Material ESG in <u>Frontier Markets</u> - New Survey Evidence

Motivation

- Most of the ESG CFP cross-country literature concentrate on developed markets
- Most of the ESG CFP literature do not adequately adjust for (forward looking)
 materiality albeit indirectly when using scores or focusing on a specific sector
 or externality
- Limited awareness on investors ability to evaluate frontier market (material) ESG practices
- MSCI barely covers frontier markets (40% of sample covered by MSCI)
- BIG QUESTION: Is <u>Material</u> ESG being valued by the market?

Questions

- Do investors reward high ESG firms in frontier markets (i.e. Tobin's Q)? Or, are investors missing out (i.e. Alpha or ROA)?
- Do investors reward high <u>material</u> ESG firms in frontier markets? Or, are investors missing out?
- Do investors punish high <u>immaterial</u> ESG firms in frontier markets? Or, are investors missing out?
- Does firm size (i.e. increased transparency and resources) mediate these relationships?

Summary of Findings

- Do investors reward high ESG firms in frontier markets (i.e. Tobin's Q)? Or, are investors missing out (i.e. Alpha or ROA)?
- Do investors reward high <u>material</u> ESG firms in frontier markets? Or, are investors missing out?
- Do investors punish high <u>immaterial</u> ESG firms in frontier markets? Or, are investors missing out?
- RESULT: Investors are not rewarding ESG, nor material ESG. Investors are not punishing immaterial ESG either. Surprisingly, results above are not conditioned by firm size (i.e. larger companies, with greater pre-existing transparency & resources are not differentially evaluated). We find no evidence of "missing out" either.
- PUZZLE -> Why are investors not pricing material over immaterial information? Is it because of lack of information or it is not financially significant? (i.e. no impact on bottom line). Other studies suggest ESG is material. If true in these markets, how can one test the information channel?

Data Collection

- 1. The data for the paper draws on a novel proprietary dataset collected by Terra Nova Capital. It is collected through means of surveys to top executives of firms in emerging markets.
- 2. So far they have sent out 1300 surveys (1 round) starting Feb 2020 and have received a completed survey from 850 of those companies
- 3. Approx. 50 150 surveys per month
- Terra Nova Capital has in the past sent multiple surveys with the aim of collecting and analyzing data for investment.
- 5. The present survey incorporates elements from the Materiality Map as is defined by SASB. It asks companies to rank their investment into general sustainability issues over the last four quarters.

Example Survey Question

1.1 Compared to the previous 3 years, how much has the company invested in the following sustainability categories over the past four quarters? (expenditures with expectation of future return on investment; see appendix 1 for definitions of each sustainability category) If significantly more, describe investment (including amount) Environment **GHG Emissions** Air Quality **Energy Management** Water & Wastewater Management Waste & Hazardous Materials Management **Ecological Impact** 1.1 Compared to the previous 3 years, how much has the company invested in tainability categories over the past four quarters? rcions of each sustainability categor (expenditures with expectation of future return on investment; see appendix 1 for a If significantly more, describe investment (including amount) **Environment GHG Emissions** Air Quality Similar **Energy Management** Significar Water & Wastewater Management Significar Waste & Hazardous Materials Management **Ecological Impact**

Summary Statistics

- <u>Total ESG</u> was created by rewarding companies a one for each "Significantly Higher" regardless of the materiality of the issue to the company's industry with a zero rewarded otherwise - with all the ones and zeros added up.
- <u>Sum materiality</u> was created where a company which responded "Significantly Higher" to material categories were awarded a one with the field taking on the value of zero otherwise - with all the ones and zeros added up.
- <u>Sum immateriality</u> was created by awarding one to companies which had invested significantly higher in immaterial categories with a value of zero otherwise.
- <u>Materiality Ratio</u> was created by dividing Sum materiality by the total possible material
 categories to get a score for each company between zero and one
- <u>Immateriality ratio</u> was created by dividing "Sum immateriality" with the total number of immaterial categories.

