



CAPITAL
GROUP®

DIVERSITY, EQUITY & INCLUSION
AND SUSTAINABILITY REPORT:

Improving lives for generations

For calendar year 2022



“My mother inspired me to have two objectives in life: to be a friend of my fellow man, and to endeavor to leave the world a little better by reason of my having lived.”

Jonathan Bell Lovelace, Capital Group Founder

TABLE OF CONTENTS

- [01](#)
- [02](#)
- [03](#)
- [04](#)
- [05](#)
- [06](#)

About this report

Capital Group’s annual Diversity, Equity & Inclusion and Sustainability Report was published in June 2023 for The Capital Group Companies, Inc. and its subsidiaries (collectively “Capital Group”). Information and data in this report are for the calendar year ended or as of December 31, 2022, unless stated otherwise.

The contents of this report have been devised, in part, based on an analysis Capital Group conducted between 2021 and 2022 to identify topics of interest to our clients, associates, and our external communities. The analysis included feedback from clients and our associates, peer benchmarking and review of external articles and reports. Capital Group also monitors the regulatory and public policy landscape and industry best practices with respect to sustainability reporting standards for companies and seeks to incorporate relevant elements into our reporting. This report has been prepared with reference to global sustainability reporting standards and frameworks including Sustainability Accounting Standards Board (SASB) Standards, Global Reporting Initiative (GRI) Standards, and the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard. Detailed reporting aligned to these standards can be found in the Appendix.

The contents of this report primarily refer to Capital Group’s corporate operations and initiatives with respect to our associates, industry, suppliers, and local communities. “Suppliers” refer to entities from whom Capital Group procures the goods, services, and equipment needed to run our corporate operations. While diversity, equity and inclusion are separate and distinct concepts, when combined they are a collective framework. Throughout this report, we will reference them jointly as a singular noun.

Capital Group incorporates analysis of material environmental, social, and governance (ESG) issues as a component of its investment process. Information on how we analyze material ESG issues within our investment process is not covered in detail within this report but can be found on [our website](#).

Cover image: Fixed Income Portfolio Senior Analyst Yao Min Ng and his daughter

A MESSAGE FROM OUR CEO

Improving lives for generations



Tim Armour
Capital Group Chair and
Chief Executive Officer

For more than 90 years, Capital Group has been committed to the well-being of its clients, associates and the communities where we live and work, always focused on our mission to improve people's lives through successful investing. Our clients come to us with long-term financial goals in mind, which instills in us a long-term perspective in everything we do. It drives us to make the world a little better for this and future generations.

This report is a reflection of that drive and commitment, and provides a view to how our more than 9,000 associates around the world are working to advance diversity, equity and inclusion; improve the lives of others in their communities; and be good stewards of the environment. The origins of much of this work began with the generation of associates who preceded me when I joined Capital 40 years ago. Over time, our approach has evolved and matured, but always with an emphasis on empowering our associates, both collectively and as individuals, to pursue the issues about which they are most passionate.

Advancing DE&I is both a passion and a strategic imperative for us. We believe fundamentally that the work we do on behalf of our clients benefits greatly from our ability to attract talented people with different backgrounds and perspectives, and then harness their diverse ideas in service of our mission. Accountability for the progress we've made, and hope to make, begins with me and extends to every leader and associate across our firm.

We're equally determined to address global challenges impacting our communities through the work that we're doing to advance Sustainability & Social Responsibility (SSR). Our SSR programs include:

- Philanthropic and volunteer programs that support the causes that are most important to our associates
- Championing economic inclusion, with financial education as a first step
- Expanding access to financial services and promoting greater diversity across our industry, and
- Reducing our environmental impact through sustainable business practices

I'm proud of the strides we've made, and I invite you to learn more in the pages that follow. As you read, keep in mind that this is a progress report and we have much more progress to make. True to who we've been since our founding, we will continue to learn and grow.

Sincerely,

Tim Armour, Capital Group Chair and
Chief Executive Officer

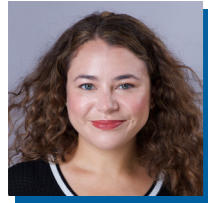


"Our clients come to us with long-term financial goals in mind, which instills in us a long-term perspective in everything we do. It drives us to make the world a little better for this and future generations."

Tim Armour, Capital Group Chair and Chief Executive Officer

Q&A with DE&I and Sustainability leaders

Alexis Rosenblum, Head of Sustainability and Social Responsibility and Cristina Santos, Head of Diversity, Equity & Inclusion (DE&I) and Engagement share their thoughts on the strategic importance of both DE&I and Sustainability – and what makes Capital Group’s approach different.



Alexis Rosenblum
Head of Sustainability and Social Responsibility



Cristina Santos
Head of Diversity, Equity & Inclusion (DE&I) and Engagement



Businessman walking up the office spiral staircase in New York City

Why does Capital Group view DE&I and Sustainability & Social Responsibility as strategic imperatives?

Cristina: Diversity, equity, and inclusion is a strategic imperative at Capital because it's at the core of what we do. We value diverse perspectives. The Capital System™ depends on it, and so it only makes sense that it would extend to the rest of how we operate as an organization.

Alexis: Our clients are relying on us to help them achieve some of life's most important long-term goals, whether that's retirement, funding a child's education, or building wealth for their family. How we do that successfully is all about people. How we inspire people, how we care for them, and how we create a culture focused on doing the right thing and putting that at the center of how we operate. Our

Sustainability & Social Responsibility programs are part of how we build that culture as Capital Group.

What makes Capital Group's approach to these issues distinctive in your experience?

Alexis: Capital Group has a legacy of this work. We've been around for more than 90 years, and each generation of associates has really had a spirit of caring for people in our communities that's been passed down through generations.

Cristina: What's different about how we think about diversity, equity, and inclusion at Capital is this notion of collaboration, of co-creation, and an extreme sense of personal accountability. It's like nothing I've seen anywhere else. So much of our time here is not spent convincing anybody that it's important. It's the opposite. It's taking all the amazing work that's happening across the

organization and bringing people together so that we can drive even greater impact.

Alexis: I would say the passion as well, just the pure passion of associates for these topics is so exciting and it's so amazing to see the power of that passion across the organization and the impact that it can have internally and on the outside world.

Cristina: And it comes to better ideas, right? Because people have passion and because they're looking at it from different perspectives, we end up working toward a better outcome.

You're both new to Capital Group within the last couple of years. What drew you to the opportunity?

Cristina: Not only was I new to Capital, but I was new to the industry, and I was intrigued.

With every conversation, with every leader, with every associate, the sincerity of the commitment just came through. That, to me, was the difference. It's just a different way of thinking about work that is so critically important, and it's embedded in who we are. It's everything I could have asked for and more.

Alexis: One of the things that really drew me here comes back to history and legacy and this notion that even if we weren't calling these things, "diversity, equity and inclusion," or "sustainability and social responsibility" at the time, the culture that's pervaded our

organization really speaks to and gets at some of the themes.

I think also that desire to evolve, that desire to really keep the momentum going in a forward-looking way, it comes from such a good place.

This year's DE&I and Sustainability report is called "Improving lives for generations." What does that title mean to you?

Alexis: It really brings together both our diversity, equity, and inclusion and our sustainability and social responsibility efforts. It's reflective of the many generations throughout our history at Capital Group who have contributed to our programs and where they are today. It's about the next generation of talent in our organization and the way that we give back to our communities. And it's how we, as Capital Group, help to make people's lives better for generations to come.

Cristina: It's an acknowledgement that we've been doing this for a long time and it's not something that we are just capitalizing on in a moment.

We all want to leave Capital a better place than we found it for the generations that follow us. And the link to our mission, I think, is quite inspiring as well. We're in this for all the right reasons and we want to make sure that when we talk about diversity, equity, and inclusion, and sustainability and social responsibility, that link is very present.

01 Introduction



Experience Design Leads
Daryl Harris and Mike Lee



Our mission is to improve people's lives through successful investing.

CAPITAL GROUP AT A GLANCE

Focused on the long term

Founded in Los Angeles in 1931, we are one of the world's largest independent investment managers. We are privately held and focused on the long term.

Our clients include individual investors, financial professionals, retirement plan sponsors and participants, institutions, high net worth investors and insurance companies.

Where we operate



9,265
Associates

32
Offices

80+
Languages spoken

92
Years in operation

\$2.2T
Assets under management

HOW WE INVEST

Our portfolios benefit from diverse perspectives

Our approach to managing money on behalf of our clients, The Capital System™, empowers investment professionals to pursue their highest investment convictions within the investment process, informed by fundamental research and rigorous debate.

Within The Capital System, we divide portfolios into segments, each run by an individual manager. We believe the benefit of Capital’s multi-manager approach can be boiled down to a simple principle: multiple perspectives on companies, securities, industries and countries can help us navigate near-term noise and periods of economic and market uncertainty more effectively.

The distinctive way we manage money is diverse by design, recognizing that diversity of thought and perspectives can help us deliver better results for our clients. It is a powerful example of why diversity, equity, and inclusion is a critical component of how we manage our business.

Our investment approach considers material ESG risks and opportunities

At Capital, we seek to invest in companies and issuers that we believe are well-positioned for the future. Material environmental, social and governance (ESG) issues can be important considerations in effectively managing risk and achieving superior long-term outcomes for our clients. We have, therefore, invested in people, data and technology to thoughtfully integrate the analysis of ESG risks and opportunities into our investment approach.

30+

Proprietary investment frameworks that capture material ESG issues

800+

Dedicated ESG engagements in 2022

25+

Data scientists and developers building our proprietary ESG tools

While this report is primarily focused on our operations and how we impact our communities, information about our approach to ESG analysis in our investment process can be found in our [ESG policy statement](#).



Karin Larson, former Capital Group Research Director (1975)

SPOTLIGHT

Fundamental research has been at the heart of The Capital System since our founding in 1931.

Our analysts evaluate management structures, financial strength, resources, products and services, supply chains, resource use, business practices, future earnings forecasts, and a wide range of additional relevant factors. This deep analysis is crucial to identifying investment opportunities and assessing an issuer’s long-term potential to generate value.

At Capital Group, it has long been a focus for us to get to know companies and other issuers deeply through firsthand conversations and research. Pictured here is Karin Larson, a former Capital Group research director, as she examines corn crops at an agricultural company in 1975.

OUR FOCUS AREAS

Sustaining Capital Group for the next 90 years and beyond

At Capital Group, we're proud to have helped generations of people reach important financial goals, whether it's saving for retirement, building a business or funding an education. We believe diverse teams operating in an open and inclusive culture will shape a more resilient future for clients, associates and the communities where we live and work. Caring for people and our communities is central to who we are and shapes our commitment to empowering associates to give back to the causes they care most about, championing greater access to financial services and operating sustainably.

To the right you'll find our DE&I and Sustainability & Social Responsibility focus areas, which show the interconnected nature of this work to help ensure our firm is well-positioned for the long term.



Senior Business Program Managers
Dana Schwerman and Jackie Burks



Diverse teams of associates

We're committed to greater representation of underrepresented groups across Capital and at all levels. We believe that diverse teams generate better ideas and make better decisions.



Culture of belonging

We're committed to an inclusive culture to ensure that every associate can confidently say "I belong here." Welcoming the perspectives and experiences of all associates is part of our core values.



Leadership, commitment and accountability

We're committed to embedding DE&I in all aspects of our business by cultivating a shared sense of ownership of DE&I objectives across Capital, with leaders and associates understanding and driving our long-term progress.



