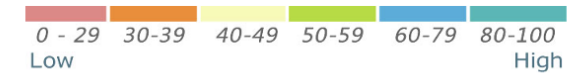


Change Over Time 3 Year Ratings – Enter Company Names

CSRHUB[®] Dashboard Starting Point

Enter The Company Or Companies You Want To Study

1. Enter a company name, part of a company name, or a brand in column B, a ticker into column C, a web URL into column D, and/or an ISIN number into column E.
2. If the CSRHub name you want does not appear in column J, use the CSRHub name lookup tool (top menu, CSRHub...Company) to paste the right text company name into column J.
3. The data in columns K to Q should help you double check that you have the right name match. The name in column J is the one used automatically on other sheets.
4. If you need to lookup more than 30 companies, you can copy the formulas in row 44 down.
5. Use column A to store your internal identifier or version of the company name for later reference.
6. Set the date for your report in the box starting in cell S10. Spell out the month and use four digits for the year.
7. Choose Formulas from the top menu, then Calculate Sheet. This will allow our database to update the sheet. You can change the scope of search using the box starting in column R.
8. Enter your CSRHub site credentials (username/password) when directed.



NA = Rating or information not available. This can also be due to a company with only partial ratings. We do not provide an overall score for partially rated companies.

Version: 3.3
Last Content Update: 3/9/26
Last Code Update: 12/25/25
Includes MonetDB Mac Update

10 Companies		Search scope parameters (see Column P)		0	0	0	0	More instructions and examples are available online.	Ways to Double Check the Name						
Enter Name	Enter Ticker (No exchange code)	Enter web URL	Enter ISIN	Simple Lookup (NA or blank = didn't work)	Ticker Lookup (NA or blank = didn't work)	URL Lookup (NA or blank = didn't work)	ISIN Lookup (NA or blank = didn't work)	Best Guess (replace using name lookup tool when NA)	Country	City	Ticker	# of Sources	ISIN	Industry	Overall Ratings
Exxon Mobil				Exxon Mobil Corporation	NA	NA	NA	Exxon Mobil Corporation	USA	Irving	XOM	63	US30231G1022	Oil and Gas Extraction	49
Inner Mongolia Eerduosi				Inner Mongolia Eerduosi Resources Co Ltd	NA	NA	NA	Inner Mongolia Eerduosi Resources Co Ltd	China	Eerduosi	600295	15	CNE0000017T6	Mining (except Oil & Gas)	44
Ryanair Holdings				RYANAIR HOLDINGS PLC	NA	NA	NA	RYANAIR HOLDINGS PLC	Ireland	Dublin	RYA	35	IE00BYTBXV33	Passenger Airlines	50
Target				Target Corporation	NA	NA	NA	Target Corporation	USA	Minneapolis	TGT	84	US87612E1064	Retail	60
Walmart				Walmart Inc.	NA	NA	NA	Walmart Inc.	USA	Bentonville	WMT	88	US9311421039	Retail	57
	F			NA	Ford Motor Company	NA	NA	Ford Motor Company	USA	Dearborn	F	74	US3453708600	Motor Vehicle Manufacturing	61
	GAZPN			NA	Gazprom	NA	NA	Gazprom	Russian Federation	Moscow	GAZPN	25	RU0007661625	Oil and Gas Extraction	51
		www.teslamotors.com		NA	NA	Tesla Motors, Inc.	NA	Tesla Motors, Inc.	USA	Palo Alto	TSLA	67	US88160R1014	Motor Vehicle Manufacturing	47
			CNE100003F19	NA	NA	NA	WuXi AppTec Co Ltd	WuXi AppTec Co Ltd	China	Shanghai	02359	31	CNE100003F19	Medical & Diagnostic Laboratories	60
			US0231351067	NA	NA	NA	Amazon.com, Inc.	Amazon.com, Inc.	USA	Seattle	AMZN	82	US0231351067	Electronic Shopping and Mail-Order Houses	52

Change Over Time 3 Year Ratings – Top Level Trends

CSRHUB[®] Dashboard Top Level Scores



Category Trends

Rankings run 0-100% with 100% being best.