SASB Mapping Example (60 industries & all 26 Issues)

		Consumer Goods				Extractives & Mi	inerals Processing				Financials	Food & Beverage	Health Care	Infrastructure
Dimension	General Issue Category ^①	Click to expand	Coal Operations	Construction Materials	Iron & Steel Producers	Metals & Mining	Oil & Gas – Exploration & Production	Oil & Gas – Midstream	Oil & Gas – Refining & Marketing	Oil & Gas – Services	Click to expand	Click to expand	Click to expand	Click to expand
	GHG Emissions													
	Air Quality													
	Energy Management		1											
Environment	Water & Wastewater Management										A			
	Waste & Hazardous Materials Management						$\overline{}$							
	Ecological Impacts										4			
	Human Rights & Community Relations										1			
	Customer Privacy													
	Data Security													
Social Capital	Access & Affordability													
	Product Quality & Safety													
	Customer Welfare													
	Selling Practices & Product Labeling													
	Labor Practices			1										
Human Capital	Employee Health & Safety										4			
	Employee Engagement, Diversity & Inclusion													
	Product Design & Lifecycle Management		A		4									
Business	Business Model Resilience							()						
Model &	Supply Chain Management													
Innovation	Materials Sourcing & Efficiency													
	Physical Impacts of Climate Change													
	Business Ethics											A 7		
	Competitive Behavior		7									1		
Leadership & Governance	Management of the Legal & Regulatory Environment										4	7		
	Critical Incident Risk Management										A	7		
	Systemic Risk Management											/		

Summary Statistics

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
VARIABLES	N	mean	sd	min	max	p25	p50	p75
totalesg	331	1.529	1.997	0	10	0	1	3
matratio	331	0.253	0.302	0	1	0	0.125	0.444
sumimmateriality	331	3.622	4.688	0	22	0	1	6
immatratio	331	0.182	0.234	0	1	0	0.0625	0.300
materialandnoinvestment	331	1.529	1.997	0	10	0	1	3

Summary Statistics

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
VARIABLES	N	mean	sd	min	max	p25	p50	p75
Total Assets	331	6,688	24,736	7.458	315,783	274.5	917.3	4,565
Beta	330	1.054	0.599	-0.652	3.382	0.650	0.963	1.363
Company Leverage	331	97.63	226.3	0.0532	3,294	17.84	56.52	108.2
Sales Growth	331	0.264	3.458	-0.921	61.89	-0.195	-0.00760	0.149
capexoverassets	331	0.0390	0.0446	-0.0139	0.336	0.00755	0.0255	0.0529
cashoverassets	331	0.146	0.145	2.27e-06	0.885	0.0423	0.0986	0.206
Return on Assets	331	5.027	8.247	-24.74	67.69	1.660	3.820	7.113
Tobins Q	331	1.608	2.897	0.0358	31.75	0.441	0.866	1.644
Abnormal Rerturn	320	20.545	74.726	-87.392	548.345	-23.669	-0.0086	38.877

Main Findings - <u>Total</u> ESG & Firm Value (Firm Size)

Aggregate ESG is (kind of / not really) rewarded by investors & is not influenced by firm size either

	(1)	(2)	(3)	(4)	(5)
VARIABLES	Tobins Q	Tobins Q	Tobins Q	Tobins Q	Tobins Q
totalesg	0.123*	0.302	0.000	-0.000	-0.055
	(0.074)	(0.304)	(0.056)	(0.106)	(0.076)
Observations	331	80	86	83	82
R-squared	0.317	0.455	0.831	0.785	0.756
Total Assets	All	<25	>25<50	>50<75	>75
Robust standard errors	s in parenthes	es			
*** p<0.01, ** p<0.05,	* p<0.1				

Main Findings - Material ESG & Firm Value (Firm Size)

Material ESG is not rewarded by investors & is not influenced by firm size either