Impacting our communities

We're committed to championing greater access to financial services and representation in our industry and our suppliers. We empower associates to support nonprofits of their choice including those advancing equity and social justice in their communities and beyond.



Operating sustainably

We're committed to reaching carbon neutrality in our operations by reducing our greenhouse gas emissions and integrating environmental considerations into our business practices.

02 Enabling a diverse and inclusive workplace



DIVERSE TEAMS OF ASSOCIATES

Building our global team

Understanding more about our associates is essential to creating a diverse, equitable and inclusive workforce at all levels. We build our DE&I goals from the bottom up, originating each goal within business units, allowing for greater senior leader accountability. [Visit our website](#) for historical data.

Our data and terminology

- All **gender data** are collected globally. To align with U.S. government reporting requirements, data in this report use the gender categories of men and women. Capital respects that gender is not binary.
- The category of **Other** includes associates who identify as American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, and Two or More Races.
- **Race/ethnicity data** capture all U.S. associates based on the information they have chosen to disclose.
- **Associates** are defined as all full- and part-time salaried associates (including overtime-eligible employees).
- **Leaders** are defined as senior managers and above and include investment professionals and sales force associates.
- In 2022, we **expanded voluntary self-identification** options, collecting data (where legally permissible) on many aspects of identity including race/ethnicity, LGBTQ+, veteran status and more. The race/ethnicity information throughout this report reflects those voluntary selections made by associates unless otherwise noted.

Culture Assessment Survey

In 2021 we conducted a comprehensive culture assessment to gain a more complete picture of the lived experiences of our associates around the world. We invited associates to voluntarily share aspects of their identity beyond those we have reported on historically; below are some of the data points gathered. We're committed to continuing to evolve and expand our approach to data collection and reporting, where permissible, including through our voluntary self-identification effort. Our goal is to more fully reflect all the dimensions of diversity within our organization in future issues of this report.

7.3%

Sexual orientation: Bisexual, gay, lesbian, none of the above, pansexual, queer, questioning

3.7%

Associates with disabilities

0.7%

Gender identity: Agender, genderqueer, non-binary, transgender, none of the above

13%

Caregivers (adults)

3%

Associates with military service

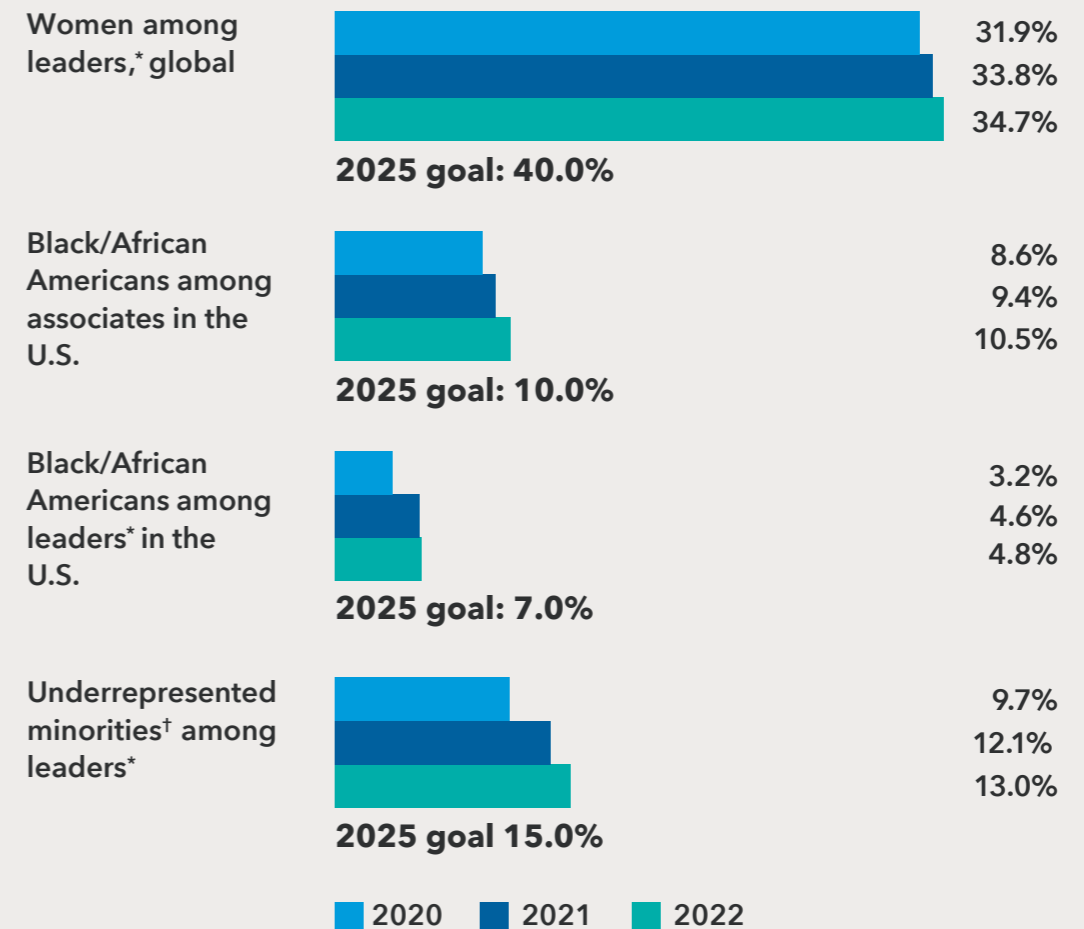
42.7%

Caregivers (children)



ESG Senior Manager Anthony Campagna, Senior Client Relationship Specialist Tracey Rinaldi and Administrative Assistant Yvonne Kenney

We're making progress toward our DE&I goals for 2025



*In 2022, we expanded our senior manager population to be more inclusive of like roles. Actual and historical data have been updated to reflect this change. While this decreased the representation of women, Black/African Americans and Underrepresented minorities among leaders (senior managers and above), our 2025 goals remain unchanged. Please reference page 61 in the Appendix for the impacts of these changes.

†Underrepresented minority defined as Black/African American, Hispanic/Latinx, Native American, Alaskan or Hawaiian/Pacific Islander, or Multiracial.

DIVERSE TEAMS OF ASSOCIATES

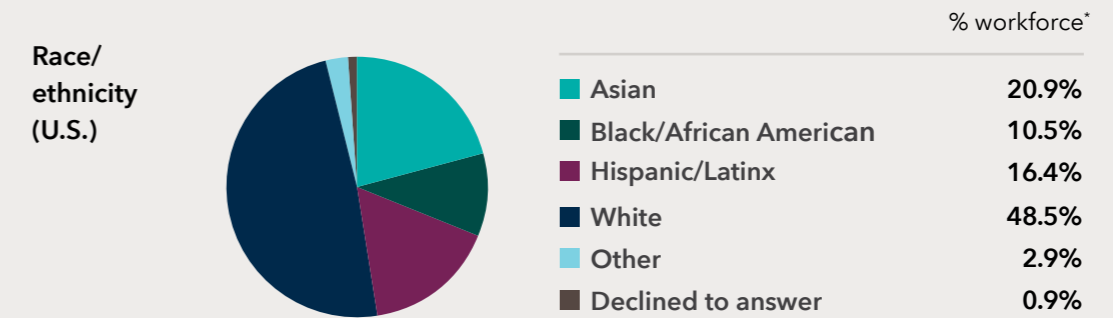
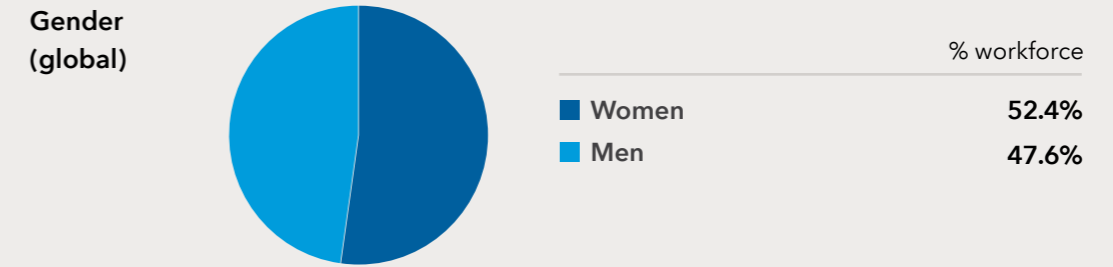
Reflecting the communities where we live and work

Numbers don't tell the whole story. Each Capital Group associate represents many dimensions of diversity, and we embrace them all. Our success depends on hiring and developing associates who can share their unique perspectives and experiences.



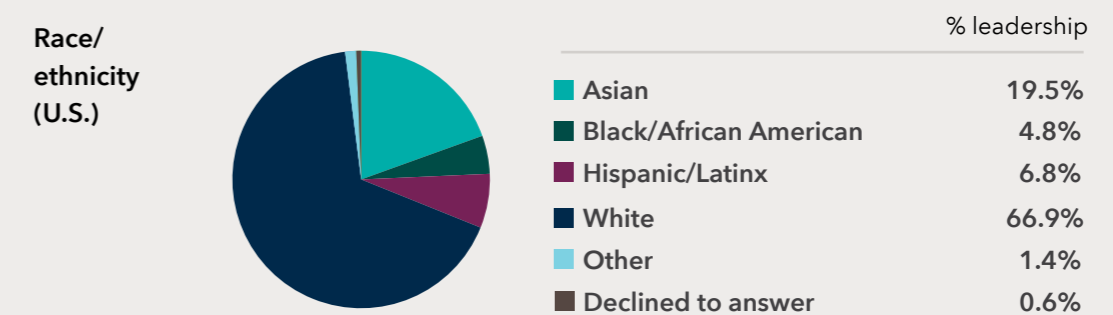
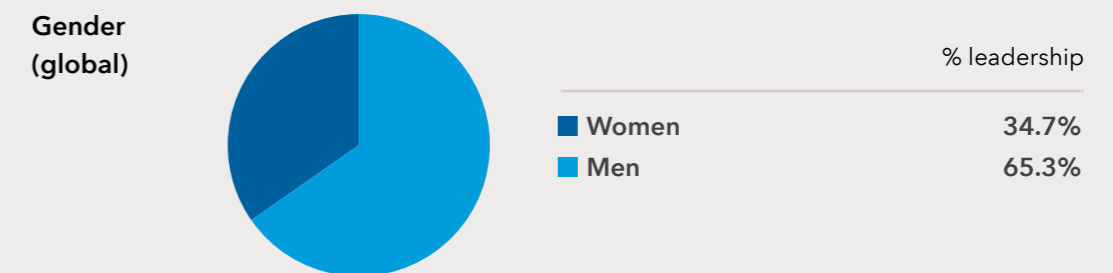
Marketing Associate Kazuna Taguri

Associate workforce



*Total percentage may exceed 100% due to rounding

Leadership workforce (senior manager and above)



Investment Information Senior Writer
Shirley Ong and Head of Asia Pacific
Compliance Angela Roberts



SPOTLIGHT

Mentoring matters

Angela Roberts, head of compliance for the Asia-Pacific Region, signed up to be a mentor in Capital Group's mentoring program "Mentoring Matters" because she wanted to expand her network beyond her usual connections.

"I enjoyed working with Shirley [Ong] and helped her identify her goals and develop her professional communication skills," explains Angela. "Shirley's progress was impressive. She learned to be accountable for her own success and to focus our sessions to get what she needed."

