

Grupo Carso S.A.B. de C. V. Series A1

Overall score **19/100**

ISIN CODE: MXP461181085

Sector: Industrial Goods & Services Emerging Market
Companies in sector panel: 20

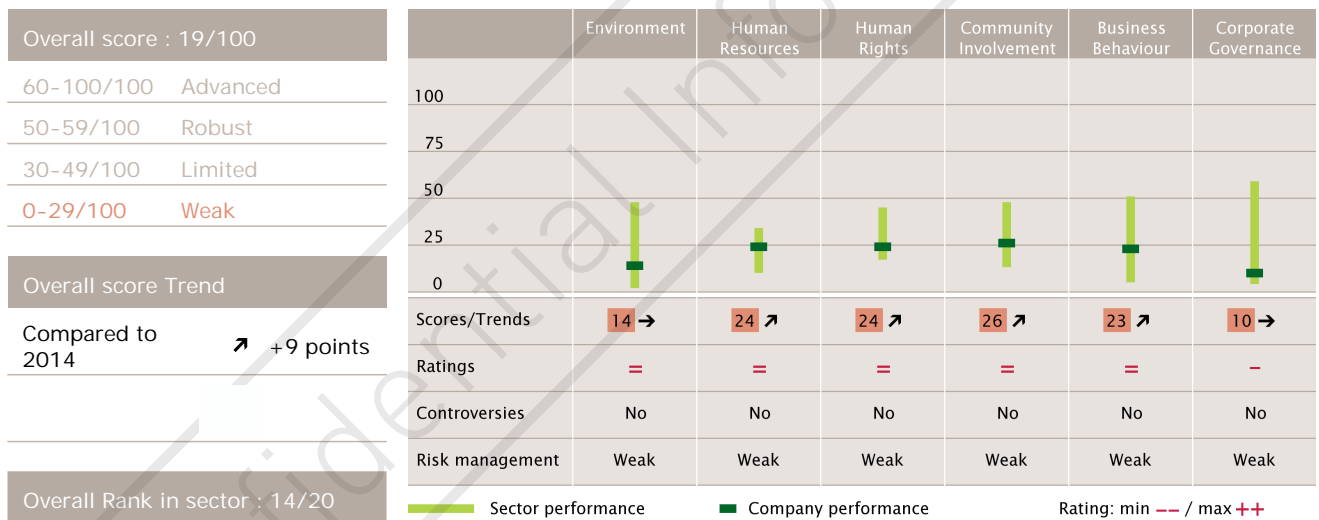
Information rate: 39% (Sector average: 49%)
Company cooperation level: Not responsive *

General information

Grupo Carso SAB de CV (GCarso) is a holding company, which engages in the retail, industrial, and construction business. It operates through the following segments: Industrial, Retail, and Infrastructure and Construction segment. The Company was founded October 22, 1980 and is headquartered in Mexico City.

Main Economic Segment**	Turnover 2014
Retail	49.8 %
Industrial	31.4 %
Infrastructure and construction	18.8 %

Overall CSR performance & trends



- The Company's overall CSR performance is considered to be weak (19/100) in absolute terms and has increased by 9 points since our last review.
- The Company is insufficiently transparent on its commitments linked to CSR issues. In fact, the limited disclosure of information related to the ESG (Environmental, Social, and Governance) pillars accounts for its absolute weak score in the three of them.
- The Company has not faced any allegation during the period under review according to stakeholders' sources.

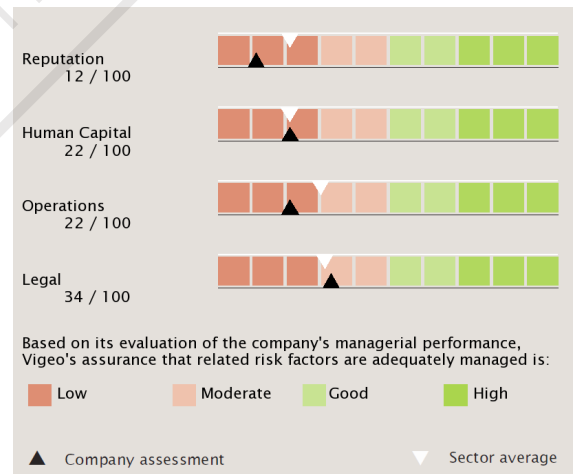
Company inclusion in Vigeo Indices* : NO**

* On a 4-level scale: proactive, responsive, partially responsive, not responsive
 ** See detailed economic indicators in Selected financial data section
 *** Based on the most recent Index at the date of publication

Management of Risks and Opportunities

		Weaknesses		Strengths	
Weight of the Sustainability drivers	3	<ul style="list-style-type: none"> ■ Non-discrimination and diversity ■ Reorganisation ■ Energy ■ Board of Directors ■ Use and disposal of products 	<ul style="list-style-type: none"> ■ Corruption ■ Health and safety 		
	2	<ul style="list-style-type: none"> ■ Social and Economic Development ■ Fundamental labour rights ■ Fundamental Human rights ■ Social standards in the supply chain ■ Shareholders ■ Executive Remuneration 	<ul style="list-style-type: none"> ■ Environmental strategy ■ Audit & Internal Controls 		
	1	<ul style="list-style-type: none"> ■ General interest causes ■ Career management 			
		Weak 0 to 29 points	Limited 30 to 49 points	Robust 50 to 59 points	Advanced 60 to 100 points

- The Company does not report comprehensively on commitments and measures to address the majority of relevant issues for the sector. Although the Company has not faced any allegations in the period under review, it achieves weak and limited scores across the majority of issues analysed. Consequently, Vigeo has a weak level of assurance that the Company adequately manages risks linked to its **human capital, operational efficiency, reputation and legal security**.



* We consider legal security as an element of a company's tangible or intangible assets. We define legal risk as the potential impact - negative or positive - on these assets, considering the management of CSR issues possibly involving the company's legal responsibility. Under no circumstances should our opinion be construed as a due diligence or an assurance in the meaning of regulations such as, for instance, the Sarbanes-Oxley Act in the USA or the Loi de Sécurité Financière in France

Company performance in all the Sustainability Drivers

Weight of the Sustainability driver		Overall score 19/100		Trend	Score
		Environment		→	14
ENV1.1	2	Environmental strategy		→	34
ENV1.2	2	Pollution prevention			N/R
ENV2.1	2	Water			N/R
ENV2.2	3	Energy		→	15
ENV2.4	2	Atmospheric emissions			N/R
ENV3.1	3	Use and disposal of products		→	0
		Human resources		↗	24
HRS1.1	2	Social Dialogue			N/R
HRS2.3	3	Reorganisation		↗	22
HRS2.4	1	Career management		↗	7
HRS3.2	3	Health and safety		↗	32
		Human rights		↗	24
HRT1.1	2	Fundamental Human rights		→	22
HRT2.1	2	Fundamental labour rights		→	22
HRT2.4	3	Non-discrimination and diversity		↗	27
		Community involvement		↗	26
CIN1.1	2	Social and Economic Development		↗	29
CIN2.2	1	General interest causes		↗	20
		Business behaviour (c&s)		↗	23
C&S1.1	1	Product safety			N/R
C&S2.3	1	Environmental standards in the supply chain			N/R
C&S2.4	2	Social standards in the supply chain		→	7
C&S3.1	3	Corruption		↗	34
C&S3.2	2	Anti-competitive practices			N/R
		Corporate governance		→	10
CGV1.1	3	Board of Directors		→	7
CGV2.1	2	Audit & Internal Controls		↗	32
CGV3.1	2	Shareholders		→	4
CGV4.1	2	Executive Remuneration		→	0

