

# List of Variables in ESG Board Diversity Database

List of Variables	Variables Description
<b>Country</b>	<ul style="list-style-type: none"> <li>Country for company</li> </ul>
<b>Company Name</b>	<ul style="list-style-type: none"> <li>Name of company</li> </ul>
<b>www</b>	<ul style="list-style-type: none"> <li>Company's website link (official homepage)</li> </ul>
<b>Ticker</b>	<ul style="list-style-type: none"> <li>Company's ticker symbol, if it is listed (left blank if the company is non-listed)</li> </ul>
<b>MarketCap</b>	<ul style="list-style-type: none"> <li>Company's market capitalization in USD millions (left blank if the company is non-listed)</li> <li>MarketCap Range <ul style="list-style-type: none"> <li>Large Cap: MCap &gt; USD 1000 millions</li> <li>Mid Cap: MCap between USD 250 to 1000 millions</li> <li>Small Cap: MCap between USD 50 to 250 millions</li> <li>Micro Cap: MCap &lt; USD 50 millions</li> </ul> </li> </ul>
<b>Industry Group</b>	<ul style="list-style-type: none"> <li>Company's industry group</li> </ul>
<b>Industry</b>	<ul style="list-style-type: none"> <li>Company's industry</li> </ul>
<b>Appointment-Date</b>	<ul style="list-style-type: none"> <li>Effective date of appointment for the new board member (YYYYMMDD)</li> </ul>
<b>Designation</b>	<ul style="list-style-type: none"> <li>Designation of the new board member appointed</li> </ul>
<b>Salutation</b>	<ul style="list-style-type: none"> <li>Salutation of the new board member appointed i.e. Mr./Ms./Dr.</li> </ul>
<b>First-Name</b>	<ul style="list-style-type: none"> <li>First name of the new board member appointed</li> </ul>
<b>Last-Name</b>	<ul style="list-style-type: none"> <li>Last name of the new board member appointed</li> </ul>
<b>Diversity</b>	<ul style="list-style-type: none"> <li>'Y' for the diverse board member appointed</li> <li>'DN' for the non-diverse board member appointed</li> </ul>
<b>Women</b>	<ul style="list-style-type: none"> <li>'Y' if the board member is a woman</li> </ul>
<b>African-American</b>	<ul style="list-style-type: none"> <li>'Y' if the board member is an African-American</li> </ul>
<b>Asian</b>	<ul style="list-style-type: none"> <li>'Y' if the board member is an Asian</li> </ul>
<b>Hispanic</b>	<ul style="list-style-type: none"> <li>'Y' if the board member is Hispanic</li> </ul>
<b>PR-Date</b>	<ul style="list-style-type: none"> <li>Date of the media source from which new board member appointment is identified (YYYYMMDD)</li> </ul>
<b>PR-Link</b>	<ul style="list-style-type: none"> <li>Source link of the media source from which new board member appointment is identified</li> </ul>
<b>PR-Title</b>	<ul style="list-style-type: none"> <li>Title from the media source from which new board member appointment is identified</li> </ul>

List of Variables	Variables Description
<b>PR-Desc</b>	<ul style="list-style-type: none"> <li>Brief summary of the details related to new board member appointment mostly from the first para</li> </ul>
<b>Co-BOD-Detail-Link</b>	<ul style="list-style-type: none"> <li>Source link of company's BOD section on company's website from where the details of the new board member appointed is taken</li> </ul>
<b>BOD-Detail-Para1</b>	<ul style="list-style-type: none"> <li>Details of the new board member appointed about his/her previous experience, education, activities etc. taken from the company's BOD section on company's website</li> </ul>
<b>BOD-Detail-Para2</b>	<ul style="list-style-type: none"> <li>Further details of the new board member appointed about his/her previous experience, education, activities etc.</li> </ul>
<b>BOD-Detail-Para3</b>	<ul style="list-style-type: none"> <li>Further details of the new board member appointed about his/her previous experience, education, activities etc.</li> </ul>
<b>BOD-Detail-Para4</b>	<ul style="list-style-type: none"> <li>Further details of the new board member appointed about his/her previous experience, education, activities etc.</li> </ul>
<b>Source-BOD1</b>	<ul style="list-style-type: none"> <li>Details of the new board member appointed about his/her previous experience, education, activities etc. taken from the media source if not available on the company's BOD section on company's website</li> </ul>
<b>Source-BOD2</b>	<ul style="list-style-type: none"> <li>Further details of the new board member appointed about his/her previous experience, education, activities etc. taken from the media source if not available on the company's BOD section on company's website</li> </ul>
<b>Source-BOD3</b>	<ul style="list-style-type: none"> <li>Further details of the new board member appointed about his/her previous experience, education, activities etc. taken from the media source if not available on the company's BOD section on company's website</li> </ul>
<b>Source-BOD4</b>	<ul style="list-style-type: none"> <li>Further details of the new board member appointed about his/her previous experience, education, activities etc. taken from the media source if not available on the company's BOD section on company's website</li> </ul>
<b>Functional expertise</b>	<ul style="list-style-type: none"> <li>New board member's functional expertise such as: Development /Economics /Engineering /Entertainment /Finance /Governance /Healthcare /Human Resources /Information Technology /Legal /Management /Manufacturing/ Marketing</li> </ul>
<b>Age range</b>	<ul style="list-style-type: none"> <li>Age group range of new board member such as: Less than 40 years /41-50 years /51-60 years /61-70 years /70+ years</li> </ul>
<b>International experience</b>	<ul style="list-style-type: none"> <li>'Y' if the new board member has international experience</li> </ul>
<b>Military experience</b>	<ul style="list-style-type: none"> <li>'Y' if the new board member has military experience</li> </ul>
<b>Non-business organizations</b>	<ul style="list-style-type: none"> <li>Non-business background of new board member such as: Academia / Community Leader / Retired Government Official / Former Politician</li> </ul>