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
VARIABLES	Tobins Q	Tobins Q	Tobins Q	Tobins Q	Tobins Q	Tobins Q	Tobins Q	Tobins Q	Tobins Q	Tobins Q
summateriality	0.041	0.051	-0.022	-0.012	0.030					
	(0.057)	(0.397)	(0.050)	(0.086)	(0.044)					
matratio						-0.013	-0.840	-0.390	-0.007	0.452
						(0.394)	(1.849)	(0.286)	(0.413)	(0.367)
logtotalassets	-0.307**	-0.816	0.060	0.067	-0.006	-0.299*1	-0.813	0.006	0.070	-0.003
	(0.126)	(0.704)	(0.298)	(0.286)	(0.126)	(0.124)	(0.695)	(0.288)	(0.285)	(0.127)
Return on Assets	0.089*	0.151***	0.039	0.091**	-0.017	0.089*	0.152***	0.036	0.091**	-0.014
	(0.050)	(0.044)	(0.033)	(0.040)	(0.031)	(0.050)	(0.044)	(0.032)	(0.041)	(0.029)
Company Leverage	-0.000	-0.019	0.002	-0.000	-0.000***	-0.000	-0.020	0.002	-0.000	-0.001***
	(0.000)	(0.014)	(0.002)	(0.000)	(0.000)	(0.000)	(0.014)	(0.002)	(0.000)	(0.000)
capexoverassets	-3.749	-2.971	-5.847**	0.873	-1.758	-3.700	-3.747	-5.419**	0.898	-1.648
	(2.859)	(9.246)	(2.419)	(3.189)	(4.646)	(2.855)	(9.379)	(2.350)	(3.169)	(4.741)
cashoverassets	1.774	2.617	-0.885	1.136	7.999***	1.848	3.126	-0.849	1.140	7.689***
	(1.873)	(3.454)	(0.816)	(1.296)	(2.690)	(1.855)	(3.173)	(0.823)	(1.271)	(2.463)
Sales Growth	-0.130*	-0.298***	1.617***	-0.254	0.721**	-0.128*	-0.291***	1.666***	-0.248	0.755***
	(0.067)	(0.084)	(0.280)	(0.168)	(0.285)	(0.067)	(0.083)	(0.275)	(0.162)	(0.276)
Observations	331	80	86	83	82	331	80	86	83	82
R-squared	0.314	0.449	0.831	0.785	0.755	0.313	0.450	0.835	0.785	0.761
Total Assets	All	<25	>25<50	>50<75	>75	All	<25	>25<50	>50<75	>75
Robust standard erro	rs in parenthes	es								
*** p<0.01, ** p<0.05	5, * p<0.1									

Main Findings - <u>Immaterial</u> ESG & Firm Value (Firm Size)

Immaterial ESG is not rewarded by investors & is not influenced by firm size either

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
VARIABLES				-	Tob	ins Q	-			
sumimmateriality	0.006	-0.016	-0.017	-0.016	0.011		-			
	(0.027)	(0.198)	(0.017)	(0.025)	(0.025)					
immatratio						0.168	0.215	-0.368	-0.297	0.152
						(0.521)	(4.063)	(0.356)	(0.527)	(0.447)
logtotalassets	-0.300**	-0.822	0.045	0.060	0.013	0.301*	-0.812	0.041	0.059	0.011
	(0.124)	(0.732)	(0.308)	(0.288)	(0.124)	(0.124)	(0.737)	(0.308)	(0.286)	(0.123)
Return on Assets	0.089*	0.151***	0.038	0.094**	-0.018	0.089*	0.151***	0.038	0.093**	-0.018
	(0.050)	(0.044)	(0.032)	(0.038)	(0.029)	(0.050)	(0.044)	(0.032)	(0.038)	(0.029)
Company Leverage	-0.000	-0.020	0.002	-0.000	-0.000***	-0.000	-0.019	0.002	-0.000	-0.000***
	(0.000)	(0.013)	(0.002)	(0.000)	(0.000)	(0.000)	(0.013)	(0.002)	(0.000)	(0.000)
capexoverassets	-3.718	-3.261	-5.679**	0.689	-1.876	-3.721	-3.158	-5.679**	0.705	-1.882
	(2.840)	(9.014)	(2.260)	(3.086)	(4.566)	(2.841)	(8.936)	(2.260)	(3.105)	(4.550)
cashoverassets	1.831	2.810	-0.835	1.148	8.032***	1.828	2.719	-0.834	1.136	8.072***
	(1.859)	(3.286)	(0.831)	(1.285)	(2.630)	(1.862)	(3.321)	(0.828)	(1.285)	(2.679)
Sales Growth	-0.129*	-0.296***	1.647***	-0.269	0.702**	-0.128*	-0.295***	1.652***	-0.269	0.699**
	(0.067)	(0.083)	(0.284)	(0.161)	(0.282)	(0.067)	(0.082)	(0.284)	(0.164)	(0.284)
Observations	331	80	86	83	82	331	80	86	83	82
R-squared	0.313	0.449	0.832	0.787	0.754	0.313	0.449	0.833	0.787	0.754
Total Assets	All	<25	>25<50	>50<75	>75	All	<25	>25<50	>50<75	>75
Robust standard erro	rs in parenthes	es								
*** p<0.01, ** p<0.05	, * p<0.1									