Weak (0-29/100)
 Limited (30-49/100)
 Robust (50-59/100)
 Advanced (60-100/100)

⚡ **Involvement in allegations**
⚡ **Involvement in allegations with evidence of corrective measures**

N/R means that this Sustainability Driver is not analysed for this Company

Selected financial data

Key data	Sales	EBIT	Employees
2014	MXN 82.4bn	MXN 9.1bn	72,410
2013	MXN 85.9bn	MXN 17.3bn	69,000
2012	MXN 83.3bn	MXN 9.1bn	nd
2011	MXN 79.2bn	MXN 7bn	nd
2010	MXN 64.2bn	MXN 6.8bn	nd
Main shareholders			2016
Helu Slim			80.4 %
Geographical breakdown		Sales 2014	Employees 2014
Rest of the world		83.5 %	nd
North America		8.5 %	nd
Central and South America and the Caribbean		7.5 %	nd
Europe		0.4 %	nd
Mexico		0.1 %	nd
All Economic Segments			Turnover 2014
Retail			49.8 %
Industrial			31.4 %
Infrastructure and construction			18.8 %

Selected ESG Indicators

	2014
Non-executive Board member(s) responsible for CSR issues	N/A
Executive remuneration linked to CSR performance	N/A
3-year energy consumption trend (normalized to turnover)	N/A
Percentage of independent Board members	0
Percentage of women on Board	0
Percentage of women in Executive team	N/A
Percentage of women in workforce	N/A
3 year trend for safety at work	N/A
Involvement in armament	No
Management of social risks in supply chain	Weak

Involvement in disputable activities: summary

This section is dedicated to disputable activities in which the company is involved. 9 disputable activities are analyzed (see list below) following 30 parameters. Additional analysis and full database access are available as an option.

For more information please contact us at customer.service@vigeo.com

	Level of involvement	% of revenues
<input type="checkbox"/>	Alcohol	%
<input type="checkbox"/>	Animal maltreatment	%
<input type="checkbox"/>	Armament	%
<input type="checkbox"/>	Hazardous chemicals	%
<input type="checkbox"/>	Gambling	%
<input type="checkbox"/>	GMOs in food & feed	%
<input type="checkbox"/>	Nuclear energy	%
<input type="checkbox"/>	Sex industry	%
<input type="checkbox"/>	Tobacco	%

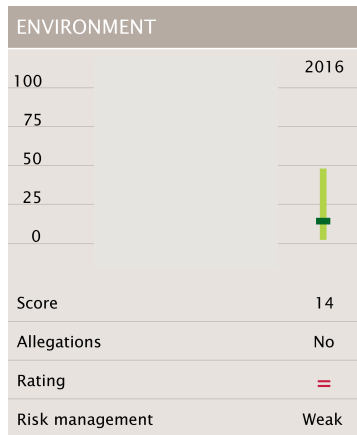
A company's level of involvement (Major, Minor, No) in a disputable activity is based on:

- An estimation of the revenues derived from disputable products or services
- The precise nature of the disputable products or services provided by the company

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CSR performance per domain

■ Sector performance
■ Company performance
Rating: min -- / max ++

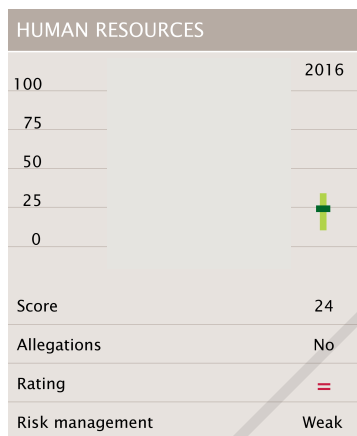


Key issues

Two environmental issues are of major relevance for the IGS AP sector. The first concerns energy consumption and related emissions from the production process as these industries are major consumers of energy for the most part. Well-managed energy consumption and greenhouse gas emissions are factors of operational gains, while poor management of these may lead to increased costs. There is also increasing pressure from clients to offer products with a reduced environmental impact, since IGS products constitute key drivers to reduce energy consumption and associated emissions of other industries. The management of environmental impacts of product is therefore another key sustainability driver in the sector.

Company performance

- The Company's performance in the Environment domain is weak in absolute terms.
- The Company's performance is consistent with the previous review.
- This is due to the lack of relevant disclosure on its commitments towards main issues at stake in this domain, notably energy. Some environmental management systems (some sites are ISO 14001 certified) are in place, but the Company is not transparent on the exact related indicators.

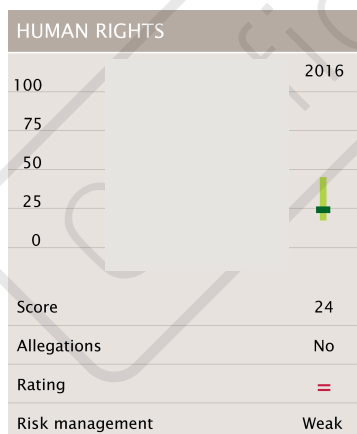


Key issues

The nature of the IGS sector's activities exposes workers to health and safety problems such as accidents - both on-site and at clients' sites, including the risk of inhalation of toxic substances and repetitive movements. Stress management remains also a key issue for most part of the companies that also provide engineering services. Another key area of interest is the management of reorganisation, given that restructuring activities is a part of the strategy for a majority of companies in the sector, including delocalisation to emerging markets.

Company performance

Due to the lack of relevant disclosure on its commitments towards issues linked to its responsibilities and risks in this domain, our assurance on the Company's performance in the Human Resources domain is weak.

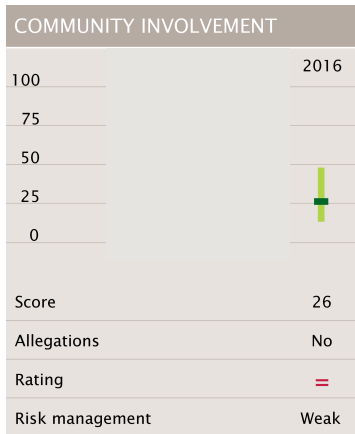


Key issues

In the industrial sector, the issue of non-discrimination is a key human rights issue, as it remains largely dominated by men. In addition, the retention and integration of disabled persons is an issue, especially since workplace accidents can result in long-lasting injuries preventing employees from working in their previous capacity. Industrial sectors are also characterised by an aging workforce in industrialised countries (which is especially the case in Japan). Efficient discrimination prevention systems and promotion of diversity are factors of competitiveness, while a poor management of these may negatively affect the social climate and the company's ability to attract and retain talent.

