

Bloomberg

# Gender Equality in ESG Scores

Training module

# Agenda

**3 minutes**      **Financial Materiality in ESG Scores**

**8 minutes**      **Gender Equality focus in ESG scores**

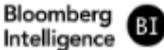
**4 minutes**      **Corporate Web Portal**

**Spare time!**      **Questions**

# Financial Materiality

**Figure 1: Women on Boards: Returns (Q1-Q5)**

Metric	Annualized Return Spread (Q1 - Q5)	Q1 = Highest Returns	Q5 = Lowest Returns
US S&P500 Index	-0.36 		
Canada SPTSX Index	 3.81		✓
Europe EURP600 Index	 0.33	✓	✓
UK BGB100 Index	 1.71		✓
Japan JP Index	 0.25		
China CN Index	 2.92		✓
Australia BAU200P Index	-0.68 		
India IN Index	 1.91	✓	

Source: Bloomberg Intelligence 

**Figure 2: Women on Boards: Volatility (Q1-Q5)**

	Annualized Volatility Spread (Q1 - Q5)	Q1 = Lowest Volatility	Q5 = Highest Volatility
US B1000 Index	-0.66 	✓	
Canada SPTSX Index	-4.23 	✓	
Europe EURP600 Index	0.01		
UK BGB100 Index	-1.86 	✓	✓
Japan JP Index	-0.57 		✓
China CN Index	-0.62 	✓	✓
Australia BAU200P Index	-2.71 		✓
India IN Index	 0.74		

Source: Bloomberg Intelligence 

## [Investing in Women 2026 Global Outlook](#)

[Which ESG scores work best for portfolio construction?](#)

[Are ESG scores relevant for portfolio returns?](#)

[ESG backtesting: Unveiling industry insights and overcoming criticisms](#)

# ESG Score Structure



## The ESG Scores Card

### Materiality Map - Industry Specific Key Issues

### Company Specific Performance

Metric	Score Level	Weight	Score	Disclosure	Peer Rank
Environmental	Pillar	40.00%	5.64	86%	Leading
Sustainable Product	Issue	33.67%	6.76	100%	Leading
Water Management	Issue	33.67%	5.08	77%	Above Median
Energy Management	Issue	18.11%	5.10	95%	Leading
Environmental Supply Chain Management	Issue	14.55%	5.17	50%	Leading
Social	Pillar	30.00%	2.27	11%	Above Median
Customer Welfare	Issue	36.12%	1.50	0%	Leading
Marketing & Labeling	Issue	25.73%	3.00	0%	Above Median
Occupational Health & Safety Management	Issue	19.43%	2.82	7%	Lagging
Social Supply Chain Management	Issue	15.61%	3.00	0%	Leading
Product Quality Management	Issue	3.12%	0.00		Lagging
Governance	Pillar	30.00%	7.98	100%	Leading
Board Composition	Theme	35.00%	8.55	100%	Leading
Executive Compensation	Theme	24.94%	8.89	100%	Leading
Shareholder Rights	Theme	24.94%	6.66	100%	Above Median
Audit	Theme	15.12%	7.45	100%	Above Median

Last Published: 4/4/25

Materiality Framework

# Case Study



Company A



Company B

- Think about the companies' high level social factors at play and any biases you may have.
- **Now we'll take a closer look at Bloomberg data and how it can support your decision making?**

# Bloomberg ESG Scores

Company A

Metric	Score Level	Weight	Score	Disclosure	Peer Rank
<b>▼ Social</b>	<b>Pillar</b>	<b>36.36%</b>	<b>3.43</b>	<b>22%</b>	<b>Leading</b>
▶ Social Supply Chain Management	Issue	35.00%	5.75	83%	Leading
▶ Data Security & Customer Privacy	Issue	24.94%	3.00	0%	Above Median
▶ Product Quality Management	Issue	24.94%	1.50	0%	Leading
▶ Marketing & Labeling	Issue	15.12%	3.00	0%	Leading
<b>▼ Governance</b>	<b>Pillar</b>	<b>27.27%</b>	<b>5.32</b>	<b>100%</b>	<b>Above Median</b>
▼ Board Composition	Theme	35.00%	4.67	100%	Below Median
▶ Director Roles	Issue	25.00%	4.62	100%	Lagging
▼ Diversity	Issue	25.00%	8.48	100%	Leading
▶ Age Diversity	Sub-issue		7.52		
▶ Gender Diversity	Sub-issue		8.98		