Shirley, a Singapore-based senior investment information writer, felt extremely lucky to be paired with Angela. "One of my favorite experiences was when Angela helped me find ways to leverage my strengths. She also

encouraged me to think about setting goals to further develop and enhance my strengths, which was a great boost to my confidence," she says.

For the second Mentoring Matters cohort in 2022, there was a 54% increase in participation from 600 in 2021 to over 1,000 associates. Fifty-five percent of participants were women and 46% were racial/ethnic minorities.

Shirley adds: "It's a great opportunity to gain access to experienced mentors, learn from them and gain the skills and insights needed to grow both professionally and personally."

DIVERSE TEAMS OF ASSOCIATES

Cultivating careers: How we recruit, hire, retain and develop talent

Attracting and engaging talented associates who can advance our mission and contribute to our culture is vital to Capital Group's long-term success.

Recruiting

Building our global team starts with attracting people who are committed to our mission of improving lives through successful investing, so we seek associates who are dedicated to helping each other grow and thrive. We are continuously thinking of ways to engage with new talent and partner closely with associates and our Capital Communities in our outreach.

Hiring

Our goal is that every candidate interviewing for a position at Capital Group will be evaluated fairly, objectively and equitably. We've developed specific rubrics for hiring managers that are designed to mitigate bias when evaluating candidates, including a category that assesses how an applicant could contribute to and participate in our culture.

Not only do we strive to have a diverse group of applicants for every opening, but we do the same for interview panels.

Retention

We reward our associates for their talent and contributions. That's why we offer a highly competitive total rewards package that includes salary and bonuses, premier benefits and a generous retirement plan. Capital annually contributes 15% of eligible compensation to each associate's retirement plan (up to plan limits) without any match from our associates.

Our pay practices also are designed to be fair and transparent. We pay associates based on their job responsibilities, experience and performance and publish salary ranges for all roles in North America. We use annual data from third-party global salary surveys to help ensure our compensation

remains in the top quartile of premier companies for similar roles within the markets where we operate.

In the last several years, we've enhanced our approach to fair pay by conducting annual pay studies across North America, Europe and Asia. Where there are pay differences, we take steps to understand it and, if necessary, rectify those differences in our semi-annual compensation review process.

Development

Managers are expected to provide continuous and candid feedback and coaching to help associates advance in their careers. We encourage associates to invest in their development, and provide resources and support for professional and personal growth.

"We've worked to ensure fair pay, enhanced our sourcing strategies and improved our candidate assessment process."

– Karin Pearson, Senior Vice President, Talent Acquisition

2 bonuses per year

Capital Group associates are eligible to receive both a performance-based bonus and a profit-sharing bonus annually.

DIVERSE TEAMS OF ASSOCIATES

Expanding our recruiting reach to improve the diversity of our teams

In our quest to find the best and brightest talent, we're exploring new pathways and expanding our reach to candidates. Our Talent Acquisition team partners with more than 100 organizations including those who focus on underrepresented minorities, the LGBTQ+ and neurodiverse communities.

For example, Capital Group is a sponsor of Out for Undergrad, a conference series for high-potential LGBTQ+ undergraduate students from across the U.S. Investment analyst Frank Beaudry notes, "We describe how they can be their authentic selves at Capital. Candidates from underrepresented groups face additional challenges in their early-career years, and we know the importance of having role models to show them it can be done!" This outreach humanizes the finance industry so that students can see themselves represented in an historically less-accessible industry.

SPOTLIGHT

From campus to Capital Group – on a global scale

Partnering with HBCUs and HSIs

By partnering with historically Black colleges and universities (HBCUs) and Hispanic-serving institutions (HSIs) in the U.S., we're finding talent that has too often been overlooked by our industry.

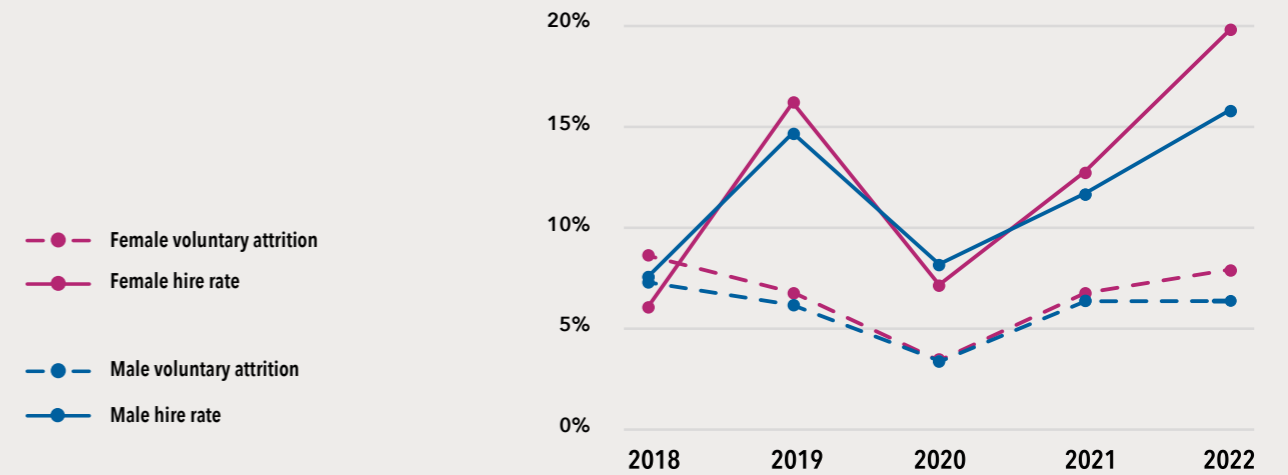
Through the HBCU/HSI Leadership Experience, speakers from throughout Capital Group participated in discussion panels, small-group networking sessions and resume coaching workshops. More than 40 students from HBCUs and HSIs made valuable connections with our associates, and seven students participated in follow-up recruiting events like CAPitalize and the Capital Summer Investment Series, which introduce undergraduate students to careers in investment management.

Program offers 10,000 learning opportunities

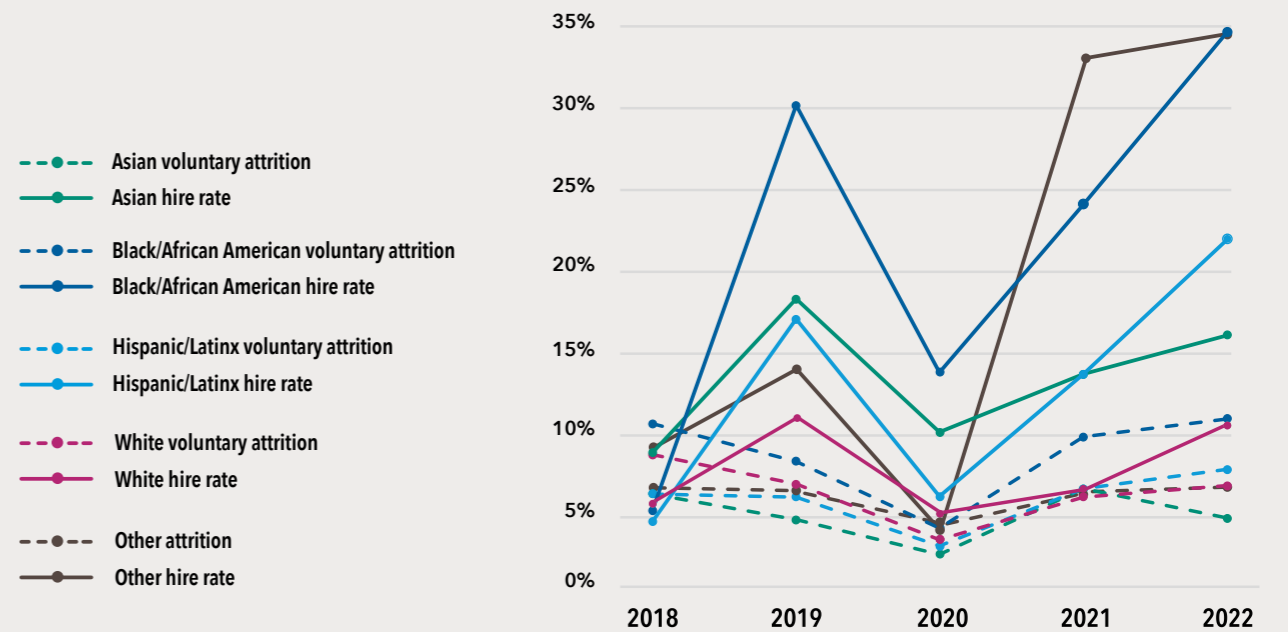
Capital Group is actively engaged in the U.K.-based 10,000 Interns initiative. We welcomed 28 students to our London office for six weeks in summer 2022. The program provides industry experience to talented individuals from groups that are often underrepresented in our business – primarily from the Black community.

"The 10,000 Intern program introduces participants to corporate life, allowing for an in-depth understanding of the asset management industry," explains HR senior manager Liana Young. "In some cases, success may come in the form of an offer of a full-time role at Capital; in others, it may be that the intern develops a better understanding of their interests."

External hiring and voluntary attrition by gender (global)



External hiring and voluntary attrition by race/ethnicity (U.S.)



DIVERSE TEAMS OF ASSOCIATES

Developing the next generation of talent

Our business is a people business – we would not be where we are today without the trust of our clients and the talent, dedication and passion of our associates. We know from our engagement survey that career development is a top priority for our associates. We are scaling specific programs and professional experiences to meet those needs.

Internal mobility

We are intentional about looking to fill positions with internal hires, transfers or promotions. We invite all our associates to create a career profile and participate in our internal talent marketplace. Our associates are able to view all open opportunities – whether it be short-term assignments, full-time roles or part-time project opportunities.

Women Leading Capital

A collaboration with Harvard University led to our Women Leading Capital program. Designed to accelerate the careers of women leaders, the six-month cohort-based program emphasizes learning by doing, learning from others and learning through reflection. The program’s success has shown a lasting impact, helping to build strong networks of professional support.

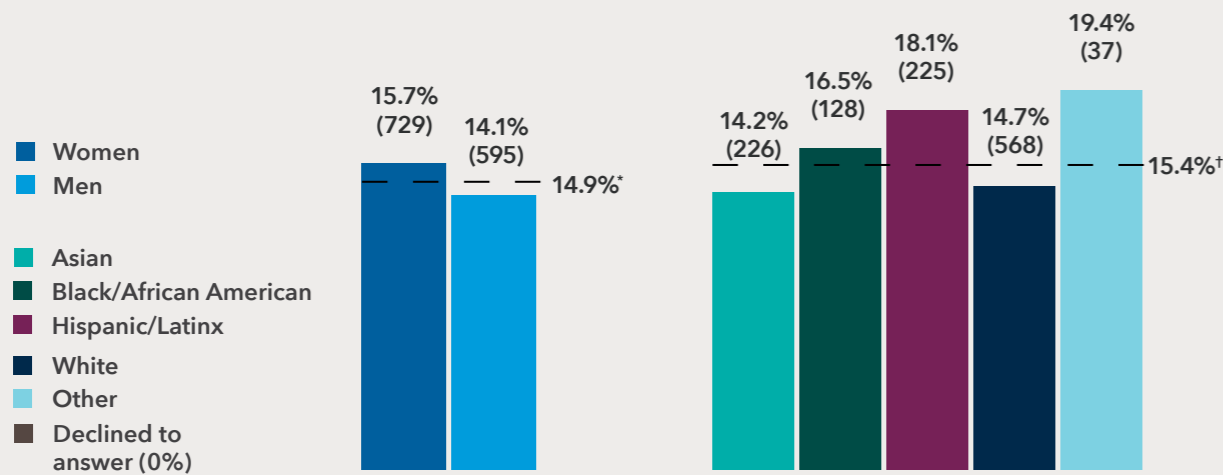


Retirement Plan Services Lead Trivel Browne, Retirement Plan Manager Ziki Malata, General Manager Chris Guarino and Retirement Plan Services Specialist Jeff Wong



Associate advancement

Promotion rate by gender (global) and race/ethnicity (U.S.)