Company performance

Due to the lack of relevant disclosure on its commitments towards issues linked to its responsibilities and risks in this domain, our assurance on the Company's performance in the Human Rights domain is weak.

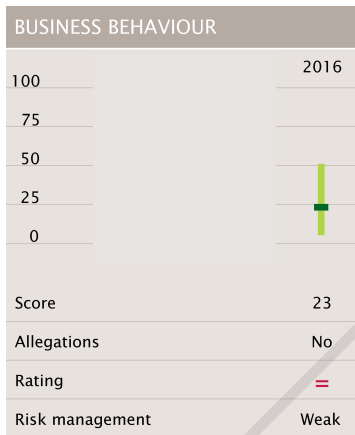


Key issues

The main issue at stake for the IGS sector in the field of community involvement regards companies' impacts on local social and economic development in areas where they operate, given their economic power. Implantation in developing countries represents an opportunity to improve the lives of local communities economically and socially, which enhances the company's image and has a positive impact on their social acceptance. In addition, in the occasion of site closures, IGS companies are expected to limit their negative impacts in terms of employment and economy since poor management of these issues might affect the company's image locally or on a larger scale.

Company performance

- The Company's performance in the Community Involvement is weak in absolute terms.
- The Company's performance increased by 8 points compared with our previous review.
- Aside from partially efficient measures reported to be in place to contribute to general interest causes (through financial support and in-kind donations) and to promote local social and economic development (through training programmes), still no formalised commitment appears to be in place to address this issues. In addition, results indicators related to the Company's initiatives are still not disclosed.

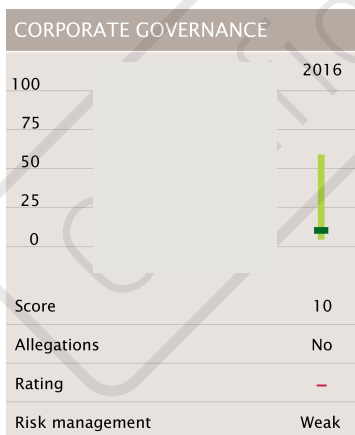


Key issues

One of the business behaviour issues that is most at stake for the IGS sector is the prevention of corruption, given the fact that companies' principal business partners are often other large companies or governments. The small number of large firms in the oligopolistic markets in which companies in the sector often operate creates an incentive to cooperate rather than compete. For this reason, the prevention of anti-competitive practices is also important for the sector.

Company performance

Due to the lack of relevant disclosure on its commitments towards issues linked to its responsibilities and risks in this domain, our assurance on the Company's performance in the Business Behaviour domain is weak.



Key issues

Corporate governance is critical to ensuring that a well functioning system of checks and balances protects the interests of all of the company's stakeholders. The effectiveness of the Board of Directors is a key issue to be addressed: this can be gleaned from information on Board composition (Independence and competencies) and its way of functioning (regularity of Board meetings, evaluation of performance). Other important corporate governance factors include the effectiveness of the Audit and Internal control system, the protection of Shareholders Rights and the establishment of Executive Remunerations which align executives' and company's interests.

Company performance

Due to the lack of relevant disclosure on issues linked to its responsibilities and risks in this domain, our assurance on the Company's performance in the Corporate Governance domain is weak.

Detailed analysis

Environment	10
ENV1.1 Environmental strategy and eco-design	10
ENV1.2 Pollution prevention and control (soil, accident)	11
ENV2.1 Protection of water resources	11
ENV2.2 Minimising environmental impacts from energy use	11
ENV2.4 Management of atmospheric emissions	12
ENV3.1 Management of environmental impacts from the use and disposal of products/services	12
Human Resources	13
HRS1.1 Promotion of labour relations	13
HRS2.3 Responsible management of reorganisation	13
HRS2.4 Career management and promotion of employability	14
HRS3.2 Improvement of health and safety conditions	15
Human Rights	17
HRT1.1 Respect for human rights standards and prevention of violations	17
HRT2.1 Respect for freedom of association and the right to collective bargaining	17
HRT2.4 Non-discrimination	18
Community Involvement	20
CIN1.1 Promotion of the social and economic development	20
CIN2.2 Contribution to general interest causes	20
Business Behaviour (C&S)	22
C&S1.1 Product Safety (process and use)	22
C&S2.3 Integration of environmental factors in the supply chain	22
C&S2.4 Integration of social factors in the supply chain	22
C&S3.1 Prevention of corruption	23
C&S3.2 Prevention of anti-competitive practices	24
Corporate Governance	24
CGV1.1 Board of Directors	24
CGV2.1 Audit & Internal Controls	25
CGV3.1 Shareholders	26

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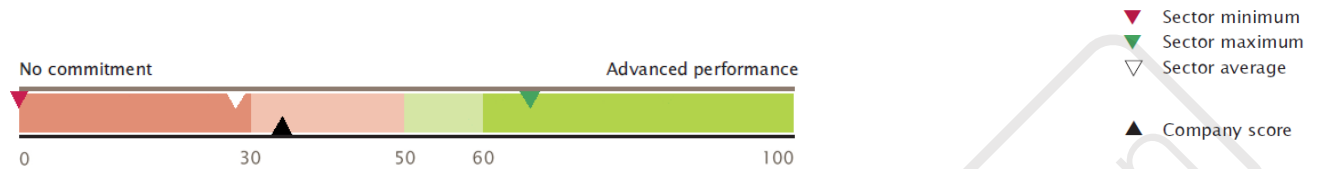
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Environment

Score : 14

ENV1.1 Environmental strategy and eco-design

(score: 34, weight: 2)



Visibility of commitment to environmental issues

The company has issued a formalised commitment to environmental protection in its Code of Conduct.

Relevance of environmental strategy

The company commits to some of its responsibilities in terms of environmental protection:
- Minimising environmental impacts from energy use

Ownership of commitment

The commitment applies throughout the company, supported by senior management. In addition, there is a dedicated structure responsible for this issue.
The company puts in place the "Carso verde Committee" in charge of reducing the environmental impacts of processes and promoting a culture of caring for the environment.

Means allocated to environmental management

Training, communication and monitoring are in place in the frame of some ISO 14001 certified sites in place.

Coverage of certified environmental management systems

Condumex Group, a subsidiary of the holding GCarso is ISO 14001 certified. However, the exact share of sites certified is not disclosed.

Relevance of commitment to eco-design

The company does not disclose any commitment to eco-design.

Resources allocated to eco-design

Information obtained from the company and public sources regarding resources allocated to eco-design is insufficient.

