZZA SPA</td>
<td>UniCredit Bank Austria AG</td>
</tr>
<tr>
<td>Maxport Limited Vietnam</td>
<td>UniCredit Bank Bulgaria</td>
</tr>
<tr>
<td>Mercari Inc.</td>
<td>UniCredit Bank Croatia</td>
</tr>
<tr>
<td>National Development Bank PLC</td>
<td>UniCredit Bank Hungary</td>
</tr>
<tr>
<td>Nextcare Claims Management LLC (Dubai)</td>
<td>UniCredit Bank Romania</td>
</tr>
<tr>
<td>Nigerian Exchange Group PLC. (NGX Group)</td>
<td>UniCredit Bank Serbia</td>
</tr>
<tr>
<td>NMB Bank</td>
<td>UniCredit Italian Perimeter</td>
</tr>
<tr>
<td>OCP Group</td>
<td>UniCredit S.p.A. Branch Germany</td>
</tr>
<tr>
<td>Power Generation Joint Stock Corporation 3 (GENCO 3)</td>
<td>UniCredit Services GmbH Austria</td>
</tr>
<tr>
<td></td>
<td>VinaCapital Fund Management Joint Stock Company</td>
</tr>
<tr>
<td></td>
<td>Yokogawa Corporation of America +</td>
</tr>
</tbody>
</table>
References