*Overall global promotion rate
†Overall U.S. promotion rate

SPOTLIGHT

Capital Leadership Accelerator

Retirement plan manager Ziki Malata completed the Capital Leadership Accelerator (CLA) program in 2022 and found the experience to be “intensely gratifying.” He offers, “It was compelling to be part of a group who want to learn how to stay above their challenges – and also teach others how to do the same.”

CLA is a six-month leadership program that examines how lived experiences influence a manager’s ability to lead inclusively. It features facilitated discussions with a Harvard University moderator and focuses on self-awareness, personal growth and transformation.

“The dialogue we had about diversity and inclusion was equal parts invigorating and reflective,” explains Ziki.

He adds: “CLA has been a conduit for a new kind of energy for me. It’s propelled me to build my capacity, so I can provide more meaningful contributions to my team and department.”

CULTURE OF BELONGING




Creating an inclusive and equitable culture

We aim to provide a work environment where associates can feel secure and supported – physically, mentally and financially. Our inclusive benefits reflect our long-term commitment to our associates' total well-being, and we intentionally invest in offerings that can meet the needs of a broad and diverse base of global associates and their families.

Our benefits promote inclusion and equity...

-  Fertility care for any individual who needs help to conceive
-  Subsidized back-up elder care and specialist referrals
-  Health care coverage for all common-law partners
-  Paid leave and flexible schedules for new parents
-  Gender-affirming transgender health care
-  Mental health first aider training
-  Financial assistance for adoption and surrogacy
-  Applied behavior analysis therapy
-  Access to culturally competent mental health providers
-  Flexible work options for associates
-  Subsidized back-up child care, academic tutoring and college prep
-  Health care advocacy resources for Black/ African American and LGBTQ+ associates
-  Twelve free sessions with Lyra Mental Health

... and support economic inclusion

-  Annual retirement contribution equal to 15% of associate's total annual compensation*
-  Financial assistance for education, including student loan repayment
-  Free financial education, coaching and planning resources

*Programs vary by country.
Includes salary, bonuses, commissions and overtime, up to country and plan limits.

Training & Development Senior Manager Don Dalton Grobe and Senior Training Specialist Roxane Guerra



SPOTLIGHT

How to be an ally

Allyship is generally defined as the “actions, behaviors and practices that support, uplift and advocate for others” and at Capital Group, we believe it’s a cornerstone of creating a culture of belonging.

Head of Wealth Management Riley Etheridge adds that “allies help develop plans and tactics to help others overcome the challenges and biases they face.”

Throughout 2022, we developed learning opportunities for associates to hear from experts

about allyship with specialized programming for men to help them understand how to be stronger allies for women. The goal is to demonstrate why allyship is important and how to make a positive difference in the working lives of colleagues.

Data manager Domenic Sciarra shares, “Allyship brings people together, builds relationships and allows us to affect change for the broader good. You’ll be amazed what you learn about others, but even more profound will be what you learn about yourself.”

Global Investment Control Senior Manager Michael Fry,
Client Services Manager Tom Wigfall and Corporate
Access Senior Specialist Jade Ions



More than 70% of our associates connect with their colleagues through membership in one or more of these Capital Communities:

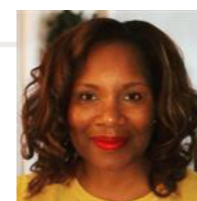
- Capital Abilities Network
- Capital Associates of African Descent (CAAD)
- Capital Women
- CG Ancestry Research
- CG Arts
- CG Bridge for the Multiethnic/Multicultural Experience
- CG Chaverim
- CG Christian Life Groups
- CG Climate Awareness*
- CG Data Explorers
- CG Gaming
- CG Leading and Engaging Asian Professionals (LEAP)
- CG Mental Wealth
- CG Mindful
- CG NextGen
- CG Pets
- CG Pride
- CG Readers
- CG Salaam
- CG Sports
- CG Unidos
- CG Veterans Connect
- South-Asian Professionals Influencing Capital Experience (SPICE)
- Working Parents of Capital

*As of May 2023

CULTURE OF BELONGING

Inside our Capital Communities

We support and encourage membership in 24 Capital Communities – also known as employee resource groups – which represent a rich diversity of identities and interests, including race/ethnicity, gender identity, sexual orientation, faith, mental health and much more. In fact, more than 70% of our associates around the world belong to at least one of these Communities, uniting around common experiences and passions.



Terri Hoffler
Hampton Roads, Virginia
Client Services Manager, Capital Women Global Co-Lead and CAAD Leadership Team

"I'm proud to work for an organization that recognized the value and benefit that focusing on DE&I has on the bottom line long before a tragedy in 2020 forced many others to do so. I've found passion, joy, and a new network of like-minded people while helping to drive efforts at Capital through my everyday work leading people and my involvement with CAAD and Capital Women."



Laura Wheeler
London
Global Investment Control Senior Manager, Europe LEAP Founder and Co-Lead

"Growing up in the only ethnic minority family in our town, I experienced very shaming racism early – and I've never forgotten how it felt and how my face burned. That's why I started the CG LEAP Community in Europe. It's a joy to talk about my 'Asian-ness' more openly and help others speak and embrace all parts of themselves."



Veronica Vasquez
Los Angeles, California
Senior Product Manager, CG Pride Leadership Committee and CG Unidos member

"I'm proud that our diversity efforts started with a grassroots movement through the Capital Communities, and about how supportive our leaders are – it fills me with joy. It's important to talk about the spectrum of experiences a person may encounter."



Geraint Jones
London
Portfolio Implementation Compliance Analyst, Capital Abilities Network Europe Chair

"It's a vast comfort to know that there are people around who can share experiences and guidance. I think that's a real benefit of working here at Capital Group – not only because we have a very open culture, but also thanks to Communities such as Working Parents or Capital Abilities Network where you can turn for advice when you need it."

LEADERSHIP, COMMITMENT AND ACCOUNTABILITY

DE&I is a business priority

Our goal is to embed DE&I in all aspects of our business by cultivating a shared sense of ownership of DE&I objectives across Capital, with leaders and associates understanding and driving our long-term progress. This focus strengthens our teams, enabling us to create the best outcomes for our clients.

In June 2020, we committed to redoubling our efforts to promote DE&I in our programs, processes and beyond. Since then, we have taken clear and measured action to fulfill Capital's commitment.

Racial equity audit

As part of our commitment to advancing racial equity, we seek out best practices to apply to our efforts with the desire to continuously improve and lead, wherever possible. As a result, we employed WilmerHale, a law firm with expertise in assessing companies' DE&I efforts, to conduct a racial equity audit. The audit focused on Capital's DE&I strategy and internal policies and practices relevant to discrimination, harassment, retaliation, responding to and addressing associate concerns, and related workplace issues.

Overall audit results were favorable, noting strength in our investment in DE&I. The audit provided valuable insights on the steps that Capital can take to ensure our workplace is a leader in DE&I. It also assessed certain

recent enhancements, including a new centralized associate relations function and Ombuds partner, a confidential third-party resource to assist associates in resolving workplace challenges. We view these audits as additive to other evaluative processes, and as a growing best practice conducted by organizations in various industries.

Annual DE&I-related objective

Each one of us is responsible for developing and contributing to our culture. All associates – including senior leaders – are expected to achieve a personal DE&I-related objective in their annual review process.

“We all have a personal commitment to learn more and drive real, lasting internal change. My goal is to create an organization where the best talent, representing a wide range of backgrounds, comes together in an environment that’s truly inclusive.”

– Matt O'Connor, Chair and CEO of American Funds Distributors and Capital Group Management Committee member



CAP Associate Iole Felicetti and Portfolio Implementation Compliance Analyst Joao Teixeira

SPOTLIGHT

Capital achieves Bronze Certification for MLT Black Equity at Work

In 2022, Capital Group in the U.S. became Management Leadership for Tomorrow (MLT) Black Equity at Work Certified at the Bronze level.

“We planned on achieving our approved action plan by 2023 and we’re thrilled to have reached the first tier one year ahead of schedule,” explains Cristina Santos, head of Diversity, Equity & Inclusion and Engagement. “This certification provides the roadmap, rigor and accountability that enables us to benchmark our efforts against the leading standard to make our workplace more equitable.”

Cristina adds: “Although there’s more work to be done, being Bronze Certified is a positive step in our journey toward achieving Black equity in the workplace.”

In addition, Capital recently joined a group of 17 employers who committed to the MLT Hispanic Equity at Work Certification Program. This new certification provides a roadmap to achieving Hispanic/Latinx equity in the workplace by adopting rigorous components of the Black Equity at Work program, while integrating the key systematic inequities Hispanic/Latinx individuals face.



Conducting Officer Tanya Sobczak



SPOTLIGHT

ICanRetire® engages employees from underrepresented communities

In 2021, we launched a solution for employees at a top client to overcome barriers that hinder saving for retirement. The goal: increase participation in the employee-sponsored 401k/403b plan – the Capital Group Target Date Retirement Series – through a fun and accessible experience.

ICanRetire has shown early success, with contribution growth rates outpacing the industry average by a factor of three. Results also showed contribution rate growth from Black/African American and Hispanic/Latinx employees outpacing the aggregate population by 31%.*

This year, we hope to see increased contributions from Hispanic participants with a custom experience that addresses cultural nuances and savings behavior.

“Our research has shown that some Hispanic Americans believe they are not in a place financially to start investing nor do they know what tools are available to them,” explains head of participant outcomes Vidhi Sanders. “Our goal is to create an inclusive experience that will give all participants the tools for a financially secure future.”

*Results are from the program launch with RWJBarnabas Health. Industry average benchmarks were established referencing Vanguard’s “How America Saves 2022” report. Industry average deferral rates grew 1.1% year over year (YoY) on average from 2017-2021. ICanRetire program results drew 3.3% average YoY deferral growth rate. Program results are from January 2021 – July 2022. Program results may vary.

LEADERSHIP, COMMITMENT AND ACCOUNTABILITY

Enabling change within our industry

Capital Group is thoughtfully evolving to meet the needs of our clients. We’re helping financial professionals evolve their approach to serving investors with the goal of growing wealth for individuals and families.

Helping advisors “future-proof” their practices



Advisor practice management consultant Wissan Kasey spends her time thinking about helping financial advisors “future-proof” their practices.

“This helps advisors stand out from their competition and serve more individuals striving to fulfill their financial dreams,” says Wissan.

Building a successful business involves a deep understanding of prospective clients’ needs. “Is an advisor’s practice approachable for everyone they want to serve?” Wissan asks. “By understanding their community, advisors can tap an entire market, not just one or two segments of it.”

Another important strategy is relatability and using plain, understandable language. “This helps advisors meet people where they are,” Wissan says.