Coverage of resources allocated to eco-design

Information obtained from the the company and public sources regarding resources allocated to eco-design is insufficient.

Leadership	38	Implementation	29	Results	N/A
Visibility	65	Means & resources	39	Performance	N/A
Relevance	20	Scope	N/A	Trends	N/A
Ownership	65	Coverage	18		

ENV1.2 Pollution prevention and control (soil, accident)

(deactivated)

This Sustainability Driver is only analysed for large companies in the Industrial Goods & Services Emerging Market sector: it is therefore not analysed for this company.

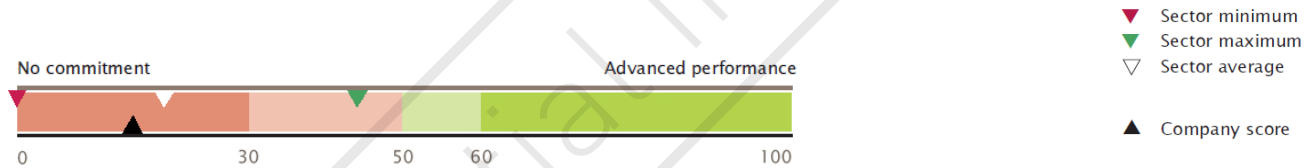
ENV2.1 Protection of water resources

(deactivated)

This Sustainability Driver is only analysed for large companies in the Industrial Goods & Services Emerging Market sector: it is therefore not analysed for this company.

ENV2.2 Minimising environmental impacts from energy use

(score: 15, weight: 3)



Relevance of the company's commitment in terms of reducing its energy consumption.

The company's commitment to reduce its energy consumption is general as no quantified targets have been disclosed.

Relevance of the company's commitment in terms of reducing its energy-related emissions.

The company does not disclose any commitment with regard to its energy-related emissions.

Means allocated

The company has limited measures in place to reduce its energy consumption. The group's subsidiary Condumex kept the Biodiesel for Reuse of Vegetable Oil and its Transformation into Fuel aiming at reducing energy consumption.

Coverage

The measures implemented cover Condumex. However, the exact share of sites covered is not disclosed.

Energy consumption

The company does not disclose quantitative data on energy consumption.

CO2 emissions linked to energy consumption (direct AND indirect, when applicable)

The company does not disclose quantitative data on CO2 emissions (direct and indirect) linked to energy consumption.

SO2 emissions linked to energy consumption

The company does not disclose quantitative data on SO2 emissions (direct and/or indirect) linked to energy consumption.

NOx emissions linked to energy consumption

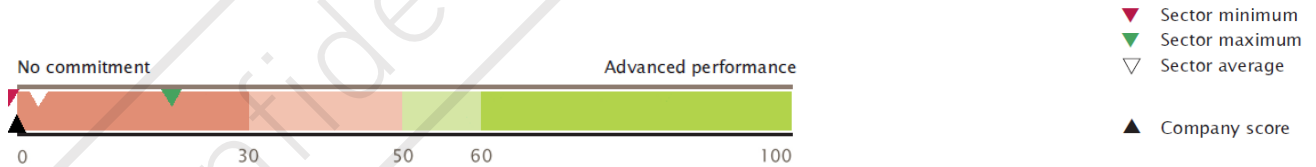
The company does not disclose quantitative data on NOx emissions (direct and/or indirect) linked to energy consumption.

Leadership	15	Implementation	30	Results	0
Visibility	N/A	Means & resources	30	Performance	0
Relevance	15	Scope	N/A	Trends	N/A
Ownership	N/A	Coverage	30		

ENV2.4 Management of atmospheric emissions
(deactivated)

This Sustainability Driver is only analysed for large companies in the Industrial Goods & Services Emerging Market sector: it is therefore not analysed for this company.

ENV3.1 Management of environmental impacts from the use and disposal of products/services
(score: 0, weight: 3)



Relevance of commitments related to the use of products

The company does not disclose any commitments related to the use of its products.

Materiality of means on the use of products

Information obtained from the company and public sources regarding means allocated to limiting the environmental impacts related to the use of its products is insufficient.

Coverage with regard to measures affecting the use of the product

Relevance of commitments related to the disposal of products

The company does not disclose any commitments related to the disposal of its products.

Materiality of means on the disposal of products.

Information obtained from the company and public sources regarding means allocated to limiting the environmental impacts related to the disposal of its products is insufficient.

Coverage with regard to measures affecting the elimination of the product

Share of products that are collected and reused

The company does not disclose data on the share of its products that are collected and reused.

Share of products that are eco-designed

The company does not disclose data on the share of its products that are eco-designed.

Leadership	0	Implementation	0	Results	0
Visibility	N/A	Means & resources	0	Performance	N/A
Relevance	0	Scope	N/A	Trends	0
Ownership	N/A	Coverage	0		

Human Resources

Score : 24

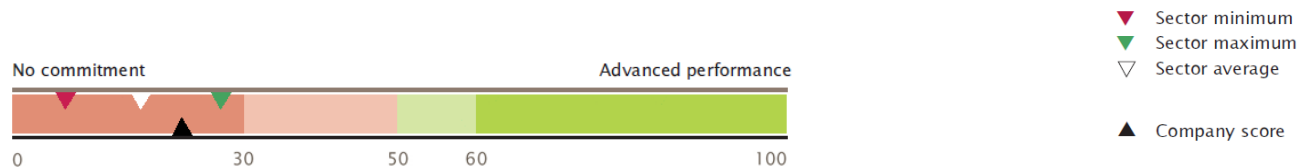
HRS1.1 Promotion of labour relations

(deactivated)

This Sustainability Driver is only analysed for large companies in the Industrial Goods & Services Emerging Market sector: it is therefore not analysed for this company.

HRS2.3 Responsible management of reorganisation

(score: 22, weight: 3)



The company does not report any information about any employees' layoffs during the period under review, and no information was found in the media about any restructurings carried out by the company.

Relevance of commitment to manage reorganisations responsibly

The company does not disclose any commitment to manage reorganisations responsibly.

Involvement with employee representatives

The company does not disclose any commitment to inform and consult employee representatives on reorganisations.

Means allocated to prevent and manage reorganisations

Information obtained from the company and public sources regarding measures allocated to prevent and manage reorganisations is insufficient.

Coverage

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

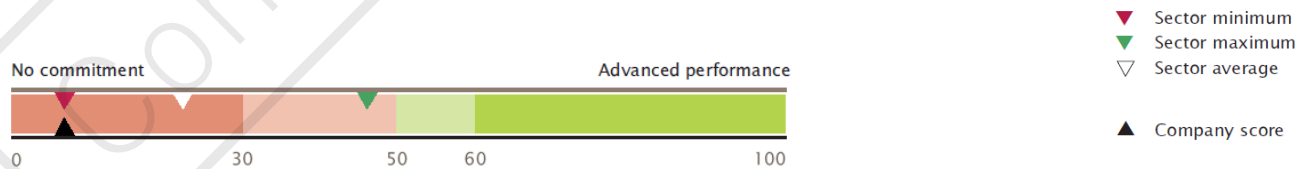
Result of the company's commitment to manage reorganisations responsibly

The company has been able to avoid layoffs or dismissals.