Company B

Metric	Score Level	Weight	Score	Disclosure	Peer Rank
<b>▼ Social</b>	<b>Pillar</b>	<b>36.36%</b>	<b>1.56</b>	<b>0%</b>	<b>Above Median</b>
▶ Social Supply Chain Management	Issue	35.00%	3.00	0%	Leading
▶ Data Security & Customer Privacy	Issue	24.94%	3.00	0%	Above Median
▶ Product Quality Management	Issue	24.94%	0.00	0%	Lagging
▶ Marketing & Labeling	Issue	15.12%	0.00	0%	Lagging
<b>▼ Governance</b>	<b>Pillar</b>	<b>27.27%</b>	<b>6.26</b>	<b>100%</b>	<b>Leading</b>
▼ Board Composition	Theme	35.00%	5.51	100%	Above Median
▶ Director Roles	Issue	25.00%	8.14	100%	Below Median
▼ Diversity	Issue	25.00%	4.42	100%	Above Median
▶ Age Diversity	Sub-issue		7.92		
▶ Gender Diversity	Sub-issue		3.00		

# Bloomberg ESG Scores

Company A

Metric	Score Level	Weight	Score	Disclosure	Peer Rank
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Company B

Metric	Score Level	Weight	Score	Disclosure	Peer Rank
▼ Social	Pillar	36.36%	1.56	0%	Above Median
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▼ Governance	Pillar	27.27%	6.26	100%	Leading
▼ Board Composition	Theme	35.00%	5.51	100%	Above Median
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▶ Age Diversity	Sub-issue		7.92		
▶ Gender Diversity	Sub-issue		3.00		

# Deep Dive into Data on Workforce Diversity

Company A Company B

Percent women on board	44%	20%
Percent women executives.	14%	33%
Percent women in senior management	45%	34%
Percent women in middle management	65%	41%
Percent women of total workforce	71%	53%
Sponsors STEM Education Programs for Women	No Disclosure	No
Gender Pay Gap Breakout	No	Yes
Equal Opportunity Policy	Yes	Yes

# How to view your Scores?

The Bloomberg Corporate Web Portal enables companies to review their ESG Scores and submit edits to the publicly-reported data on which each is based.

## Impact:

- Gain a better understanding of how Bloomberg ESG scores are calculated
- Review what ESG data has been collected for your company
- Submit edits to the ESG data points reported publicly for review by the Bloomberg team



Log in at: [up.bloomberg.com](https://up.bloomberg.com)

# Corporate Web Portal

Bloomberg | Data Upload Portal ESG

Products | Historic Submissions | FAQ | Inquiry

Products > ESG Scores

Your Peer Group: Electrical Equipment ⓘ

## ESG

**5.39**

Leading

Percentile

82.4

## Environmental

**4.38**

Leading

Percentile

81.7

Disclosure

95%

## Social

**6.7**

Above Median

Percentile

70.5

Disclosure

64%

## Governance

**5.56**

Above Median

Percentile

52.9

Disclosure

99%

Scores Last Calculated: March 9, 2026

Using Latest Data



Scoring Methodology

## Reported Data

Show Input Data Only

Metric	Score Level	Weight	Value	Disclosure	Peer Rank ⓘ
ESG Score	Overall		5.39		Leading
Environmental	Pillar	40%	4.38	95%	Leading
Energy Management	Issue	29.38%	5.24	100%	Above Median
Energy Consumption	Sub-issue		8.78		
Energy Consumption Total	Field		6.83		
2024 Total Energy Consumption	ⓘ Input Data		189.88		

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You can't manage  
what you don't measure.

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