Wissan was inspired by Capital Group’s response to the racial reckoning in the summer of 2020, specifically discussions about the lack of advisor diversity. She asks, “Why not make it easier for anyone to work within our industry?”

Combining this personal passion with a commitment to helping advisors succeed, Wissan put pen to paper.

“*Future-proof your practice: A modern acquisition strategy* gives advisors a playbook and client-facing materials for each of the strategies we’re recommending,” explains Wissan. “I’m excited to help advisors create a sustainable business model, which means supporting more individuals on their path to a dignified retirement.”

Capital’s fifth Annual Roundtable Discussions on DE&I

In 2022, Capital Group hosted its fifth Annual Roundtable Conversations on Diversity, Equity and Inclusion, which was attended by more than 130 in-person and virtual participants. Attendees delved into the topic of allyship and represented 50 leading financial services firms from North America and Europe.



03 Impacting
our communities



Business Operations Manager
Michael Habashi



SPOTLIGHT

University of California at Irvine LIFEvest program

Since 2021, Capital Group has partnered on the LIFEvest program with the Center for Investment and Wealth Management (CIWM) at the University of California at Irvine Paul Merage School of Business. LIFEvest is a week-long program that serves ninth, tenth, and eleventh graders from under-served communities who will be the first in their families to go to college. It exposes students to life on a college campus, helps them prepare for college, and strengthens their understanding of financial concepts such as retirement planning, investing, and budgeting. During last year's installment in July, more than 20 Capital associates volunteered at events in various ways, including helping students move

into dorms, coaching them on their presentations, joining them for a social etiquette dinner, and much more.

Additionally, Capital Group hosted the LIFEvest participants along with their mentors and program staff at our Irvine, California campus. Numerous volunteers from the CG Unidos and Capital Associates of African Descent Communities welcomed the students and joined them for lunch. Students had the opportunity to learn about Capital, tour our Irvine campus, and hear from associates who shared their career journey and words of wisdom.

SOCIAL IMPACT

Championing economic inclusion

Capital Group's mission is to improve lives through successful investing. Yet, we know the benefits our industry offers are not always accessible to everyone. While wealth inequality and access to financial services are multi-faceted issues that we can't solve alone, we strive to be a champion for solutions that will improve even more lives than we do today. Our Social Impact program is how we organize around this objective, working with industry and community partners to advance financial education, diversity in our industry, and greater access to financial services.

Financial education for the next generation

Many of our associates have long been passionate about advancing financial education and literacy in their local communities. They have laid the groundwork for a longer term strategy through which we're seeking to break down barriers to accessing financial services by demystifying the basics of finance and investing.

In 2022, we formalized these efforts to create better scale and accelerate our impact. Building on existing initiatives, we are creating a broader platform for advancing financial education in the coming years.

This includes a partnership with Junior Achievement USA to develop a comprehensive financial education curriculum for youth in our communities. Through this work, we hope to educate young people, families and individuals in the basics of managing their personal finances. We are also sponsoring a study of Junior Achievement USA's curriculum to understand how students retain and utilize this information when making important financial decisions.



Two LIFEvest student participants



Advancing diversity in our industry

Another opportunity for us to make an impact is by cultivating and attracting talent to the financial services industry. At the forefront of this effort has been a group of associates from Capital Group's Wealth Management, Institutional Retirement, and Private Client Services teams who formed "The Community" in 2020. The goal of The Community is to increase the number of Black/African Americans in sales and leadership roles. Today, it comprises 30 associates who advise and partner with the leadership of our North

American Client Group to develop systems and metrics to advance recruiting, retention, professional development, mentoring and strategic partnerships to advance representation in our industry.

Moreover, we are leveraging decades of experience and deep relationships with financial advisors to support education, recruiting and practice management tools to help underrepresented professionals join the financial services industry and have successful careers. These efforts include a mentorship program with the Association of African American Financial Advisors (AAAA), which first launched in

2018. Our second cohort, which gets underway in July 2023, will include 30 Capital mentors matched with 30 AAAA mentees. The mentees will participate in various business and skill-building events including exposure to Capital Group's investment and sales leaders and networking opportunities at conferences and with industry partners.

Improving access to financial services

As we further develop our long-term strategic plans for social impact, we will conduct research to better understand barriers to accessing financial services for different populations, why they exist, and how Capital Group can best address those challenges. We look forward to sharing our progress in future editions of this report.



SPOTLIGHT

Association for Wholesaling Diversity

The Association for Wholesaling Diversity (AWD) is a consortium of Black/African American financial services wholesaling professionals serving all channels, lines of business and regions of the U.S. The group provides educational outreach to predominantly Black/African American communities about career opportunities in financial services, provides mentoring and counseling to Black/African American internal wholesalers looking to become external wholesalers, and partners with financial services firms who recognize the need to improve DE&I within their organizations.

For the past several years, Capital Group has partnered with AWD, which includes among its membership nine of our associates representing the Wealth Management, Institutional Retirement and Insurance channels, and business

management. Keon Scott and Corey Tyson, both members of our Institutional Retirement sales team, serve on AWD's Membership Outreach Committee, helping to connect members to one another and recruit new members. Keon also serves as the consortium's resource coordinator.

At AWD's 2022 National Assembly, which included more than 200 attendees from across the country, Keon, Corey and Capital Group featured prominently. The two colleagues hosted an exhibitor's booth, breakout session and general session, and Keon was the recipient of AWD's inaugural Networking Icon Award in recognition of his extraordinary efforts to connect Black/African American wholesalers.

ASSOCIATE-LED PHILANTHROPY

Empowering associates to give back

Since Capital Group’s founding in 1931, our associates have been deeply involved in their communities, beginning in Los Angeles and evolving globally as our organization has grown. Our associate-led, associate-driven charitable giving and volunteering programs, which we call Capital Cares, empower our associates to make meaningful contributions to the causes they are passionate about. Nearly all our giving, which over the past 10 years has totaled \$288 million, is directed by our associates.

Capital Cares programs

Our associate-driven giving programs include:

- **Matching Gifts** that amplify associates’ personal contributions at a 2:1 ratio
- **Associate Involvement Grants** that can be requested by associates for eligible nonprofits where they’re involved in a significant way as a volunteer or board member
- **Dollars for Doers** donations that turn associates’ volunteer hours into donations
- **Equity & Justice Donation Program** through which associates can direct donations to eligible charities advancing equity and/or justice
- **Milestone Anniversary Donations** that celebrate every fifth-year anniversary with a gift that associates can direct to the nonprofit of their choice
- **New Associate Donations** that welcome our newest associates to our giving programs, and to Capital Group, through a contribution that they direct to their favorite nonprofit
- Volunteering through **Community Action Days** and other activities sponsored by Capital

\$48.7M

donated in 2022

81,000

hours volunteered

4,248

nonprofit organizations supported

514

associates involved with nonprofit boards

Photo courtesy of the Downtown Women's Center



SPOTLIGHT

The Equity & Justice Donation Program

In 2022, Capital Group introduced a new charitable giving program, called the Equity & Justice Donation Program, with the goal of enabling associates to support nonprofit organizations advancing racial, ethnic, gender, and LGBTQ+ equity or justice in our communities. The impetus for the program was an internal analysis of our giving programs that revealed participation rates among associates from under-represented groups were lower than their peers, relative to headcount.

Through the Equity & Justice Donation Program, associates can direct an annual donation of \$2,500 from Capital to an eligible nonprofit.

Participation in the program is reserved for associates who are members of our Business Resource Communities, which include Capital Associates of African Descent, Capital Women, CG Leading and Engaging Asian Professionals, CG Pride, CG Unidos and South-Asian Professionals Influencing Capital Experience. Any associate can join these Communities.

In its first year, more than 2,000 associates directed \$6.2 million in donations to over 800 unique organizations.

ASSOCIATE-LED PHILANTHROPY

Bringing out the best in ourselves

For many of our associates, getting involved with their community through Capital Cares has afforded meaningful experiences and development opportunities.



Johnny Hernandez
Los Angeles, California
Global Meetings Coordinator

"Capital Cares empowers me to give back to my community and allows me to positively represent Capital beyond the confines of the organization. It's provided me a platform to be able to give back to an organization that I once benefited from myself."



Steve Watson
Hong Kong
Portfolio Manager

"We who work in finance can get led into believing that life is all about numbers. My work with charities reminds me of the bigger world out there and how different others' lives can be."



Aminata Gravet
Geneva
Legal and Compliance Specialist

"I feel fortunate, thankful and proud to work for a company that helps us to give back. I've always been involved in different charities and I know how priceless such initiatives are for them."



Lori Mercer
Irvine, California
Senior Program Manager

"We are all giving as a family, supporting the small organizations and localities where we live and work. This is one of the many ways that Capital associates band together. We not only work to help our clients meet their goals and dreams, we help our communities."



Hong Kong-based Capital Group volunteers



Our donations support a broad range of nonprofit organizations and issue areas globally, including:

- Animals
- Arts & culture
- Basic & emergency aid
- Community development
- Education
- Environment
- Family services
- Financial education
- Physical & mental health
- Housing & homeless services
- Human rights
- Sports & recreation
- Workforce development
- Youth development

Client Services Manager Isaac Robledo



SPOTLIGHT

World Wide Technology

For more than 30 years, St. Louis-based World Wide Technology (WWT) has grown to become one of the world's top technology services companies. It also ranks as one the largest Black-owned businesses in the U.S. and is recognized as a leading employer in best-company lists in the U.S., U.K, India and Singapore. Through its collaborative ecosystem of the world's most advanced hardware and software solutions, WWT helps customers and partners conceptualize, test and validate innovative technology solutions for the best business outcomes and then deploys them at scale through its global warehousing, distribution and integration capabilities.

Capital Group's partnership with WWT began eight years ago through a series of projects involving our IT infrastructure. Since then, WWT has continued to support us through other technology initiatives.

WWT's technical savvy is matched by their deep commitment to investing in their own culture of inclusion, advancing diversity within their organization and communities, and operating their business responsibly.

SUPPLIER DIVERSITY

Partnering with diverse vendors and suppliers

Building strong connections with our business partners is a cornerstone of our success. We're committed to lasting relationships with suppliers who provide high-quality and competitively priced services. This includes cultivating partnerships with, and supporting the growth of, diverse suppliers and small businesses. Doing so is good business and supports economic growth in our communities.

In 2021, we established the Supplier Diversity & Sustainability function, and strengthened governance and oversight. In 2022, we implemented a strategy to drive progress in this area, including setting goals for the program.

As of fiscal year 2022, just under 8% of our addressable supplier spend was with small businesses and those that are women-, minority-, LGBTQ+-, disability- and/or veteran-owned. Our roadmap for progress includes establishing policies, sourcing and contracting procedures, and accelerating business unit engagement.

Over time, we hope to grow our spend with all diverse suppliers and we are specifically focused on those that are Black/African American and Hispanic/Latinx-owned. Our participation in MLT's Racial Equity at Work certifications provides one external benchmark to strive for as our efforts evolve.

In addition, we are working to establish principles for all of our suppliers regarding their labor practices, human rights, DE&I and other considerations.

Capital Group leverages these relationships to identify potential suppliers, benchmark progress and promote best practices related to supplier sustainability and diversity.





