



















ESG Integration – County of San Mateo

| Fund Name | UNPRI Signatory | Firm ESG Integration | ESG Focused | Morningstar Sustainability Rating** | Morningstar Low Carbon Designation*** | Fossil Fuel Involvement**** | MSCI ESG Rating***** |
|---------------------------------------|-----------------|----------------------|-------------|---|---------------------------------------|-----------------------------|----------------------|
| Fidelity® 500 Index | Yes | Yes | No |  | No | 9.14 | AA |
| American Funds American Mutual R6 | Yes | Yes | No |  | No | 14.17 | AAA |
| American Funds Fundamental Invs R6 | Yes | Yes | No |  | No | 8.93 | AA |
| American Funds Growth Fund of Amer R6 | Yes | Yes | No |  | Yes | 5.87 | AA |
| American Century Mid Cap Value R6 | Yes | Yes | No |  | No | 11.22 | AA |
| Fidelity® Mid Cap Index | Yes | Yes | No |  | No | 10.48 | AA |
| MassMutual Mid Cap Growth I | Yes | Yes | No |  | Yes | 2.60 | AA |
| Boston Partners Small Cap Value II I | Yes | Yes | No |  | No | 6.69 | AA |
| Fidelity® Small Cap Index | Yes | Yes | No |  | No | 7.62 | BBB |
| Harbor Small Cap Growth Instl | Yes | Yes | No |  | No | 5.10 | BBB |
| Fidelity® International Index | Yes | Yes | No |  | No | 11.39 | AAA |
| American Funds Europacific Growth R6 | Yes | Yes | No |  | No | 9.82 | AA |
| Invesco Developing Markets R6 | Yes | Yes | No |  | Yes | 4.42 | A |
| Vanguard Total Bond Market Index I | Yes | Yes | No |  | -N/A | 3.95 | A |
| PIMCO Total Return Instl | Yes | Yes | No |  | -N/A | 2.88 | N/A |
| Fidelity® US Bond Index | Yes | Yes | No |  | -N/A | 3.65 | A |
| Parnassus Core Equity Institutional | Yes | Yes | Yes |  | Yes | 2.73 | AA |
| Vanguard Target Retirement 2030 Fund | Yes | Yes | No |  | Yes | 7.24 | AA* |

*This is the average MSCI ESG rating for all Vanguard Retirement Target Date Funds

**"The Morningstar Sustainability Rating is a measure of how well the portfolio holdings are managing their ESG Risk relative to the portfolio's Global Category peer group. Higher ratings are better and indicate that an investment has, on average, more of its assets invested in companies that have lower ESG risk as characterized by Sustainalytics."

***"To receive the Low Carbon designation, a fund must have a 12-month average Portfolio Carbon Risk Score below 10 and a 12-month average Fossil Fuel Involvement % of less than 7% of assets."

****The Fossil Fuel Involvement % uses date from the most recent quarter; it is not a 12-month average that is used in the Low Carbon designation.\

***** CCC B BB BBB A AA AAA
LAGGARD **AVERAGE** **LEADER**