Leadership	0	Implementation	0	Results	65
Visibility	N/A	Means & resources	0	Performance	65
Relevance	0	Scope	N/A	Trends	N/A
Ownership	0	Coverage	0		

HRS2.4 Career management and promotion of employability

(score: 7, weight: 1)



Visibility of commitment

The company makes some general statements promoting career management and training in its 2014 Annual Report.

Relevance of commitment

The company's commitment to promoting career management and training is general.

Ownership of commitment

It is unclear whether the Head of HR is part of the company's Board or Executive Committee and whether line managers are evaluated on their performance in terms of HR management.

Career management systems

Information obtained from the company and public sources regarding means allocated to career management systems is insufficient.

Coverage of career management systems

Types of training provided to non-managers

Information obtained from the company and public sources regarding training programmes offered to employees is insufficient.

Means allocated to training for all employees

Information disclosed on performance indicators related to training per employee is insufficient.

Mobility / turnover

The company does not disclose quantitative data on performance indicators such as employee turnover or mobility rates.

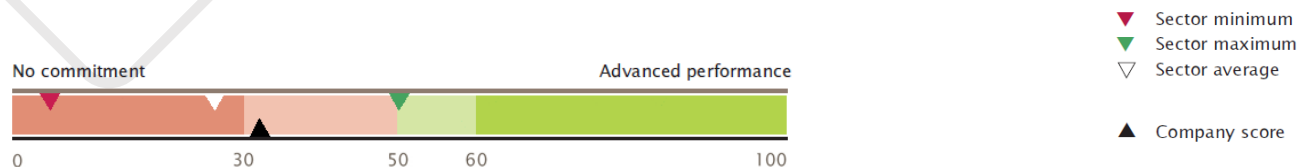
Training delivered during the year under review

The company does not report on the total percentage of employees having received training over the course of the year under review.

Leadership	21	Implementation	0	Results	0
Visibility	30	Means & resources	0	Performance	0
Relevance	30	Scope	0	Trends	N/A
Ownership	0	Coverage	0		

HRS3.2 Improvement of health and safety conditions

(score: 32, weight: 3)



Visibility of health & safety commitments

The company has made a formalised commitment to health and safety issues in its Code of Ethics.

Relevance of commitment	<i>The company's commitment is general.</i>
Ownership of commitment	The commitment applies throughout the company, supported by senior management. In addition, responsibility for commitments is allocated to a dedicated structure or local managers are held accountable. <i>Ethics Committee monitors the due fulfilment of this Code of Ethics and the policies referred.</i>
Means allocated to health and safety	<i>The company has allocated means to address these issues, including a certified health and safety system:</i> - OHSAS 18001 certifications: <i>The company reports that Carso Infraestructura y Construccion is OHSAS 18001 certified, which includes:</i> - Training and awareness raising and prevention programmes: <i>Grupo Carso reports organising training on health and safety as well as prevention programmes on health safety.</i> - Internal monitoring; - Internal H&S audit; - Risk assessments.
Coverage of health and safety system	The health and safety measures cover a minority of the company's employees.
Means allocated to reduce stress at work	<i>Information obtained from the company and public sources regarding means allocated to reduce stress is insufficient.</i>
Coverage of means allocated to address mental health	
Accident frequency rate	The company does not disclose quantitative data on accident frequency rates.
Accident severity rate	The company does not disclose quantitative data on accident severity rates.
Other health and safety indicators	The company does not disclose quantitative data on occupational disease rates.
Stakeholders' feedback	A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

Leadership	55	Implementation	26	Results	16
Visibility	65	Means & resources	32	Performance	16
Relevance	30	Scope	N/A	Trends	N/A
Ownership	65	Coverage	15		

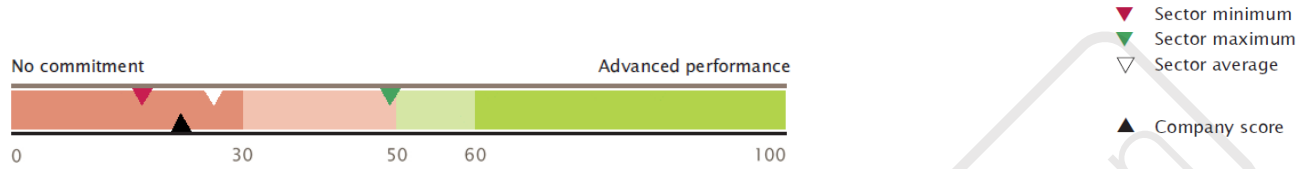
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Human Rights

Score : 24

HRT1.1 Respect for human rights standards and prevention of violations

(score: 22, weight: 2)



The Company does not appear to have activities in Mexico rated as "Partly Free" in terms of political rights and civil liberties by Freedom House.

Visibility of commitment

The company does not disclose any commitment to respect and promote human rights in society.

Relevance of commitment

Ownership of commitment

Means allocated

Information obtained from the company and public sources regarding systems to ensure that basic human rights are respected is insufficient.

Coverage

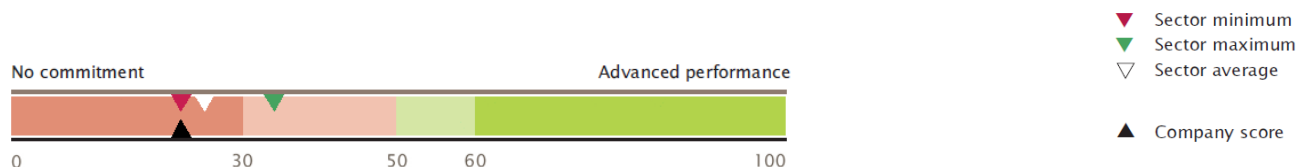
Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

Leadership	0	Implementation	0	Results	65
Visibility	N/A	Means & resources	N/A	Performance	65
Relevance	0	Scope	N/A	Trends	N/A
Ownership	0	Coverage	0		

HRT2.1 Respect for freedom of association and the right to collective bargaining

(score: 22, weight: 2)



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The company is located in Mexico, which is considered as a sensitive country in terms of freedom of association and right to collective bargaining.

Visibility of commitment

The company does not disclose any commitment to freedom of association and the right to collective bargaining.

Relevance of commitment

Ownership of commitment

Monitoring

It is not clear what steps the company takes to ensure that freedom of association is respected throughout the company's operations.

Promotion of collective bargaining

Information obtained from the company and public sources regarding measures in place to inform employees about their trade union rights is insufficient.