Percentile ranks are relative to all companies.

Company Name (From Enter Company Names Sheet)	# of Sources	# of Sources (Pr. Qtr.)	+/-	Country	Primary Industry	Ratings 01/26			Ratings 10/25			Ratings 01/25			Ratings 01/23		
						Overall	Average Country	Average Industry	Overall	Average Country	Average Industry	Overall	Average Country	Average Industry	Overall	Average Country	Average Industry
Exxon Mobil Corporation	63	64	-1	USA	Oil and Gas Extraction	48	49	49	48	49	49	47	50	49	48	49	49
Inner Mongolia Eerduosi Resources Co Ltd	16	16	0	China	Mining (except Oil & Gas)	43	47	49	43	47	49	44	47	48	49	45	48
RYANAIR HOLDINGS PLC	34	36	-2	Ireland	Passenger Airlines	52	52	53	52	52	52	49	53	52	49	52	52
Target Corporation	82	86	-4	USA	Retail	59	49	50	60	49	50	63	50	50	64	49	50
Walmart Inc.	86	90	-4	USA	Retail	56	49	50	57	49	50	58	50	50	57	49	50
Ford Motor Company	74	77	-3	USA	Motor Vehicle Manufacturing	60	49	50	60	49	50	60	50	50	61	49	51
Gazprom	23	23	0	Russian Federation	Oil and Gas Extraction	51	48	49	50	48	49	51	49	49	54	52	49
Tesla Motors, Inc.	66	68	-2	USA	Motor Vehicle Manufacturing	47	49	50	47	49	50	46	50	50	48	49	51
WuXi AppTec Co Ltd	28	30	-2	China	Medical & Diagnostic Laboratories	60	47	48	58	47	48	61	47	48	56	45	48
Amazon.com, Inc.	80	82	-2	USA	Electronic Shopping and Mail-Order Houses	52	49	49	52	49	49	51	50	49	52	49	49

Change Over Time 3 Year Ratings – Top Level Trends

CSRHUB[®] Dashboard Top Level Scores

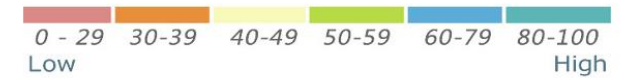
Top Level Trends

Ratings run 0-100 with 100 being best.

Company Name (From Enter Company Names Sheet)	3 Month Change			One Year Change			Three Year Change		
	Overall	Country	Industry	Overall	Country	Industry	Overall	Country	Industry
Exxon Mobil Corporation	0.0	0.0	0.1	0.9	-0.7	-0.3	0.2	-0.2	-0.5
Inner Mongolia Eerduosi Resources Co Ltd	-0.2	0.2	0.0	-0.9	0.3	0.4	-6.4	1.8	0.6
RYANAIR HOLDINGS PLC	-0.1	0.2	1.4	3.2	-1.1	1.2	3.2	-0.2	0.7
Target Corporation	-0.5	0.0	0.1	-3.6	-0.7	0.4	-4.8	-0.2	-0.3
Walmart Inc.	-0.9	0.0	0.1	-1.8	-0.7	0.4	-1.3	-0.2	-0.3
Ford Motor Company	-0.3	0.0	0.0	0.0	-0.7	0.0	-0.5	-0.2	-0.4
Gazprom	0.7	-0.5	0.1	-0.5	-0.8	-0.3	-2.7	-3.6	-0.5
Tesla Motors, Inc.	0.1	0.0	0.0	1.0	-0.7	0.0	-0.5	-0.2	-0.4
WuXi AppTec Co Ltd	1.9	0.2	0.5	-1.5	0.3	0.2	3.8	1.8	0.8
Amazon.com, Inc.	0.1	0.0	0.2	0.7	-0.7	0.0	0.1	-0.2	0.2

Change Over Time 3 Year Ratings – Community Trends

CSRHUB® Dashboard Top Level Scores



Category Trends

Rankings run 0-100% with 100% being best.