04 Operating sustainably

ENVIRONMENTAL STEWARDSHIP

Managing our business operations toward carbon neutrality

Like many of the priorities we choose to pursue as an organization, our commitment to achieving carbon neutrality began with a few passionate associates who saw an opportunity for us to make a difference. This grassroots effort led to the foundation of Capital Group’s environmental stewardship program. Today it’s become a business imperative as we work to comply with regulations in Europe and the U.K. and respond to our clients, many of whom expect their business partners to manage their environmental impact.

Our goals

We're committed to achieving carbon neutrality in our business operations by 2025, with meaningful emissions reductions and offsetting. Our commitment to carbon neutrality targets Scope 1, Scope 2 and Scope 3 (business travel) emissions. (See pages 64 and 65 for full definitions.) We'll seek to achieve this goal by reducing our corporate GHG emissions by at least 25% (relative to 2019) and offsetting the remaining emissions.

Our progress

Our operational carbon footprint is comprised of Scope 1 and 2 emissions, mostly from energy use at our sites globally and Scope 3 emissions from business travel. Compared to 2019, we reduced our overall operational emissions by 36%. We lowered Scope 1 emissions by 29% and Scope 2 (location-based) emissions by 25%. In addition, our Scope 3 business travel emissions are down 45%. While these reductions are primarily due to our current strategy, some of the decreases are related to the effects on our operations of the COVID-19 pandemic.

36%

Emissions reduction since 2019 (location-based).

~50%

In 2022, almost half of the electricity used by our largest site (Irvine) came from on-site solar panels.

3

Sites certified to LEED (Leadership in Energy Efficient Design) standards with others in progress.



SPOTLIGHT

Leaving a legacy in Yosemite

Capital's environmental commitment finds its roots in the generation of associates who joined the firm in the late 1950s and 1960s, just as the modern environmental movement was beginning.

Former Capital Group Chair Jon B. Lovelace was a dedicated environmentalist and avid hiker who enjoyed a deep connection to California’s Yosemite National Park. He and his wife Lillian began contributing to the Yosemite Conservancy in 1987, ultimately giving more than \$2 million to help restore and maintain iconic features of the park like Tunnel View and the John Muir Trail. Jon's enthusiasm for Yosemite permeated the

company, which granted additional funds for projects at Glacier Point, Tenaya Lake and other landmarks.

In 1995, our associates began to take a hands-on role in the park, as groups of volunteers began traveling to Yosemite twice a year to work on projects under the guidance of the Yosemite Conservancy.

Over 1,000 associates have made the trip, helping to restore fragile habitats, preserve historic buildings and maintain trails. They've conserved Yosemite for this and future generations and created stronger bonds with their colleagues.

Capital Group campus in Irvine, California



SPOTLIGHT

Sustainability at our Irvine campus

Opened in 2007, our campus in Irvine, California, is our largest office space and was purpose-built for the work of about 25% of Capital Group associates who make it their home base. Sustainability was a critical consideration in the design of the facility, which includes architectural and landscaping features that reduce water and energy consumption.

The campus is home to a 2,800-kilowatt solar array. The array generated nearly 4 million

kilowatt hours of electricity in 2022, almost half of the entire facility's electricity needs this year.

In 2019, we added a vermicomposting facility, in which 100,000+ worms break down organic waste from our on-site cafe. The program was the brainchild of Office Services associate Audrey Satoutah and provides a steady source of organic fertilizer for the campus grounds.

ENVIRONMENTAL STEWARDSHIP

Reducing our greenhouse gas emissions

Through our environmental stewardship strategy, we're taking steps to make our global operations more sustainable. Our corporate sustainability strategy emphasizes renewable energy, sustainability in our office site selection and design, and reducing travel, where possible.

Renewable electricity

Our history of pursuing onsite solar goes back over a decade; Capital Group's Irvine campus has had onsite solar panels since 2010. Following the success of the Irvine solar program, we've assessed opportunities at our other locations and are currently installing solar panels at our San Antonio, Texas campus.

In 2022, we expanded our focus on renewable energy by purchasing renewable energy certificates (RECs), or their equivalents, to match our energy consumption at each of our sites globally from the same market where the electricity was consumed.

The implementation of this new strategy is the reason for the large reduction in Scope 2 (market-based) emissions reported in the Appendix.

Office design

Sustainability considerations are an important part of Capital Group's strategic decision-making when deciding where to locate our offices. When building and designing office space, we prioritize energy-efficient design choices aligned to sustainability best practices, while balancing cost, local requirements, and other considerations.

Our Singapore office provides a great example of how we design our spaces with sustainability in mind. This office was designed to incorporate energy- and water-efficient features such as LED lighting and Energy Star appliances. We also selected environmentally preferable alternatives such as specific low-emitting paints, insulation and adhesives for the interior.

Three sites have been certified to LEED (Leadership in Energy and Environmental Design) standards. In addition, 28 sites globally have facilities for bicycle commuters and/or electric vehicle charging to support sustainable transportation choices by our associates. We'll continue to work with our landlords and facilities teams to expand the availability of these resources in the coming years.

Travel

Our success relies on the deep relationships we build with the companies and issuers in which we invest, our clients and each other. We believe that in-person interactions are an essential part of building strong relationships even as we adopt new ways to meet virtually.

We also recognize the climate impact of travel and that our actions in managing this impact are increasingly important to many of our clients, associates and regulators. The last few years have provided valuable insights into hybrid work, virtual communication, and emerging technology that allows us to build those critical relationships while operating more efficiently.

As the pandemic waned and we began to travel more frequently, many of our business units set travel emission reduction goals. While we continue to engage in essential travel, our overall travel-related emissions are 45% lower than pre-pandemic levels.

Refer to Appendix for full reporting on our GHG emissions and energy data for our corporate operations.

05 Industry-related groups and initiatives



UN SUSTAINABLE DEVELOPMENT GOALS

Supporting the Sustainable Development Goals

As a participant in the United Nations (UN) Global Compact, we've committed to embedding the UN Global Compact's Ten Principles on human rights, labor, the environment and anti-corruption into our corporate operations practices. We also support the UN Sustainable Development Goals (SDGs) through our business practices. The five areas shown below are where we believe we can have the greatest impact.

SUSTAINABLE DEVELOPMENT GOALS



Achieve gender equality* and empower all women and girls.
Our Equity & Justice Donation Program (EJDP) empowers associates to support nonprofits of their choice advancing equity and social justice for women, LGBTQ+, Black/African American, and Hispanic/Latinx populations. Refer to page 41 for more information.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
Our Supplier Sustainability & Diversity program supports job creation, entrepreneurship, and innovation amongst small businesses and economic inclusion of underrepresented communities. Refer to page 45 for more information.



Reduce inequality† within and among countries.
Our efforts to champion greater access to financial services and representation in our industry and our suppliers support economic inclusion of underserved populations. Refer to page 37 for more information.



Ensure sustainable consumption and production patterns.
Our Irvine campus has implemented vermicomposting in its cafeteria to reduce food waste. Refer to page 50 for more information.



Take urgent action to combat climate change and its impacts.
We're working to reduce the GHG emissions that arise from our global corporate operations by integrating renewable electricity and sustainability principles within our office design, as well as reducing travel. We also manage our operations for carbon neutrality by offsetting the emissions we cannot eliminate. Refer to page 62 for more information.



Asset and Corporate Action Senior Analyst Damon Dennis and Results Analyst Mark Archer

Inclusive interpretations

We acknowledge that the SDGs do not address every issue that we view as important. Moreover, there are some groups, such as LGBTQ+ individuals that are not directly referenced. This community often faces the same or similar challenges to other underrepresented groups. With this in mind, we have applied the following inclusive interpretations when evaluating our contributions to supporting the UN SDGs:

*We interpret SDG 5 (Gender equality) to include equality for those that identify as transgender or non-binary in addition to women and girls.

†We interpret SDG 10 (Reduced inequalities) to include reducing inequalities with respect to sexual orientation in addition to age, sex, disability, race, ethnicity, origin, religion or economic or other status.

Photo courtesy of Adobe Stock



INDUSTRY ENGAGEMENT

Participation in global and regional organizations

Capital Group engages with global and regional industry groups to share best practices and contribute to industry standards. Examples of organizations in which we participate, or are signatories, are shown below.

Diversity, Equity & Inclusion

- #10000 Interns
- Ascend Pan Asian Leaders
- Black Women in Asset Management
- CEO Action for Diversity & Inclusion
- Disability Confident Scheme
- Diversity & Inclusion in Asia Network
- Diversity Project
- Human Rights Campaign
- Management Leadership for Tomorrow's
- Racial Equity at Work

Supplier Sustainability & Diversity

- National LGBT Chamber of Commerce
- The Financial Services Roundtable on Supplier Diversity
- The National Minority Supplier Development Council
- The Women's Business Enterprise National Council

Sustainability & Social Responsibility

- United Nations Global Compact

Investment-related ESG Initiatives

- CDP (formerly the Carbon Disclosure Project)
- Ceres Investor Network
- Farm Animal Investment Risk and Return (FAIRR)
- International Sustainability Standards Board Investor Advisory Group
- Net Zero Asset Managers Initiative (part of Glasgow Financial Alliance for Net Zero)
- Task Force on Climate-related Financial Disclosures
- UN Principles for Responsible Investment

Corporate Governance & Stewardship

- Asian Corporate Governance Association
- Canadian Coalition for Good Governance
- Eumedion Corporate Governance Forum
- Investor Stewardship Group
- U.K. Stewardship Code Signatory
- Japan Stewardship Code Signatory
- Hong Kong Stewardship Code Signatory
- The Investor Forum (U.K.)

SPOTLIGHT

Disability Confident Scheme: A cross-industry framework to support people living with disabilities

Capital believes in the importance of disability inclusion. In North America, our Capital Abilities Network – a Capital Community – expanded its scope to include several initiatives in support of neurodiversity.

We've also been recognized by the U.K. government's Disability Confident Scheme at the second level as a "disability-confident employer." Supported by the Diversity Project, the program

helps employers improve how they recruit, retain and develop individuals living with disabilities. Our participation underscores our commitment to a disability-inclusive workplace.

06 Appendix

- Diversity metrics
- GHG emissions & energy
- SASB reporting
- GRI content index



Diversity metrics

Capital Group is committed to providing transparency on DE&I metrics consistent with industry reporting standards. The following tables provide diversity metrics aligned to EEO-1, SASB and GRI standards (referenced standard included in table titles). Each standard calls for different views of the data, which align to the categorizations provided below. EEO-1 and SASB metrics are based on the methodology dictated by the Equal Employment Opportunity Commission (EEOC) in the U.S. This is a different methodology than used in the body of this report and in the GRI-aligned tables, which reflect internal levels and relies on voluntary self-identification. Please refer to page 16 for more information on our data and terminology.