Coverage

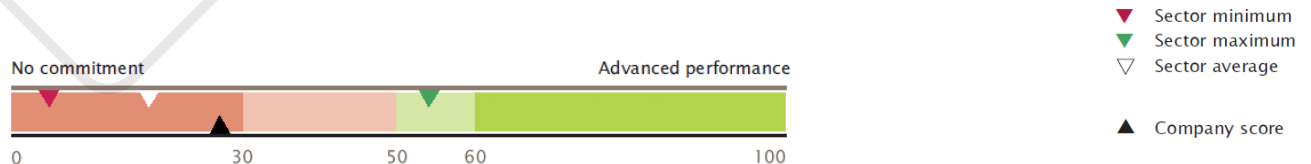
Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

Leadership	0	Implementation	0	Results	65
Visibility	0	Means & resources	0	Performance	65
Relevance	0	Scope	N/A	Trends	N/A
Ownership	0	Coverage	0		

HRT2.4 Non-discrimination

(score: 27, weight: 3)



Visibility of commitment

The company has issued a formalised commitment to non-discrimination in its Code of Ethics.

Relevance of commitment

The company's commitment to non-discrimination explicitly defines most of the categories covered:

- Gender
- Race
- Religion
- Sexual orientation
- Disabilities
- Discrimination in employment decisions
- Discrimination in working conditions

Ownership of commitment

The commitment applies throughout the company, supported by senior management. In addition, other employees are directly involved. Ethics Committee monitors the due fulfilment of this Code of Ethics and the policies referred.

Means allocated

Information obtained from the company and public sources regarding systems in place to address discrimination issues is insufficient.

Coverage

Results in terms of gender distribution

The company does not disclose quantitative data on performance indicators such as the share of women in management positions.

Results in terms of employment of persons with disabilities

The company does not disclose quantitative data on performance indicators such as the share of employees with disabilities in the total workforce.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

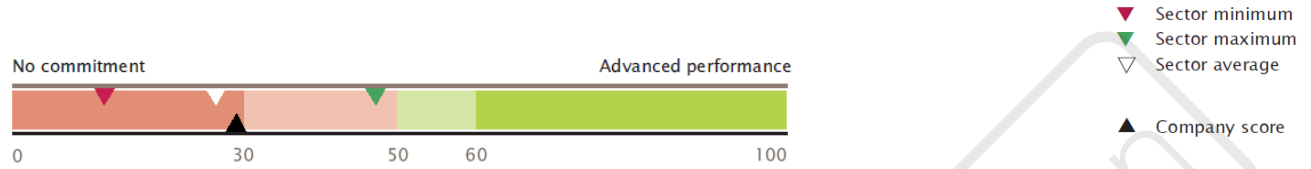
Leadership	65	Implementation	0	Results	16
Visibility	65	Means & resources	0	Performance	65
Relevance	65	Scope	N/A	Trends	0
Ownership	65	Coverage	0		

Community Involvement

Score : 26

CIN1.1 Promotion of the social and economic development

(score: 29, weight: 2)



Visibility of the policy

The company makes references to promote local social and economic development in its Annual Report. However, the visibility of this policy is lowered by its absence of formalisation.

Relevance of commitment

The company's commitment to promote local social and economic development is general.

Ownership of commitment

It is unclear who is responsible for the company's commitment or to which parts of the company it applies.

Means allocated

The company has allocated some means to address social and economic development, including:
- Training programmes and apprenticeships: The company has established the Carso Training Centres in Mexico, which provide free training and advanced courses, to the general public, in electrical installations in residential and commercial low voltage.

Geographical coverage

These means are allocated in a minority of company's operations. Measures implemented seem to cover the company's operations in Mexico.

Performance trend

The company does not report indicators on social and economic development.

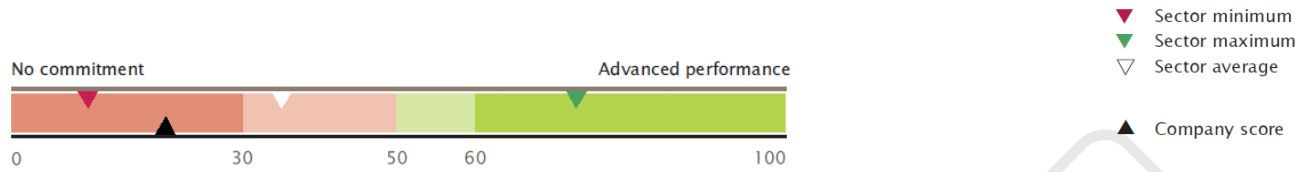
Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

Leadership	21	Implementation	30	Results	35
Visibility	30	Means & resources	30	Performance	65
Relevance	30	Scope	N/A	Trends	0
Ownership	0	Coverage	30		

CIN2.2 Contribution to general interest causes

(score: 20, weight: 1)



Relevance of commitment The company's commitment to supporting general interest causes is general.

Ownership of commitment The commitment applies throughout the company, supported by senior management.

Means allocated *The company has allocated some means to general interest causes, including:*
 - *Financial support: Grupo Condumex, a subsidiary of GCarso, sponsored the Panteras UP high school students from the university of Panamericana in their preparation for the FIRST Robotic Competition (FRC) in Irving, Texas, USA. In addition, the company reported that, each year Grupo Condumex, CICSA and Grupo Sanborns (subsidiaries of GCarso) sponsor digital scholarships in Mexico.*
 - *In-kind donations: The company donates computers and provides internet services to the Panteras UP elementary, middle and high school students.*

Geographical coverage These means are allocated in a minority of company sites. *Initiatives taken cover only the company's sites in Mexico.*

Trend in contributions to general interest causes The company does not report indicators on contributions to general interest causes over time.

Leadership	30	Implementation	30	Results	0
Visibility	N/A	Means & resources	N/A	Performance	N/A
Relevance	30	Scope	N/A	Trends	0
Ownership	30	Coverage	30		

Business Behaviour (C&S)

Score : 23

C&S1.1 Product Safety (process and use)

(deactivated)

This Sustainability Driver is only analysed for large companies in the Industrial Goods & Services Emerging Market sector: it is therefore not analysed for this company.

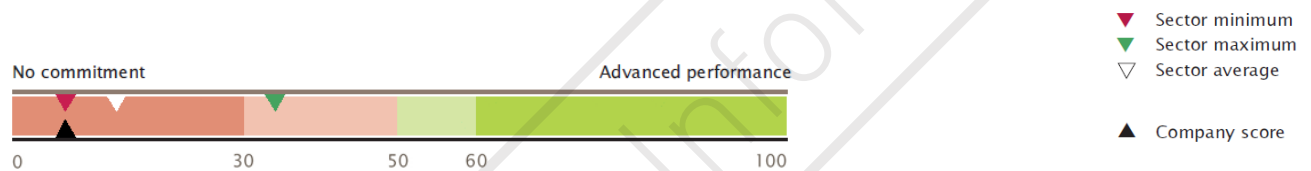
C&S2.3 Integration of environmental factors in the supply chain

(deactivated)

This Sustainability Driver is only analysed for large companies in the Industrial Goods & Services Emerging Market sector: it is therefore not analysed for this company.

