

# ServiceNow Inc.

ServiceNow is an enterprise software company providing a cloud-based platform for automating and managing digital workflows across IT, employee, and customer operations.



## Good Products

- Integrated system of action helping large organizations digitize, automate, and connect workflows across their complex functions
- Foundational suite of products serving roughly 85% of Fortune 500 companies with a renewal rate of over 98% as of 2025<sup>1</sup>
- Innovative platform supporting the public sector, healthcare, and education



## Good Practices

- Delivers substantial community support, with roughly \$27 million in total social investment in 2024<sup>2</sup>
- Funds 10,000+ charitable organizations and in 2024 logged over 69,000 volunteer hours<sup>3</sup>
- Builds a culture of employee stewardship, evidenced by Fortune naming ServiceNow in their 100 Best Companies to Work For in 2025 for the fifth consecutive year<sup>4</sup>

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<sup>1</sup><https://www.investing.com/news/company-news/servicenow-q4-2025-slides-aidriven-growth-fuels-21-revenue-increase-93CH-4471707>

<sup>2</sup><https://www.servicenow.com/company/global-impact.html>

<sup>3</sup><https://www.servicenow.com/company/global-impact/social/community-engagement.html>

<sup>4</sup><https://www.servicenow.com/blogs/2025/5-years-fortune-100-best-companies>

# Guardant Health

Guardant, a precision oncology company developing and distributing advanced blood and tissue tests, supports scientists in advanced cancer research and helps doctors identify treatments for patients.



## Good Products

- The Guardant 360 LDT test, which measures 730+ genes, informing therapy selection for advanced-stage cancer patients<sup>1</sup>
- The Guardant Reveal test, which effectively monitors cancer survivors for recurrence and identifies cancer signals before imaging<sup>1</sup>
- The Guardant Shield test, the first FDA-approved blood-based colorectal cancer screening test, which tests with a simple blood draw, avoiding unpleasant stool-based or invasive alternatives<sup>1</sup>



## Good Practices

- Supports suppliers owned by minorities, women, veterans, and small businesses<sup>2</sup>
- Optimizes transportation to reduce freight distances, disruptions, and environmental impact<sup>3</sup>
- Implements traceability systems and processes, including ensuring all raw materials are physically inspected and electronically tagged<sup>3</sup>

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<sup>1</sup><https://d18rn0p25nwr6d.cloudfront.net/CIK-0001576280/be505a91-dc15-4659-9ddb-d8b0fb5b5afb.pdf>

<sup>2</sup>[https://s206.q4cdn.com/462472367/files/doc\\_downloads/1/Guardant-Health\\_Supplier-Code-of-Conduct-FINAL-Sept-2024.pdf](https://s206.q4cdn.com/462472367/files/doc_downloads/1/Guardant-Health_Supplier-Code-of-Conduct-FINAL-Sept-2024.pdf)

<sup>3</sup>[https://guardanthealth.com/wp-content/uploads/Guardant-Health\\_Corporate-Responsibility-Report\\_May-2025\\_Rev02.pdf](https://guardanthealth.com/wp-content/uploads/Guardant-Health_Corporate-Responsibility-Report_May-2025_Rev02.pdf)

# Celcuity Inc.

Celcuity is a clinical-stage biotechnology company developing targeted therapies for multiple solid tumor indications.



## Good Products

- Potential best-in-class drug (Gedatolisib) to treat metastatic breast cancer<sup>1</sup>
- Hopeful combo therapeutic as second-line treatment for a common form of breast cancer with potential for treating prostate as well<sup>2</sup>



## Good Practices

- Inspires trust through the leadership of a highly-respected founder and CEO<sup>3</sup>
- Manages via strong relationships including proactive collaboration with investors, regulators, and the leadership team<sup>4</sup>
- Instills fiscal confidence through wise, disciplined investments<sup>5</sup>

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<sup>1</sup><https://www.targetedonc.com/view/fda-grants-priority-review-to-gedatolisib-for-advanced-breast-cancer>

<sup>2</sup><https://www.celcuity.com/our-pipeline/>

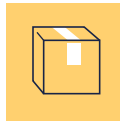
<sup>3</sup><https://www.celcuity.com/team/brian-sullivan/>