Percentile ranks are relative to all companies.

Company Name (From Enter Company Names Sheet)	Community Ratings 01/26				Community Ratings 10/25				Community Ratings 01/25				Community Ratings 01/23			
	Community	Community Dev & Philanthropy	Human Rights & Supply Chain	Product	Community	Community Dev & Philanthropy	Human Rights & Supply Chain	Product	Community	Community Dev & Philanthropy	Human Rights & Supply Chain	Product	Community	Community Dev & Philanthropy	Human Rights & Supply Chain	Product
Exxon Mobil Corporation	45	50	45	41	47	52	47	40	45	50	46	40	46	53	45	41
Inner Mongolia Eerduosi Resources Co Ltd	43	46	38	45	43	46	38	45	43	46	38	45	55	52	54	60
RYANAIR HOLDINGS PLC	50	48	53	48	50	48	53	49	44	45	42	46	46	45	42	50
Target Corporation	56	58	57	54	58	60	57	56	58	59	58	58	63	63	63	63
Walmart Inc.	54	53	55	53	56	56	57	55	56	56	57	55	56	58	57	55
Ford Motor Company	58	59	63	53	60	60	64	55	57	57	60	54	60	61	63	57
Gazprom	49	53	48	45	48	51	47	46	48	54	44	45	49	53	44	50
Tesla Motors, Inc.	49	50	49	50	49	49	48	50	45	47	42	46	48	50	42	52
WuXi AppTec Co Ltd	63	59	65	66	62	60	63	63	60	61	62	57	61	57	63	65
Amazon.com, Inc.	49	52	49	47	50	54	49	47	49	52	47	47	50	53	48	50

Change Over Time 3 Year Ratings – Community Trends

CSRHUB® Dashboard Top Level Scores

Top Level Trends

Ratings run 0-100 with 100 being best.

Company Name (From Enter Company Names Sheet)	3 Month Change				One Year Change				Three Year Change			
	Community	Community Dev & Philanthropy	Human Rights & Supply Chain	Product	Community	Community Dev & Philanthropy	Human Rights & Supply Chain	Product	Community	Community Dev & Philanthropy	Human Rights & Supply Chain	Product
Exxon Mobil Corporation	-1.2	-2.1	-1.9	0.4	0.2	0.6	-0.7	0.6	-0.7	-2.3	1.0	-0.7
Inner Mongolia Eerduosi Resources Co Ltd	-0.2	0.0	-0.5	-0.3	0.0	-0.4	0.2	0.1	-12.4	-6.2	-15.9	-15.3
RYANAIR HOLDINGS PLC	0.0	0.2	0.4	-0.5	5.4	2.7	11.6	1.9	4.2	2.6	11.6	-1.7
Target Corporation	-1.6	-2.5	-0.1	-2.1	-2.1	-1.8	-0.7	-3.6	-6.8	-5.2	-6.3	-8.9
Walmart Inc.	-2.1	-2.8	-1.7	-1.8	-2.2	-3.3	-1.8	-1.6	-2.6	-4.3	-1.1	-2.3
Ford Motor Company	-1.3	-1.3	-0.4	-2.1	1.1	1.5	3.0	-1.3	-2.2	-2.1	-0.2	-4.1
Gazprom	0.8	2.0	1.4	-1.1	0.9	-1.1	3.9	-0.2	-0.2	-0.2	4.1	-4.7
Tesla Motors, Inc.	0.3	0.8	0.6	-0.5	4.3	2.2	7.2	3.6	1.6	-0.4	7.1	-1.8
WuXi AppTec Co Ltd	1.4	-0.8	1.5	3.4	3.2	-1.8	2.6	8.8	2.2	2.5	2.4	1.6
Amazon.com, Inc.	-0.7	-1.9	0.6	-0.7	0.8	0.1	2.3	-0.1	-1.1	-0.2	0.9	-3.9

Change Over Time 3 Year Ratings – Employees Trends

CSRHUB[®] Dashboard Top Level Scores



Category Trends

Rankings run 0-100% with 100% being best.

