



CCC	B	BB	BBB	A	AA	AAA
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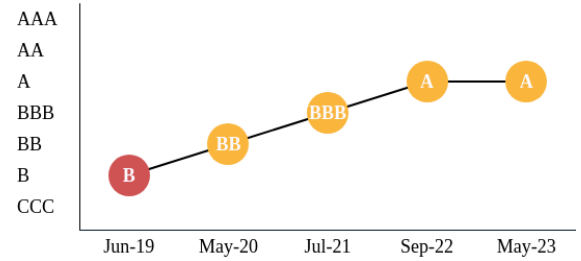
RATING ACTION DATE: May 29, 2023
 LAST REPORT UPDATE: June 20, 2023

Score attribution by key issue

This chart highlights the company's positioning relative to the industry average for each Key Issue that contributed to its ESG Rating as of June 20, 2023.



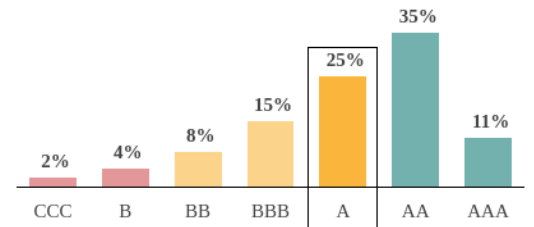
ESG Rating history



ESG Rating history shows five most recent rating actions

ESG Rating distribution

Universe: MSCI ACWI Index constituents, Software & Services, n=110



Key scores

	Weight	Score (0-10)
Industry-Adjusted Score (Last Updated: May 29, 2023)		6.0
Weighted-Average Key Issue Score (Last updated: May 29, 2023)		5.0
Environmental Pillar Score	16%	5.6
Social Pillar Score	47%	6.3
Governance Pillar Score	37%	3.2

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What is an ESG Rating? MSCI ESG Ratings aim to measure a company's resilience to long-term ESG risks. Companies are scored on an industry-relative AAA-CCC scale across the most relevant Key Issues based on a company's business model.