<sup>4</sup><https://tcbmag.com/celcuity-closes-5-75m-funding-round/>, <https://finance.yahoo.com/news/celcuity-inc-announces-50-million-131500018.html>, <https://www.targetedonc.com/view/fda-grants-priority-review-to-gedatolisib-for-advanced-breast-cancer>

<sup>5</sup><https://www.oncologypipeline.com/apexonco/celcuitys-5m-pivot-does-job#:~:text=Celcuity%2C%20which%20started%20out%20as,includin%20a%20five%20year%20extension.>

# Exxon Mobil Corp

Exxon Mobil is a global energy company which produces oil, natural gas, and petrochemicals while also investing in industrial-scale, low-carbon solutions (carbon capture, hydrogen, and emissions-reduction technologies).



## Good Products

- Array of fuel and natural gas products foundational to global energy security which provide affordable, reliable energy to billions of people
- Low-carbon hydrogen production (one Exxon Mobil facility plans to produce 1 billion cubic feet/day while capturing 98% of CO<sub>2</sub> emissions in the process)<sup>1</sup>
- Industrial-scale carbon capture and storage (CCS) technologies to help other industries reduce CO<sub>2</sub> emissions



## Good Practices

- Commits to significant philanthropy (\$200 million in worldwide giving in 2024 and \$1.6 billion contributed to education around the world since 2000)<sup>2</sup>
- Accelerates lower-emission energy production (pursuing investments up to \$30 billion from 2025 through 2030), capturing more CO<sub>2</sub> than any other company in the world<sup>3</sup>
- Leads in safety compared to peers, with a lost time incident rate of just .02 and a culture shaped by the motto "Nobody Gets Hurt"<sup>4</sup>

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<sup>1</sup><https://corporate.exxonmobil.com/news/viewpoints/low-carbon-hydrogen?utm>

<sup>2</sup><https://corporate.exxonmobil.com/community/worldwide-giving-report>, <https://corporate.exxonmobil.com/community/stem#STEMspotlight>

<sup>3</sup><https://corporate.exxonmobil.com/-/media/global/files/advancing-climate-solutions/2025/advancing-climate-solutions-report.pdf>, <https://corporate.exxonmobil.com/what-we-do/delivering-industrial-solutions/carbon-capture-and-storage/what-to-know-about-carbon-capture-and-storage>

<sup>4</sup><https://corporate.exxonmobil.com/publications/sustainability/safeguarding-people/leading-in-personnel-safety#Ourapproach>

# Mirum Pharmaceuticals, Inc.

Mirum Pharmaceuticals develops novel drugs to treat rare diseases, especially cholestatic liver diseases and metabolic disorders.



## Good Products

- A novel drug (Livmarli) which treats cholestatic pruritus, the chronic, debilitating itching of patients suffering from rare genetic conditions (Alagille syndrome, progressive familial intrahepatic cholestasis)<sup>1</sup>
- Groundbreaking therapy (Cholbam) for certain metabolic disorders which hinder the body's ability to break down toxins and fatty acids<sup>2</sup>
- Multiple drugs which have proven effective for small children suffering from rare diseases<sup>3</sup>



## Good Practices

- Maintains a strong patient access program, with 94% of those who apply for treatment receiving coverage<sup>4</sup>
- Enjoys employees' confidence and strong support for management's ethics and integrity
- Offers employees tailored coaching, \$5k per year tuition reimbursement, and 100% paid premiums for medical insurance<sup>5</sup>

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<sup>1</sup><https://mirumpharma.com/our-medicine/livmarli-us/>

<sup>2</sup>[https://info.caremark.com/content/dam/enterprise/caremark/microsites/dig/pdfs/pa-fep/fep-rationale/FEP\\_Rationale\\_Cholbam.pdf](https://info.caremark.com/content/dam/enterprise/caremark/microsites/dig/pdfs/pa-fep/fep-rationale/FEP_Rationale_Cholbam.pdf), <https://cholbam.com/pbd-zsd/what-is-pbd-zsd>

<sup>3</sup><https://liverdiseasenews.com/news/mirums-livmarli-approved-us-pfic-patients-ages-5-older/>, <https://files.mirumpharma.com/cholbam/cholbam-prescribinginformation.pdf>

<sup>4</sup><https://livmarlihcp.com/alagille-syndrome-cholestatic-pruritus/mirum-access-plus/>

<sup>5</sup><https://ir.mirumpharma.com/esg/default.aspx>

# Taiwan Semiconductor

Taiwan Semiconductor is the world's largest dedicated, independent semiconductor foundry, manufacturing chips designed by other companies.