Percentile ranks are relative to all companies.

Company Name (From Enter Company Names Sheet)	Employees Ratings 01/26				Employees Ratings 10/25				Employees Ratings 01/25				Employees Ratings 01/23			
	Employees	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety	Employees	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety	Employees	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety	Employees	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety
Exxon Mobil Corporation	50	50	51	49	50	50	51	50	51	49	51	52	49	48	48	52
Inner Mongolia Eerduosi Resources Co Ltd	43	42	48	40	44	43	48	40	45	45	51	39	51	53	58	44
RYANAIR HOLDINGS PLC	49	46	52	48	50	46	51	53	48	43	50	53	45	43	45	48
Target Corporation	60	60	60	61	62	61	61	64	65	65	63	66	63	62	61	64
Walmart Inc.	56	55	54	60	58	56	55	62	60	58	57	67	56	55	53	60
Ford Motor Company	59	59	61	58	60	59	61	60	60	59	60	61	60	56	61	64
Gazprom	46	48	45	47	46	48	44	47	48	46	48	50	53	48	55	57
Tesla Motors, Inc.	46	45	44	48	47	46	46	50	48	46	45	54	46	45	41	50
WuXi AppTec Co Ltd	62	55	61	68	62	55	61	69	68	65	66	74	55	48	55	61
Amazon.com, Inc.	54	54	52	55	54	54	53	55	54	54	51	57	52	49	52	54

Change Over Time 3 Year Ratings – Employees Trends

CSRHUB[®] Dashboard Top Level Scores

Top Level Trends

Ratings run 0-100 with 100 being best.

Company Name (From Enter Company Names Sheet)	3 Month Change				One Year Change				Three Year Change			
	Employees	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety	Employees	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety	Employees	Compensation & Benefits	Diversity & Labor Rights	Training, Health & Safety
Exxon Mobil Corporation	-0.1	-0.3	0.4	-0.3	-0.6	0.6	0.0	-2.5	0.4	1.5	2.6	-2.8
Inner Mongolia Eerduosi Resources Co Ltd	-0.1	-0.2	-0.7	0.6	-1.7	-2.8	-3.6	1.3	-7.9	-10.6	-9.8	-3.4
RYANAIR HOLDINGS PLC	-1.5	-0.1	0.6	-5.1	0.5	3.6	2.3	-4.3	3.5	3.1	7.3	0.2
Target Corporation	-1.9	-1.2	-1.0	-3.4	-4.5	-5.3	-3.0	-5.1	-2.5	-2.6	-1.5	-3.4
Walmart Inc.	-1.3	-0.8	-1.1	-2.1	-4.0	-2.7	-2.9	-6.3	0.4	0.4	0.5	0.3
Ford Motor Company	-1.0	-0.2	-0.1	-2.8	-0.9	0.4	0.7	-3.8	-1.0	3.2	-0.3	-5.9
Gazprom	0.1	0.0	0.7	-0.4	-1.5	2.2	-3.6	-3.1	-6.9	-0.2	-10.0	-10.3
Tesla Motors, Inc.	-1.4	-1.2	-1.2	-2.0	-2.7	-1.5	-0.8	-5.7	0.2	0.1	3.0	-2.6
WuXi AppTec Co Ltd	-0.2	0.3	-0.3	-0.6	-6.6	-9.7	-4.8	-5.2	6.9	7.5	5.9	7.3
Amazon.com, Inc.	0.0	-0.2	-0.2	0.3	-0.1	0.4	1.1	-1.6	1.8	4.8	0.2	0.5

Change Over Time 3 Year Ratings – Environment Trends

CSRHUB[®] Dashboard Top Level Scores



Category Trends

Rankings run 0-100% with 100% being best.