Additional Findings - Lack of Material ESG & Firm Value

Lack of Material ESG is not rewarded by investors & is not influenced by firm size either

	(1)
VARIABLES	Tobins Q
material and no investment	0.041
	(0.057)
logtotalassets	-0.307**
	(0.126)
Return on Assets	0.089*
	(0.050)
Company Leverage	-0.000
	(0.000)
capexoverassets	-3.749
	(2.859)
cashoverassets	1.774
	(1.873)
Sales Growth	-0.130*
	(0.067)
Observations	331
R-squared	0.314
Total Assets	All
Robust standard errors in paren	theses
*** p<0.01, ** p<0.05, * p<0.1	

Total ESG and abnormal returns

	(1)	(2)	(3)	(4)	(5)
VARIABLES		Al	bnormal Retu	rn	
totalesg	-1.335	-17.309**	-0.306	-0.994	0.821
	(2.618)	(6.997)	(6.449)	(5.910)	(4.794)
Observations	320	73	84	81	82
R-squared	0.276	0.676	0.488	0.611	0.752
Total Assets	All	<25	>25<50	>50<75	>75
Robust standard error	s in parenthes	es			
*** p<0.01, ** p<0.05,	* p<0.1				

Main Findings - <u>Material</u> ES G & Abnormal Return (Firm Size)

Material ESG is not generating short-term (1 year) alpha & is not influenced by firm size either

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
VARIABLES					Abnorma	al Return				
summateriality	2.959	4.076	-1.200	2.193	5.948					
-	(2.492)	(6.456)	(7.397)	(4.997)	(3.576)					
matratio						21.264	44.803	4.392	27.464	57.845**
						(18.046)	(41.727)	(34.621)	(28.181)	(25.472)
Beta	29.926***	5.944	32.301	2.694	19.468	29.294***	7.303	30.821	2.880	16.829
	(10.622)	(20.203)	(21.021)	(23.797)	(16.239)	(10.373)	(20.996)	(21.563)	(23.574)	(16.106)
logtotalassets	0.790	0.337	41.302	-11.542	-5.585	0.934	-0.189	42.780	-11.249	-3.714
	(3.349)	(17.875)	(31.080)	(20.556)	(8.689)	(3.316)	(17.648)	(30.388)	(19.915)	(8.055)
Return on Assets	0.486	1.744**	0.056	1.029	-4.428**	0.475	1.722**	0.108	1.119	-4.256**
	(0.836)	(0.738)	(2.288)	(2.184)	(2.062)	(0.840)	(0.746)	(2.280)	(2.178)	(1.977)
Company Leverage	-0.010	0.389*	-0.165	0.070	-0.040***	-0.010	0.414*	-0.163	0.071	-0.043***
	(0.016)	(0.216)	(0.130)	(0.045)	(0.009)	(0.017)	(0.219)	(0.131)	(0.045)	(0.009)
capexoverassets	41.271	-92.073	91.903	-219.423	119.638	37.167	-83.528	74.561	-209.832	118.198
	(107.659)	(234.746)	(274.250)	(256.485)	(233.160)	(107.777)	(223.463)	(271.705)	(260.038)	(225.863)
cashoverassets	54.183	106.492*	94.357	-195.270**	446.042***	51.880	95.102	93.916	-199.432**	417.397***
	(59.084)	(62.900)	(64.739)	(92.084)	(140.523)	(56.494)	(58.315)	(65.576)	(91.987)	(127.402)
Sales Growth	1.974***	1.935	-3.703	3.781	54.595***	2.031***	1.754	-5.404	5.118	57.425***
	(0.704)	(1.334)	(16.778)	(9.352)	(13.911)	(0.692)	(1.423)	(16.156)	(9.470)	(12.992)
Observations	320	73	84	81	82	320	73	84	81	82
R-squared	0.280	0.617	0.488	0.612	0.776	0.281	0.622	0.488	0.619	0.790
Total Assets	All	<25	>25<50	>50<75	>75	All	<25	>25<50	>50<75	>75
Robust standard erro	rs in parenthes	es								
*** p<0.01, ** p<0.05	, * p<0.1									

Main Findings - <u>Immaterial</u> ESG & Abnormal Return (Firm Size)

Immaterial ESG not generating short-term (1 year) alpha & is not influenced by firm size either