GENDER & REGIONAL REPRESENTATION GLOBAL - GRI 405-1

| | Men | Women | Europe/Asia | North America |
|-------------------------------------|-------|-------|-------------|---------------|
| Management Committee | 60.0% | 40.0% | 10.0% | 90.0% |
| Operating Group | 58.3% | 41.7% | 33.3% | 66.7% |
| Board of directors | 56.0% | 44.0% | 16.0% | 84.0% |
| Investment professionals | 71.2% | 28.8% | 35.6% | 64.4% |
| Leaders (senior managers and above) | 65.3% | 34.7% | 20.5% | 79.5% |
| All associates | 47.6% | 52.4% | 13.4% | 86.6% |

AGE GROUP REPRESENTATION GLOBAL - GRI 405-1

| | Under 30 | 30-49 | 50+ |
|-------------------------------------|----------|-------|-------|
| Management Committee | 0.0% | 10.0% | 90.0% |
| Operating Group | 0.0% | 16.7% | 83.3% |
| Board of directors | 0.0% | 32.0% | 68.0% |
| Investment professionals | 4.4% | 64.2% | 31.4% |
| Leaders (senior managers and above) | 1.3% | 57.9% | 40.8% |
| All associates | 12.1% | 59.2% | 28.6% |

RACIAL/ETHNIC REPRESENTATION (ALIGNED TO GRI) - U.S.

| | Asian | Black/African American | Hispanic/Latinx | Other | White | Declined to answer |
|-------------------------------------|-------|------------------------|-----------------|-------|-------|--------------------|
| Management Committee | 11.1% | 0.0% | 11.1% | 0.0% | 77.8% | 0.0% |
| Operating Group | 0.0% | 12.5% | 12.5% | 0.0% | 75.0% | 0.0% |
| Board of directors | 9.5% | 4.8% | 9.5% | 0.0% | 76.2% | 0.0% |
| Investment professionals | 29.3% | 4.9% | 6.9% | 0.7% | 57.6% | 0.7% |
| Leaders (senior managers and above) | 19.5% | 4.8% | 6.8% | 1.4% | 66.9% | 0.6% |
| All associates* | 20.9% | 10.5% | 16.4% | 2.9% | 48.5% | 0.9% |

*Total percentage may exceed 100% due to rounding

RACIAL/ETHNIC GROUP REPRESENTATION U.S. - EEO-1¹

| | Asian | | Black/African American | | Hispanic/Latinx | | White | | Other ² | |
|--|-------|-----|------------------------|-----|-----------------|-----|-------|-------|--------------------|-----|
| | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men |
| Executive/senior officials and managers ³ | 35 | 48 | 3 | 13 | 8 | 12 | 59 | 145 | 1 | 1 |
| First/mid officials and managers ⁴ | 143 | 153 | 57 | 32 | 80 | 71 | 363 | 460 | 16 | 12 |
| Professionals ⁵ | 516 | 606 | 98 | 100 | 211 | 252 | 688 | 847 | 49 | 46 |
| Sales workers ⁵ | 9 | 14 | 2 | 15 | 5 | 21 | 62 | 273 | 1 | 3 |
| Administrative support ⁶ | 122 | 45 | 423 | 105 | 463 | 198 | 714 | 320 | 79 | 24 |
| TOTAL | 825 | 866 | 583 | 265 | 767 | 554 | 1,886 | 2,045 | 146 | 86 |

RACIAL/ETHNIC GROUP REPRESENTATION U.S. - SASB FN-AC-330A.1

| | Asian | Black/African American | Hispanic/Latinx | White | Other ² |
|--|-------|------------------------|-----------------|-------|--------------------|
| Executive/senior officials and managers ³ | 25.5% | 4.9% | 6.2% | 62.8% | 0.6% |
| First/mid officials and managers ⁴ | 21.3% | 6.4% | 10.9% | 59.3% | 2.0% |
| Professionals ⁵ | 32.9% | 5.8% | 13.6% | 45.0% | 2.8% |
| Sales workers ⁵ | 5.7% | 4.2% | 6.4% | 82.7% | 1.0% |
| Administrative support ⁶ | 6.7% | 21.2% | 26.5% | 41.5% | 4.1% |
| All associates | 21.1% | 10.6% | 16.5% | 49.0% | 2.9% |

GENDER REPRESENTATION U.S. - SASB FN-AC-330A.1⁷

| | Women | Men |
|--|-------|-------|
| Executive/senior officials and managers ³ | 32.6% | 67.4% |
| First/mid officials and managers ⁴ | 47.5% | 52.5% |
| Professionals ⁵ | 45.8% | 54.2% |
| Sales workers ⁵ | 19.5% | 80.5% |
| Administrative support ⁶ | 72.2% | 27.8% |
| All associates | 52.4% | 47.6% |

RECONCILIATION OF DE&I PROGRESS TOWARD 2025 GOALS

| Leader category | Year | Original definition | New definition |
|--|------|---------------------|----------------|
| Women: 2025 goal of 40% (global) | 2020 | 34.5% | 31.9% |
| | 2021 | 36.0% | 33.8% |
| | 2022 | 36.8% ⁸ | 34.7% |
| Black/African American: 2025 goal of 7% (in U.S.) | 2020 | 3.5% | 3.2% |
| | 2021 | 4.9% | 4.6% |
| | 2022 | 5.2% ⁸ | 4.8% |
| Underrepresented minority: 2025 goal of 15% (in U.S.) | 2020 | 10.3% | 9.7% |
| | 2021 | 12.8% | 12.1% |
| | 2022 | 13.7% ⁸ | 13.0% |

¹This is not an official EEO-1 filing but is aligned to our submission to the EEOC.

²Other includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, and Two or More Races.

³Aligns to SASB Executive Management category

⁴Aligns to SASB Non-Executive Management

⁵Aligns to SASB Professionals category

⁶Aligns to SASB All Other Employees

⁷Global data using the breakout under the SASB Standard is not available.

⁸Data as of 9/30/2022, reflecting original population definition in prior HR system. New definition established 10/1/2022, with historical data adjusted to expanded population.

Impact based on expanded senior manager population. Refer to page 17.

GHG emissions & energy metrics

This section provides detailed information on the GHG emissions that arise from Capital Group's corporate operations and describes our approach to measuring our emissions in line with the reporting expectations of the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition (GHG Protocol). Data are also provided on energy consumption and intensity in reference to relevant GRI Standards.

Capital Group has had on-site solar at its Irvine, California location since 2010. However, this is the first time we are accounting for and reporting it. In addition, 2022 is the first time CG has purchased and is accounting for RECs as part of an enhancement to our renewable energy strategy.

GHG emissions

We have broken out our GHG emissions reporting into two components. The first table provides data related to our business operations, which we define as Scope 1, Scope 2, and Scope 3 (business travel). These emissions are included within the scope of our carbon neutral and 25% emissions reduction goal (relative to our 2019 baseline). The second table covers other Scope 3 emissions, which are estimated. These emissions are related to the procurement and transportation of goods, services, and equipment.

GHG EMISSIONS RELATED TO BUSINESS OPERATIONS - GRI 305-1, 305-2, 305-3, AND 305-5

| Metric tons of CO ₂ equivalents (MTCO ₂ e) | 2019 ¹ | 2021 | 2022 | % Change from 2019 |
|--|-------------------|------------------|---------------------|--------------------|
| Scope 1 | 1,004 | 716 ² | 717 | -29% |
| Scope 2 (location-based) | 18,123 | 12,026 | 13,661 | -25% |
| Scope 2 (market-based) | 18,123 | 12,026 | 15 | -100% |
| Scope 3 (business travel) ³ | 24,268 | 1,567 | 13,364 ⁴ | -45% |
| Total (location-based) | 43,395 | 14,309 | 27,742 | -36% |
| Total (market-based) | 43,395 | 14,309 | 14,096 | -68% |

¹2019 values have been updated from prior reports to account for calculation methodology changes, updated emissions factors, and improved data availability.

²The 2021 Scope 1 value has been updated from prior reports to account for improved data availability.

³Scope 3 (business travel) includes emissions from air travel, rail, hotel, taxi and personal vehicle miles for all reporting years. This is an enhancement to our reporting as in prior reports, GHG emissions only included air travel.

⁴Due to the COVID-19 pandemic, business travel was extremely limited in 2021 but was restarted in 2022.

OTHER SCOPE 3 CATEGORIES (ESTIMATED)

| MTCO ₂ e | 2022 |
|--|---------|
| Scope 3 Purchased goods & services | 227,203 |
| Scope 3 Capital goods | 5,877 |
| Scope 3 Upstream transportation & distribution | 12,986 |
| Scope 3 Upstream leased assets | 342 |

Energy

ENERGY CONSUMPTION - GRI 302-1 AND GRI 302-4

Capital Group consumed 43,747 megawatt hours (MWh) of energy in 2022 inclusive of electricity, cooling, natural gas, and diesel. This is a 24% reduction in energy use by our global facilities in 2022 relative to the baseline year. Most of the energy consumption by our global operations was related to electricity, as shown below.

| % OF ENERGY CONSUMPTION | 2019 | 2022 |
|-----------------------------|--------|--------|
| Electricity | 91% | 93% |
| Purchased electricity* | 89% | 87% |
| On-site solar consumption | 2% | 6% |
| Natural gas and diesel | 9% | 7% |
| Total energy consumed (MWh) | 57,559 | 43,747 |

*This includes purchased cooling which is <1% of the total.

RENEWABLE ELECTRICITY - GRI 302-1

| MWh | 2019 | 2022 |
|--|-------|--------|
| On-site solar - electricity generated | 1,578 | 3,851 |
| On-site solar - electricity consumed | 1,235 | 2,499 |
| On-site solar - electricity returned to the grid | 343 | 1,352 |
| Purchased RECs (or equivalent) | 0 | 38,089 |
| Renewable electricity from the grid | 9,963 | 7,223 |

Intensity metrics

The following intensity metrics are calculated using location-based values and therefore do not incorporate our purchase of RECs. The square footage reflects occupied square footage for all sites that were occupied in the reporting year, excluding co-working spaces that are outside of our operational control boundary.

GHG EMISSIONS INTENSITY - GRI 305-4

| | 2019 | 2022 | Units |
|---|-------|-------|------------------------------|
| Facilities GHG emissions per square foot (Scopes 1&2) | 0.007 | 0.005 | MTCO ₂ e/sq.ft. |
| Business travel-related GHG emissions per employee | 2.95 | 1.43 | MTCO ₂ e/employee |

ENERGY INTENSITY - GRI 302-3

| | 2019 | 2022 | Units |
|---|-------|-------|------------|
| Facilities energy intensity per square foot | 0.020 | 0.016 | MWh/sq.ft. |

Notes

Inventory boundary

Capital Group applies an operational control boundary for purposes of GHG emissions reporting. GHG emissions reporting is for Capital Group and its subsidiaries including all owned and leased facilities that were active during the reporting period and where Capital Group has operational control.

Base year

The base year is 2019, which reflects the last normal operating year prior to the COVID-19 pandemic. 2019 is consistent with the baseline year for Capital Group's emissions reduction goals for its corporate operations.

GHG emissions methodology

Capital Group measures Scope 1, Scope 2, and select categories of Scope 3 emissions, namely: business travel, purchased goods and services, capital goods, upstream transportation & distribution, and upstream leased assets.

GHGs included in this report include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O) emissions from electricity and fuel consumption, hydrofluorocarbon (HFC), and hydrochlorofluorocarbon (HCFC) emissions from refrigerants.

SCOPE 1

Scope 1 emissions include direct emissions arising from stationary combustion of natural gas and diesel fuel, as well as refrigerant losses. Usage data from utility bills is the primary source of data for natural gas. Where primary data are not available, estimates are applied based on square footage. Estimated data were used when computing 9% of Scope 1 emissions for the calendar year ended 2022. Emissions from diesel and refrigerant losses are calculated based on primary data from use logs and invoices. Emissions factors for Scope 1 emissions were sourced from U.S. Environmental Protection Agency (EPA) Emissions Factors 2021.