Percentile ranks are relative to all companies.

Company Name (From Enter Company Names Sheet)	Environment Ratings 01/26				Environment Ratings 10/25				Environment Ratings 01/25				Environment Ratings 01/23			
	Environment	Energy & Climate Change	Environment Policy & Reporting	Resource Management	Environment	Energy & Climate Change	Environment Policy & Reporting	Resource Management	Environment	Energy & Climate Change	Environment Policy & Reporting	Resource Management	Environment	Energy & Climate Change	Environment Policy & Reporting	Resource Management
Exxon Mobil Corporation	46	52	45	42	46	50	45	42	43	48	43	39	46	57	46	36
Inner Mongolia Eerduosi Resources Co Ltd	35	36	38	30	35	37	37	30	35	37	38	31	39	40	42	36
RYANAIR HOLDINGS PLC	53	53	51	53	51	50	50	53	48	47	46	49	49	51	52	46
Target Corporation	61	65	59	59	60	63	58	58	65	68	65	60	69	71	70	68
Walmart Inc.	58	63	54	58	58	62	55	58	59	62	56	58	62	68	59	59
Ford Motor Company	64	66	63	63	63	65	62	63	64	65	64	62	64	66	65	60
Gazprom	55	60	55	50	54	58	54	49	55	58	56	52	61	60	64	58
Tesla Motors, Inc.	49	53	45	48	49	51	46	49	49	54	44	47	52	58	49	50
WuXi AppTec Co Ltd	57	58	60	52	54	53	58	51	59	61	64	53	58	64	57	54
Amazon.com, Inc.	52	57	50	49	50	55	48	48	50	54	48	46	54	55	55	51

Change Over Time 3 Year Ratings – Environment Trends

CSRHUB[®] Dashboard Top Level Scores

Top Level Trends

Ratings run 0-100 with 100 being best.

Company Name (From Enter Company Names Sheet)	3 Month Change				One Year Change				Three Year Change			
	Environment	Energy & Climate Change	Environment Policy & Reporting	Resource Management	Environment	Energy & Climate Change	Environment Policy & Reporting	Resource Management	Environment	Energy & Climate Change	Environment Policy & Reporting	Resource Management
Exxon Mobil Corporation	0.3	1.2	0.1	-0.3	3.0	3.7	2.1	3.2	-0.1	-5.1	-0.5	5.2
Inner Mongolia Eerduosi Resources Co Ltd	-0.4	-1.2	0.6	-0.5	-0.6	-0.3	-0.7	-0.8	-4.6	-3.6	-4.4	-5.8
RYANAIR HOLDINGS PLC	1.8	3.3	1.8	0.4	4.9	6.4	4.8	3.6	3.1	2.1	-0.3	7.4
Target Corporation	1.2	1.9	0.7	1.1	-3.8	-3.3	-6.6	-1.3	-8.6	-5.7	-11.3	-8.7
Walmart Inc.	0.0	0.7	-0.5	-0.2	-0.2	0.3	-1.6	0.7	-3.6	-5.3	-5.0	-0.5
Ford Motor Company	0.7	1.3	0.8	-0.1	0.5	1.6	-1.2	0.9	0.3	0.4	-2.4	3.0
Gazprom	1.4	1.7	1.5	1.1	0.0	2.1	-0.7	-1.3	-5.4	0.1	-8.7	-7.7
Tesla Motors, Inc.	0.0	1.7	-0.7	-1.0	-0.1	-1.5	0.9	0.3	-3.8	-5.4	-3.7	-2.2
WuXi AppTec Co Ltd	2.7	4.7	2.4	1.0	-2.7	-3.2	-4.1	-0.9	-1.5	-5.9	3.5	-2.0
Amazon.com, Inc.	1.1	1.5	1.3	0.6	2.1	2.2	1.4	2.5	-2.3	1.4	-5.6	-2.6

Change Over Time 3 Year Ratings – Governance Trends

CSRHUB[®] Dashboard Top Level Scores



Category Trends

Rankings run 0-100% with 100% being best.