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
VARIABLES					Abnorma	al Return				
sumimmateriality	1.351	0.803	-2.418	2.964	1.705					
	(1.320)	(5.011)	(1.672)	(1.776)	(1.358)					
immatratio						24.879	3.232	-51.805	59.637	27.772
						(25.162)	(95.623)	(36.134)	(35.884)	(24.522)
Beta	29.169***	3.856	38.496*	7.450	18.013	29.418***	2.699	38.287*	8.608	18.598
	(10.290)	(20.650)	(21.110)	(21.651)	(16.784)	(10.718)	(20.554)	(20.855)	(22.163)	(16.784)
logtotalassets	1.147	0.546	38.321	-11.434	-1.708	1.123	0.505	37.964	-11.150	-2.166
	(3.380)	(18.144)	(28.477)	(19.534)	(7.717)	(3.376)	(18.310)	(28.603)	(19.718)	(7.896)
Return on Assets	0.452	1.737**	0.058	0.563	-4.641**	0.458	1.724**	0.023	0.621	-4.677**
	(0.845)	(0.699)	(2.221)	(2.072)	(2.110)	(0.841)	(0.692)	(2.223)	(2.076)	(2.136)
Company Leverage	-0.010	0.390*	-0.159	0.064	-0.037***	-0.010	0.385*	-0.159	0.064	-0.038***
	(0.016)	(0.207)	(0.118)	(0.042)	(0.009)	(0.016)	(0.208)	(0.118)	(0.042)	(0.009)
capexoverassets	44.294	-104.873	129.725	-96.236	92.348	44.970	-106.726	128.131	-98.048	93.212
	(108.083)	(247.663)	(278.351)	(255.459)	(216.718)	(107.978)	(249.031)	(277.806)	(253.772)	(217.910)
cashoverassets	56.317	116.444	99.284	-187.508**	457.352***	56.854	120.460	99.251	-184.959*	461.666***
	(57.823)	(73.446)	(64.045)	(92.531)	(137.919)	(58.401)	(72.698)	(64.184)	(92.177)	(141.123)
Sales Growth	2.155***	2.197*	0.606	7.744	50.814***	2.146***	2.251*	1.123	7.906	50.444***
	(0.666)	(1.194)	(16.560)	(9.016)	(16.054)	(0.668)	(1.178)	(16.625)	(9.167)	(16.160)
Observations	320	73	84	81	82	320	73	84	81	82
R-squared	0.281	0.616	0.503	0.638	0.760	0.280	0.615	0.503	0.637	0.758
Total Assets	All	<25	>25<50	>50<75	>75	All	<25	>25<50	>50<75	>75
Robust standard erro	rs in parenthes	es								
*** p<0.01, ** p<0.05	, * p<0.1									

Main Findings - <u>Materiality Effort and Abnormal Returns</u> Material ESG not generating short-term (1 year) alpha

(2) bnormal Return 5.648 (8.812) 29.171*** (10.371) 1.250 (3.494)
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0.450
0.458
(0.844)
-0.010
(0.016)
45.969
(108.744)
57.334
(60.216)
2.110***
(0.675)
320
0.276
Yes
parentheses
<0.1

Main Findings - Materiality Effort and Tobins Q

Material ESG not generating Tobins Q

		_
	(3)	(4)
VARIABLES	Tobins Q	tobinqdiff
materialityeffort	0.148	0.013
	(0.296)	(0.396)
Beta	0.465	0.252
	(0.337)	(0.423)
logtotalassets	-0.282**	-0.222
	(0.119)	(0.171)
Return on Assets	0.097**	0.094*
	(0.049)	(0.054)
Company Leverage	-0.000	0.000
	(0.000)	(0.000)
capexoverassets	-3.430	-5.891
	(2.924)	(3.979)
cashoverassets	1.775	3.300
	(1.845)	(2.186)
Sales Growth	-0.153**	-0.176**
	(0.073)	(0.077)
Observations	330	301
R-squared	0.319	0.280
NoControls		
No Controls		
CountryControls	Yes	Yes
Robust standard errors	in parenthese	s
*** p<0.01, ** p<0.05, *	° p<0.1	

Additional Findings - <u>Lack of Material</u> ESG & Abnormal Return

Lack of Material ESG is not generating short-term (1 year) alpha & is not influenced by firm size either