C&S2.4 Integration of social factors in the supply chain

(score: 7, weight: 2)



Visibility of commitment

The company does not disclose any commitment to include social factors in supply chain management.

Relevance of commitment

Ownership of commitment

Means allocated

Information obtained from the company and public sources regarding measures to include social factors in supply chain management is insufficient.

Coverage

Audits of suppliers

Information obtained from the company and public sources regarding social audits of suppliers is insufficient.

Share of corrective measures / problems uncovered

The company does not disclose quantitative data on the share of social problems in the supply chain that were addressed by corrective measures.

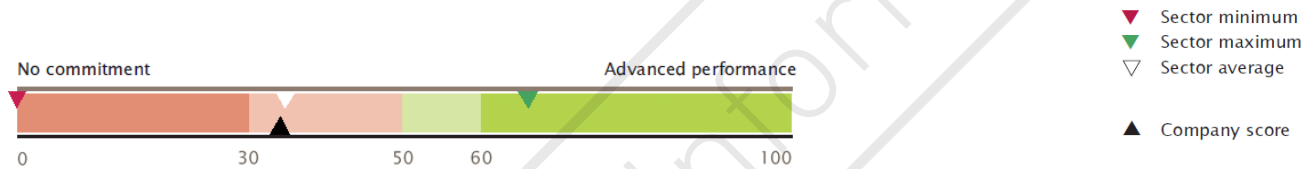
Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company's suppliers during the period under review: stakeholders' feedback is neutral.

Leadership	0	Implementation	0	Results	22
Visibility	0	Means & resources	0	Performance	22
Relevance	0	Scope	N/A	Trends	N/A
Ownership	0	Coverage	0		

C&S3.1 Prevention of corruption

(score: 34, weight: 3)



Visibility of commitment

The company has issued a formalised commitment to preventing corruption in its Code of Ethics.

Relevance of commitment

The company's commitment to preventing corruption addresses only part of its responsibilities:

- Gifts and invitations;
- Conflicts of interest.

Ownership of commitment

The commitment applies throughout the company, supported by senior management. In addition, other employees are directly involved.
Ethics Committee monitors the due fulfilment of this Code of Ethics and the policies referred.

Involvement of employees

The company has instituted awareness-raising programmes for relevant employees on corruption prevention.
Every employee in the organization must know this Code of Ethics and must deliver the Letter of Endorsement signed.

Means allocated

Information obtained from the company and public sources regarding reporting mechanisms in place to monitor corruption is insufficient.

Coverage

Reporting The company does not disclose any quantitative data on the number or nature of corruption incidents reported internally.

Stakeholders' feedback A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

Leadership	48	Implementation	11	Results	43
Visibility	65	Means & resources	15	Performance	43
Relevance	30	Scope	N/A	Trends	N/A
Ownership	65	Coverage	0		

C&S3.2 Prevention of anti-competitive practices
(deactivated)

This Sustainability Driver is only analysed for large companies in the Industrial Goods & Services Emerging Market sector: it is therefore not analysed for this company.

Corporate Governance

Score : 10

CGV1.1 Board of Directors
(score: 7, weight: 3)



- ▼ Sector minimum
- ▼ Sector maximum
- ▽ Sector average
- ▲ Company score

Existence and independence of Nomination Committee Information disclosed on this subject is insufficient.

Independence of board Chairman The roles of Chairman and CEO are separated, but the Chairman is not considered independent.

Total % of independent shareholder-elected board members The board is between 0 and 20% independent, which might raise concerns. No member of the 12-member Board are considered independent.

Skills and backgrounds of non-executive board members Non-executive board members have complementary and relevant skills and backgrounds.

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Training and expertise provided to board members

Information obtained from the company and public sources regarding training provided to board members is insufficient.

Regularity of and attendance at board meetings

Information obtained from the company and public sources regarding the regularity of and attendance at board meetings is insufficient.

Regular election of board members

Information obtained from the company and public sources regarding the regular election of board members is insufficient.

Evaluation of board functioning and performance

Information obtained from the company and public sources regarding the evaluation of board functioning and performance is insufficient.

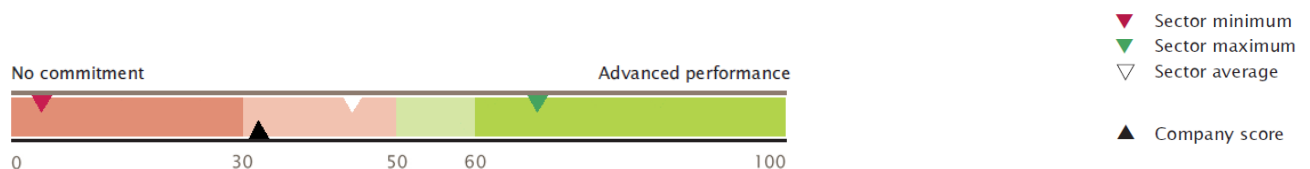
Review of CSR issues at board meetings

Information obtained from the company and public sources regarding the review of CSR issues at board meetings is insufficient.

Non-independent board members (excl. employee representatives)	Role	Current or Former Executive	More than 9 years on board	Stock options or warrants	Paid >1/2 executive salary	Owns or represents >3% company's shares	Other
Carlos Slim Domit	Current Director	X	X	X			
Antonio Cosío Ariño	CEO	X	X				
Arturo Elías Ayub	Current Director	X	X				
José Humberto Gutiérrez	Current Director	X	X				
Daniel Hajj Aboumrad	Current Director	X	X				
Rafael Moisés Kalach Mizrahi	Current Director	X	X				
José Kuri Harfush	Chairman	X	X				
Juan Antonio Pérez Simón	Current Director	X	X				
Patrick Slim Domit	Current Director	X	X				
Marco Antonio Slim Domit	Current Director	X	X				
David Ibarra Muñoz	Current Director	X	X				
Fernando Solana Morales	Current Director	X	X				

CGV2.1 Audit & Internal Controls

(score: 32, weight: 2)



Existence and independence of Audit Committee

Information disclosed on this subject is insufficient.

Skills and backgrounds of Audit Committee members

Members appear to have financial and relevant operational experiences.

Operational and CSR risks covered by the company's internal controls system

The system covers the standard issues related to financial, operational, and legal risks.

Role of the Audit Committee in overseeing internal and external controls

The Audit Committee does not oversee CSR risks but has a comprehensive role that includes:

- Oversee internal audit and internal controls
- Review accounting policies and be responsible for updates
- Nominate the statutory auditor
- Oversee the work of the external auditor
- Approve the type of audit and non-audit services provided and fees paid to the external auditor

Independence of the firm's external auditors

Information obtained from the company and public sources regarding the independence of the firm's external auditors is insufficient.