SCOPE 2

Scope 2 emissions include indirect emissions arising from purchased electricity and purchased cooling. Purchased electricity and cooling activity data are sourced from utility bills or information provided by landlords in leased facilities. Where data are not available, estimates based on square footage are applied. Estimated data were used when computing 0.4% of Scope 2 emissions for the calendar year ended 2022.

In accordance with the GHG Protocol, Capital Group calculates Scope 2 emissions from purchased electricity using both location-based and market-based methods. The location-based method reflects emissions calculated using average emissions factors for the electricity grids at each of Capital Group's sites. The market-based method incorporates contractual instruments in which the organization procures electricity from specific suppliers or sources, such as the purchase of Renewable Energy Certificates (RECs).

Emission factors used for electricity consumption in the U.S. are sourced from the EPA Emissions & Generation Resource Integrated Database (eGRID). For sites outside of the U.S., we use the latest emission factor from either the International Energy Agency (IEA) or electricityMap. For the market-based method, emission factors are derived from contractual instruments, which for the calendar year ended 2022 included RECs or their equivalents outside the U.S.

SCOPE 3

Capital Group's GHG emissions reporting includes relevant categories of upstream Scope 3 emissions. Approaches used to calculate each category of Scope 3 emissions are discussed below.

Business travel

Business travel-related emissions include business air travel, hotel stays, rental cars, personal mile reimbursements, rail, and other ground transportation. Emissions are calculated based on booked reservations for air and hotel. Air travel emissions account for cabin class and haul length. Rental car emissions are supplied by the vendors. Emissions related to personal vehicle miles, rail, taxi and other ground transportation apply appropriate emission factors to spend data for each category. Air travel and hotel emissions are calculated using DEFRA/BEIS 2022 emissions factors. Rail and other ground transportation emissions are calculated using EPA Factors 2022.

Other Scope 3 emissions categories

Capital Group is providing estimates of Scope 3 categories: purchased goods & services, capital goods, upstream transportation & distribution, and upstream leased assets. These categories reflect emissions associated with the procurement of goods, services, and equipment by Capital Group for use in business operations. Purchased goods & services comprise most of the transactions for services such as consulting and consumable goods. Indirect business travel-related spend such as expensed meals and travel booking fees are reported under purchased goods and services. Capital goods includes purchase of furniture and major IT equipment. Transportation & distribution includes shipping and employee relocation. Upstream leased assets includes equipment rental. These categories of emissions are estimated using the US EEIO Supply Chain GHG Emission Factors for US Commodities and Industries v1.1 2021 and Capital Group's annual procurement spend data.

Global Warming Potentials (GWPs)

GWPs are for a 100-year time horizon and sourced from IPCC AR4 (2007). GWPs that were applied to compute the CO₂ equivalent values in this report are shown below.

Global Warming Potentials used in GHG inventory

| Greenhouse gas | Symbol/blend | GWP |
|----------------|----------------------------------|---------|
| Carbon dioxide | CO ₂ | 1 |
| Methane | CH ₄ | 25 |
| Nitrous oxide | N ₂ O | 298 |
| HCFC-22 | CHClF ₂ | 1,810 |
| R134a/HFC-134a | CH ₂ FCF ₃ | 1,430 |
| R404A | R-125/R-143a/R-134a | 3,921.6 |
| R410A | R-32/R-125 | 2087.5 |

Exclusions

Coworking spaces are outside of our operational boundary and are excluded from the carbon footprint as the associated emissions are considered de minimis (less than 1% of total emissions and square footage).

SASB Standard for Asset Management & Custody Activities

The following is Capital Group's reporting in accordance with the SASB Asset Management & Custody Activities Standard 2021-12.

TRANSPARENT INFORMATION AND FAIR ADVICE FOR CUSTOMERS

FN-AC-270a.1

(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings

Capital Group does not disclose this information.

FN-AC-270a.2

Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers

Capital Group does not disclose this information.

FN-AC-270a.3

Description of approach to informing customers about products and services

When approaching clients or prospective clients about our services, we are subject to a range of regulations and internal policies regarding the accuracy and fairness of the messaging. The way we communicate with our clients varies and includes several factors, including applicable laws and regulations, the type of client, and the product or service being discussed. In all cases, we provide relevant information to our clients regarding the service provided, costs and risks. In the case of investments, we provide the fund's or product's constituent documentation (e.g., prospectus) and the investment strategy, characteristics, fees and expenses, and results. For more information about our products and services, refer to capitalgroup.com.

DIVERSITY, EQUITY & INCLUSION

FN-AC-330a.1

Percentage of gender and racial/ethnic representation for (1) executive management, (2) non-executive, (3) professionals, and (4) all other employees

Please refer to Diversity Metrics on page 60-61 for representation data aligned to this SASB metric. Please refer to pages 14-33 of this report for information about Capital Group's DE&I programs.

INCORPORATION OF ESG IN INVESTMENT MANAGEMENT AND ADVISORY

FN-AC-410a.1

Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability-themed investing and (3) screening

(1) Capital Group manages USD 2.2 trillion in actively managed equity, fixed income and multi-asset investment portfolios through funds and segregated accounts worldwide. Our research-driven, long-term investment approach integrates material ESG risks and opportunities into investment decisions across our strategies. (2) Not applicable. (3) Not disclosed.

FN-AC-410a.2

Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies

Capital Group's approach to the analysis of material ESG factors within our investment process can be found in our [ESG policy statement](#) and on our [website](#). Information specific to our approach to climate-related risks and opportunities can be found in our [Task Force on Climate-related Financial Disclosures Report](#).

FN-AC-410a.3

Description of proxy voting and investee engagement policies and procedures

Please refer to Capital Group's [Stewardship report](#) and [Proxy Voting Guidelines](#) for detail on our approach to proxy voting and engagement.

BUSINESS ETHICS

FN-AC-510a.1

Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations

Capital Group does not disclose this information.

FN-AC-510a.2

Description of whistleblower policies and procedures

Capital Group's Code of Ethics provides that all associates and third parties performing work on behalf of Capital Group are required to report violations of applicable law, including fraud, intentional misstatements in regulatory filings or the company's books or records or any activity that would be harmful to Capital's shareholders or clients. Associates are provided with multiple avenues to report such conduct, including internal and external legal counsel. Associates can also report violations anonymously through the Company's Open Line. The [Code of Ethics](#) further provides that Capital Group strictly prohibits retaliation against anyone who in good faith makes a complaint, raises a concern, provides information or otherwise assists in an investigation regarding any conduct that he or she reasonably believes to be in violation of the [Code of Ethics](#). All associates are required to certify that they have read, understood and complied with the [Code of Ethics](#) annually. Capital Group also maintains separate whistleblower policies in compliance with the laws of the various countries in which it operates.

ACTIVITY METRICS

FN-AC-000.A

(1) Total registered and (2) total unregistered assets under management (AUM)

Capital Group manages USD 2.2 trillion of which approximately 95% is in registered investment vehicles including mutual funds regulated under the Investment Company Act of 1940 and UCITS in Europe.

FN-AC-000.B

Total assets under custody and supervision

Not applicable.

GRI content index

Capital Group has reported the information cited in this content index for the reporting period January 1, 2022, through December 31, 2022, with reference to the GRI Standards. The following content index provides the location of information that is responsive to each GRI metric in this report or in other publicly available documents. The below GRI metrics have been selected because they cover topics we believe to be of interest to our clients, associates, and other stakeholders.

| GRI 1: USED | |
|--|---|
| GRI 1: FOUNDATION 2021 | |
| Disclosure | Reference |
| GRI 2: GENERAL DISCLOSURES 2021 | |
| 2-1 Organizational details | Capital Group at a glance (p.9) |
| 2-2 Entities included in the organization's sustainability reporting | About this report (p.1) |
| 2-3 Reporting period, frequency and contact point | About this report (p.1) |
| 2-4 Restatements | GHG emissions and energy data (p.62-63) |
| 2-5 External assurance | We did not seek external assurance for this report. |
| 2-6 Activities, value chain and other business relationships | About us (p.9) Supplier diversity (p.45) |
| 2-7 Employees | Diversity metrics (p.60-61) |
| 2-16 Communication of critical concerns | SASB FN-AC-510a.2 (p.66-67) |
| 2-22 Statement on sustainable development strategy | A message from our CEO (p.2) |
| 2-23 Policy commitments | UN Sustainable Development Goals (p.54) |
| 2-28 Membership associations | Industry engagement (p.32-33) |

GRI 3: MATERIAL TOPICS

| | |
|--|--|
| 3-1 Process to determine material topics | About this report (p.1) |
| 3-2 List of material topics/3-3 Management of material topics of interest to stakeholders | |
| Below are the topics we have identified and references to where relevant information can be found. | |
| Climate risks & opportunities | Operating sustainably (p.48-51) Task Force on Climate-related Financial Disclosures (TCFD) report |
| Diversity, equity & inclusion | Enabling a diverse and inclusive workplace (p.16-33) |
| Economic inclusion | Social impact (p.36-39) |
| Proxy voting | Our approach to investment stewardship |
| Supplier diversity & procurement practices | Supplier diversity (p.45) |

GRI 302: ENERGY 2016

| | |
|--|--|
| 302-1 Energy consumption within the organization | GHG emissions & energy metrics (p.62-63) |
| 302-3 Energy intensity | GHG emissions & energy metrics (p.62-63) |
| 302-4 Reduction of energy consumption | GHG emissions & energy metrics p.62-63) |

GRI 305: EMISSIONS 2016

| | |
|---|--|
| 305-1 Direct (Scope 1) GHG emissions | GHG emissions & energy metrics (p.62-63) |
| 305-2 Energy indirect (Scope 2) GHG emissions | GHG emissions & energy metrics (p.62-63) |
| 305-3 Other indirect (Scope 3) GHG emissions | GHG emissions & energy metrics (p.62-63) |
| 305-4 GHG emissions intensity | GHG emissions & energy metrics (p.62-63) |
| 305-5 Reduction of GHG emissions | GHG emissions & energy metrics (p.62-63) |

GRI 405: DIVERSITY & EQUAL OPPORTUNITY

| | |
|--|------------------------------|
| 405-1 Diversity of governance bodies and employees | Diversity metrics (p. 60-61) |
|--|------------------------------|

The report includes metrics that are subject to uncertainties resulting from limitations inherent to available data and methodologies. The application of different but acceptable methodological choices can result in different measurements. Capital Group reserves the right to update its data and methodologies in future reports.

Capital Group manages equity assets through three investment groups. These groups make investment and proxy voting decisions independently. Fixed income investment professionals provide fixed income research and investment management across the Capital organization; however, for securities with equity characteristics, they act solely on behalf of one of the three equity investment groups.

Statements attributed to an individual represent the opinions of that individual as of the date published and do not necessarily reflect the opinions of Capital Group or its affiliates. This information is intended to highlight issues and should not be considered advice, an endorsement or a recommendation.

This content, developed by Capital Group, home of American Funds, should not be used as a primary basis for investment decisions and is not intended to serve as impartial investment or fiduciary advice.

American Funds Distributors, Inc.

All Capital Group trademarks mentioned are owned by The Capital Group Companies, Inc., an affiliated company or fund. All other company and product names mentioned are the property of their respective companies.

This report includes metrics that are subject to uncertainties resulting from limitations inherent to available data and methodologies. The application of different but acceptable methodological choices can result in different measurements. Capital Group reserves the right to update its data and methodologies in future reports.

capitalgroup.com

Lit. No. ITGEBR-081-0623O CGD/10357-S97965 © 2023 Capital Group. All rights reserved.