	(1)	(2)	(3)	(4)	(5)		
VARIABLES	Abnormal Return						
material and no investment	2.959	4.076	-1.200	2.193	5.948		
	(2.492)	(6.456)	(7.397)	(4.997)	(3.576)		
Beta	29.926***	5.944	32.301	2.694	19.468		
	(10.622)	(20.203)	(21.021)	(23.797)	(16.239)		
logtotalassets	0.790	0.337	41.302	-11.542	-5.585		
	(3.349)	(17.875)	(31.080)	(20.556)	(8.689)		
Return on Assets	0.486	1.744**	0.056	1.029	-4.428**		
	(0.836)	(0.738)	(2.288)	(2.184)	(2.062)		
Company Leverage	-0.010	0.389*	-0.165	0.070	-0.040***		
	(0.016)	(0.216)	(0.130)	(0.045)	(0.009)		
capexoverassets	41.271	-92.073	91.903	-219.423	119.638		
	(107.659)	(234.746)	(274.250)	(256.485)	(233.160)		
cashoverassets	54.183	106.492*	94.357	-195.270**	446.042***		
	(59.084)	(62.900)	(64.739)	(92.084)	(140.523)		
Sales Growth	1.974***	1.935	-3.703	3.781	54.595***		
	(0.704)	(1.334)	(16.778)	(9.352)	(13.911)		
Observations	320	73	94	01	82		
			84	81			
R-squared	0.280	0.617	0.488	0.612	0.776		
Total Assets	All	<25	>25<50	>50<75	>75		
Robust standard errors in paren	theses						
*** p<0.01, ** p<0.05, * p<0.1							

Additional Findings - ROA & ESG

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
VARIABLES	Return on Assets						
summateriality	0.172						
	(0.259)						
matratio		0.757					
		(1.744)					
matbylogassets			4.210				
			(12.314)				
sumimmateriality				0.022			
				(0.099)			
immatratio					0.433		
					(1.966)		
immatbylogassets						0.709	
· -						(11.950)	
materialandnoinvestment							0.172
							(0.259)
Observations	358	358	358	358	358	358	358
R-squared	0.142	0.142	0.142	0.142	0.142	0.141	0.142
Country FE	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Sector FE	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Robust standard errors in parentheses							
*** p<0.01, ** p<0.05, * p<0.1							