Inclusion of CSR issues in company reporting

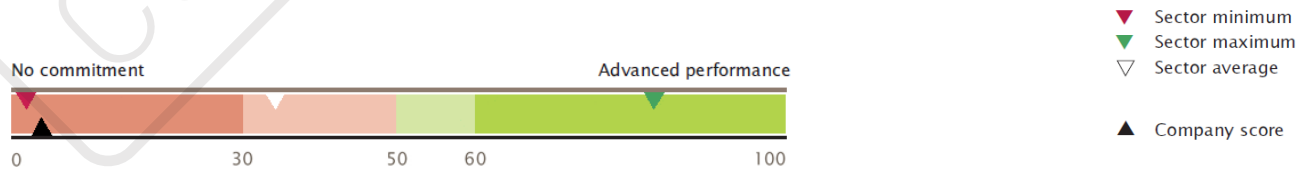
The company does not publish any significant CSR reporting.

Reliability of the company's internal controls system

A review of stakeholder sources did not reveal any allegations for internal control failures against the company during the period under review: stakeholders' feedback is neutral.

CGV3.1 Shareholders

(score: 4, weight: 2)



Voting rights restrictions

Information disclosed on voting rights restrictions is insufficient.

Safeguards on transactions with major shareholder(s)

No safeguards appear to be in place, which might raise concerns with regard to the fairness of any such transaction.

Ability to add items to the agenda of the AGM and to convene an EGM.

Information obtained from the company and public sources, regarding the ability to add items to the agenda of the AGM and to convene an EGM, is insufficient.

Access to voting at General Meetings

Information obtained from the company and public sources regarding the access to voting at the AGM is insufficient.

Governance and CSR items put to a vote at General Meetings

Information obtained from the company and public sources, regarding which items are customarily put to a vote at the AGM, is insufficient.

Voting results of the latest AGM

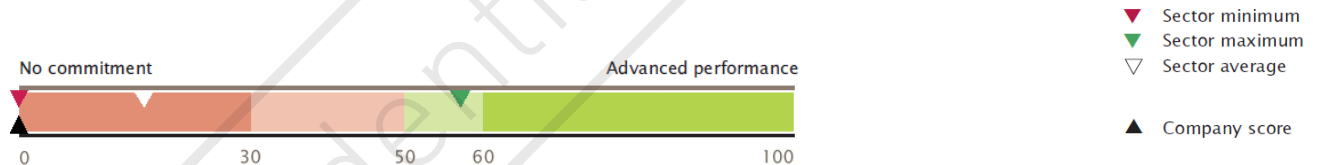
Information obtained from the company and public sources regarding voting results of the latest AGM is insufficient.

Feedback from shareholders and other stakeholders on the company's corporate governance performance

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

CGV4.1 Executive Remuneration

(score: 0, weight: 2)



Existence and independence of Remuneration Committee

Information disclosed on this subject is insufficient.

Disclosure of senior executives' individual remuneration

Disclosure of individual executive remuneration data for senior executives is insufficient.

Link between Short Term Incentive Plans and the economic and CSR performance of the company

There is no disclosure on what rules guide the company in allocating bonuses and other short-term incentives to senior executives.

Link between the main Long Term Incentive Plan and the economic performance of the company

There is no disclosure on what rules guide the company in allocating stock options and other long-term incentives to senior executives, and what performance conditions are attached to the right to exercise these incentives.

Severance pay for senior executives

Information obtained from the company and public sources regarding severance pay for senior executives is insufficient.

Voting results on executive remuneration at the AGM

Information obtained from the company and public sources regarding voting results on executive remuneration at the AGM is insufficient.

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Allegations and controversies

Domain Sustainability driver

Page

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Detailed Scores And Ratings

Current and previous ratings

Period	Environment	Human Resources	Human Rights	Community Involvement	Business Behaviour (C&S)	Corporate Governance
2016/03	=	=	=	=	=	-
2014/11	=	-	-	-	-	-
2014/03	=	-	-	-	-	-

Scores per domain

Domain	Average score	Leadership	Implementation	Results
Environment	14	15	19	0
Human Resources	24	27	11	35
Human Rights	24	28	0	44
Community Involvement	26	24	30	23
Business Behaviour (C&S)	23	29	7	35
Corporate Governance	10	9	17	5

Scores per criteria

Sub-domain	Criterion	Score
Environment 1	1	34
	2	D/A
Environment 2	1	D/A
	2	15
	4	D/A
Environment 3	1	0
Sub-domain	Criterion	Score
Human Resources 1	1	D/A
	3	22
	4	7
Human Resources 3	2	32
Sub-domain	Criterion	Score
Human Rights 1	1	22
	1	22
	4	27

Sub-domain	Criterion	Score
Community Involvement 1	1	29
	2	20
Sub-domain	Criterion	Score
Business Behaviour (C&S) 1	1	D/A
	3	D/A
	4	7
Business Behaviour (C&S) 3	1	34
	2	D/A
Sub-domain	Criterion	Score
Corporate Governance 1	1	7
	1	32
	1	4
	1	0

General Overview

Position versus sector peers Rest of the World	Environment	Human Resources	Human Rights	Community Involvement	Business Behaviour (C&S)	Corporate Governance	Overall score
INE423A01024 Adani Enterprises Ltd.	=	=	-	++	=	+	28
PHY003341054 Alliance Global Group Inc.	-	-	-	-	=	=	18
ZAE000026639 Barloworld Ltd.	++	++	++	++	++	++	49
CNE100000BGO China Railway Rolling Stock Corp (CRRC)	-	=	-	-	-	+	22
HK0267001375 CITIC LIMITED	=	=	=	+	=	+	27
KR7047050000 Daewoo International Corp.	-	-	=	-	=	--	12
KR7034020008 Doosan Heavy Industries & Construction Co. Ltd.	+	+	=	+	+	=	28
TW0001402006 Far Eastern New Century Corp.	+	+	+	=	+	=	33
MXP461181085 Grupo Carso S.A.B. de C.V. Series A1	=	=	=	=	=	-	19
KYG4232C1087 HAITIAN INTL HLDGS	-	--	-	-	-	=	15
KR7000880005 Hanwha Techwin	-	-	-	=	-	--	12
KR7009540006 Hyundai Heavy Industries Co. Ltd.	+	+	=	+	=	=	28
KR7010140002 Samsung Heavy Industries Co. Ltd.	+	++	+	=	=	-	28
INE003A01024 Siemens Ltd.	=	=	++	+	+	=	33
MYL419700009 Sime Darby Bhd	=	=	+	+	+	+	30
KR7003600004 SK Holdings Co. Ltd.	-	-	-	+	=	=	16
KR7001740000 SK Networks Co. Ltd.	-	-	-	-	--	-	12
ID1000058407 United Tractors	=	=	-	=	=	+	27
CNE1000004X4 Zhuzhou CSR Times Electric Co. Ltd.	=	=	-	+	=	-	23
CNE100000X85 Zoomlion Heavy Industry Science and Technology Co	-	-	-	-	-	+	22

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