Percentile ranks are relative to all companies.

Company Name (From Enter Company Names Sheet)	Governance Ratings 01/26				Governance Ratings 10/25				Governance Ratings 01/25				Governance Ratings 01/23			
	Governance	Board	Leadership Ethics	Transparency & Reporting	Governance	Board	Leadership Ethics	Transparency & Reporting	Governance	Board	Leadership Ethics	Transparency & Reporting	Governance	Board	Leadership Ethics	Transparency & Reporting
Exxon Mobil Corporation	52	57	49	51	51	55	48	50	51	55	49	50	51	52	50	51
Inner Mongolia Eerduosi Resources Co Ltd	52	53	55	47	52	53	55	47	53	54	56	49	53	54	57	49
RYANAIR HOLDINGS PLC	56	58	53	56	57	59	55	56	54	59	52	51	54	58	54	49
Target Corporation	59	60	57	58	59	62	58	57	63	65	62	61	59	60	60	57
Walmart Inc.	55	57	53	56	56	58	53	55	56	60	55	54	54	58	52	53
Ford Motor Company	58	59	57	58	58	59	57	57	58	60	59	57	57	58	59	56
Gazprom	52	52	50	55	52	51	50	55	54	53	56	52	50	47	52	52
Tesla Motors, Inc.	46	45	47	45	44	43	46	44	43	44	45	40	45	45	48	42
WuXi AppTec Co Ltd	59	57	60	60	56	54	58	55	59	58	61	57	51	51	53	47
Amazon.com, Inc.	53	56	50	53	53	58	51	52	54	58	51	51	51	51	51	50

Change Over Time 3 Year Ratings – Governance Trends

CSRHUB[®] Dashboard Top Level Scores

Top Level Trends

Ratings run 0-100 with 100 being best.

Company Name (From Enter Company Names Sheet)	3 Month Change				One Year Change				Three Year Change			
	Governance	Board	Leadership Ethics	Transparency & Reporting	Governance	Board	Leadership Ethics	Transparency & Reporting	Governance	Board	Leadership Ethics	Transparency & Reporting
Exxon Mobil Corporation	1.0	1.5	0.2	1.2	0.8	1.1	-0.5	1.7	1.2	4.7	-1.4	0.2
Inner Mongolia Eerduosi Resources Co Ltd	0.1	0.2	0.0	0.0	-1.3	-1.0	-0.7	-2.2	-1.6	-1.0	-1.7	-2.2
RYANAIR HOLDINGS PLC	-1.2	-0.8	-2.4	-0.4	1.6	-0.9	0.8	4.8	2.1	0.5	-1.0	6.7
Target Corporation	-0.2	-1.4	-0.3	1.1	-4.1	-4.7	-5.0	-2.7	-0.6	0.4	-3.0	0.7
Walmart Inc.	-0.4	-0.9	-0.5	0.4	-1.2	-2.7	-2.1	1.1	1.0	-0.5	0.5	2.8
Ford Motor Company	0.2	-0.2	-0.4	1.1	-0.5	-1.1	-1.8	1.3	0.5	0.9	-1.7	2.3
Gazprom	0.2	0.8	0.1	-0.3	-1.6	-1.0	-6.5	2.8	1.9	5.0	-2.3	3.0
Tesla Motors, Inc.	1.6	2.4	1.3	1.3	2.7	1.3	1.9	4.9	0.7	-0.2	-1.4	3.5
WuXi AppTec Co Ltd	3.6	3.6	2.2	5.1	0.4	-0.8	-1.3	3.1	8.5	6.0	6.7	12.9
Amazon.com, Inc.	-0.1	-1.0	-0.7	1.4	-0.2	-1.6	-1.0	2.1	2.5	5.2	-0.8	3.0