Appendix - Link to excel file w sumstats to all independent ESG variables

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
VARIABLES	N	mean	sd	min	max	p25	p50	p75
GHG latest	289	145,759	1.185e+06	0	1.597e+07	2.600	58.50	578
Water latest	259	45,711	490,846	0	6.177e+06	0.200	3.500	50.38
Waste latest	222	2.694e+06	2.858e+07	0	3.871e+08	7.900	243.7	3,174
C satisfaction index	269	82.86	18.82	0	100	80	88	93
C NPS	127	51.43	29.69	-18	100	29.40	57	74
C turnover	147	16.74	23.42	0	100	1.350	8.500	20
L satisfaction index	269	76.39	17.31	0	100	71	78	87
L NPS	71	53.94	35.95	-28	100	20	62	85
If yes, what is the most recent annual measurement	486	12.00	11.51	0	79	4.720	9	15
GPTW rank	25	232.8	994.2	1	5,000	7	13	54
GPTW out of	19	320.2	905.6	10	4,026	22	100	150
Financial	194	3.371	4.744	0	20	1	2	3
Operational	175	3,519	4.839	0	25	1	2	4
Shareholder return	128	2.857	5,357	0	20	1	1	2
Measures	87	513.9	4,748	1	44,289	3	4	7
Vesting	184	3.461	2.515	0	25	3	3	4
CEO ownership	539	8.169	15.05	0	83	0	0.170	9.090
Tenure Limit	561	5.612	3.621	0	25	3	5	7.500
Board women	554	18.48	15.16	0	100	8	16.66	28
Exec women	535	24,47	17.86	0	100	11	24	34,60
Workforce women	519	36,91	18.85	0	100	22.60	37	50.70
Board minority	307	8.060	18.69	0	100	0	0	0
Exec minority	283	7,230	18.76	0	100	0	0	0
Workforce minority	252	12.06	24.75	0	98	0	0.960	6
d transport	552	0.458	0.499	0	98	0	0.960	1
d food	556	0.458	0.499	0		0	1	1
					1			
d_fitness	556	0.532	0.499	0	1	0	1	1
d_childcare	548	0.268	0.443	0	1	0	0	1
d_wellnessfacility	554	0.632	0.483	0	1	0	1	1
d_mentalwellness	548	0.551	0.498	0	1	0	1	1
d_educational	560	0.821	0.383	0	1	1	1	1
d_loans	548	0.578	0.494	0	1	- 0	1	1
d_specialrates	550	0.584	0.493	0	1	0	1	1
d_esop	554	0.415	0.493	0	1	0	0	1
d_profitsharing	548	0.372	0.484	0	1	0	0	1
d_awards	556	0.793	0.405	0	1	1	1	1
d_volunteering	547	0.676	0.468	0	1	0	1	1
d_teambuilding	557	0.781	0.414	0	1	1	1	1
d_clubs	551	0.583	0.494	0	1	0	1	1
d_telecommuting	553	0.884	0.320	0	1	1	1	1
d_flexiblehours	555	0.723	0.448	0	1	0	1	1
d_abovemarketcomp	539	0.299	0.458	0	1	0	0	1
d_insurance	559	0.485	0.500	0	1	0	0	1
d_pension	551	0.766	0.424	0	1	1	1	1
d_pto	556	0.691	0.463	0	1	0	1	1
d maternity	559	0.816	0.388	0	1	1	1	1
d overtimepay	554	0.921	0.271	0	1	1	1	1
d inclusivity	550	0.820	0.385	0	1	1	1	1
d classified	561	0.661	0.474	0	1	0	1	1
d agreements	543	0.919	0.273	0	1	1	1	1
d poisenpill	555	0.906	0.292	0	1	1	1	1
d mergers	556	0.777	0.417	0	1	1	1	1
d charter	558	0.735	0.442	0	1	0	1	1
d bylaws	551	0.840	0.367	0	1	1	1	1
eindextotal	602	4,449	1.840	0	6	3	5	6
lowerthreashold	602	0.380	0.486	0	1	- 0	0	1
upperthreashold	602	0.419	0.494	0	1	0	0	1

Appendix - Companies with investments only in material categories

	(1)	(2)	(3)
VARIABLES	onormal Retui	Tobins Q	tobinqdiff
onlymaterial	17.841	-0.327	-0.373
	(17.390)	(0.326)	(0.666)
Beta	18.213**		
	(9.165)		
logtotalassets	-1.316	-0.301**	-0.264*
	(3.025)	(0.116)	(0.155)
Return on Assets	0.689	0.087	0.092
	(0.897)	(0.055)	(0.061)
Company Leverage	0.003	-0.000	0.000
	(0.023)	(0.000)	(0.000)
capexoverassets	33.699	-1.810	-3.654
	(110.407)	(2.516)	(3.303)
cashoverassets	49.617	2.238	3.338
	(61.276)	(1.829)	(2.074)
Sales Growth	2.781***	-0.086	-0.110*
	(0.596)	(0.061)	(0.066)
Observations	316	327	299
R-squared	0.143	0.243	0.210
RegionControls	Yes	Yes	Yes
Robust standard erro	ors in parenthese	es	
*** p<0.01, ** p<0.0	5, * p<0.1		

Appendix - Companies with investments only in immaterial categories

	(1)	(2)	(3)	
VARIABLES	Abnormal Return	Tobins Q	tobinqdiff	
onlyimmaterial	-4.682	-0.468	-0.776	
	(10.942)	(0.303)	(0.532)	
Beta	18.066*			
	(9.185)			
logtotalassets	-1.493	-0.286**	-0.250	
	(3.052)	(0.112)	(0.154)	
Return on Assets	0.708	0.093*	0.093	
	(0.890)	(0.054)	(0.060)	
Company Leverage	0.003	-0.000	0.000	
	(0.023)	(0.000)	(0.000)	
capexoverassets	28.236	-1.644	-3.622	
	(111.031)	(2.573)	(3.309)	
cashoverassets	48.176	2.184	3.230	
	(61.724)	(1.828)	(2.114)	
Sales Growth	2.753***	-0.104	-0.117	
	(0.594)	(0.066)	(0.072)	
		_		
Observations	316	326	298	
R-squared	0.141	0.251	0.214	
RegionControls	Yes	Yes	Yes	
Robust standard erro				
*** p<0.01, ** p<0.05	, * p<0.1			