## Good Products

- Leading-edge process nodes for high-performance and low-power chips used in smartphones, AI, healthcare, national infrastructure (virtually every existing industry)
- Hardware undergirding 5G, Cyber Security, Transport 2.0, clean energy, and more
- Manufactured solutions which enable roughly 85% of semiconductor start-up prototypes on the global market<sup>1</sup>



## Good Practices

- Enjoys a voluntary employee turnover rate of less than 7% for the past 7+ years<sup>2</sup>
- Facilitates community engagement, with over 90,000 hours of volunteer service and \$10 million in matching donations in 2024<sup>3</sup>
- Pursues unparalleled innovation and global integration while also building immense customer trust

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<sup>1</sup><https://investor.tsmc.com/english>

<sup>2</sup>[https://esg.tsmc.com/file/public/e-appendix\\_6.pdf?utm](https://esg.tsmc.com/file/public/e-appendix_6.pdf?utm), [https://esg.tsmc.com/download/file/2022\\_sustainabilityReport/english/e-all.pdf](https://esg.tsmc.com/download/file/2022_sustainabilityReport/english/e-all.pdf)

<sup>3</sup>[https://esg.tsmc.com/file/public/e-appendix\\_6.pdf?utm](https://esg.tsmc.com/file/public/e-appendix_6.pdf?utm)

# American Express

American Express is a premium global payments company serving consumers and businesses.



## Good Products

- Payment cards for consumers and businesses with industry-leading customer satisfaction<sup>1</sup>
- Robust financial security for over 150 million cards (recognized as first-class by multiple third parties) which protects customers from fraud and bad actors<sup>2</sup>
- Extensive financial tools providing over 8 million people with credit and identity monitoring as well as a financial planning curriculum<sup>3</sup>



## Good Practices

- Fosters a healthy workplace, with 94% of employees naming American Express a Great Place to Work<sup>4</sup>
- Prioritizes fairness, achieving 100% pay equity across gender and races<sup>5</sup>
- Supports employees with free access to onsite wellness centers<sup>6</sup>

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<sup>1</sup><https://www.jdpower.com/business/press-releases/2025-us-credit-card-satisfaction-study>

<sup>2</sup><https://www.americanexpress.com/en-us/credit-cards/credit-intel/fraud-alerts/>, [https://s26.q4cdn.com/747928648/files/doc\\_financials/2025/q4/0adef908-f8b7-4f66-b1cf-7d92a2b68ccb.pdf](https://s26.q4cdn.com/747928648/files/doc_financials/2025/q4/0adef908-f8b7-4f66-b1cf-7d92a2b68ccb.pdf)

<sup>3</sup>[https://s26.q4cdn.com/747928648/files/doc\\_downloads/ESG/reporting-resources/2024/AXP\\_2023\\_2024\\_ESG\\_Report.pdf](https://s26.q4cdn.com/747928648/files/doc_downloads/ESG/reporting-resources/2024/AXP_2023_2024_ESG_Report.pdf)

<sup>4</sup><https://www.greatplacetowork.com/certified-company/1000311>

<sup>5</sup><https://www.americanexpress.com/content/dam/amex/us/company/Our-Commitment-to-Pay-Equity.pdf>

<sup>6</sup>[https://s26.q4cdn.com/747928648/files/doc\\_downloads/ESG/reporting-resources/2024/AXP\\_2023\\_2024\\_ESG\\_Report.pdf](https://s26.q4cdn.com/747928648/files/doc_downloads/ESG/reporting-resources/2024/AXP_2023_2024_ESG_Report.pdf)

# Trane Technologies

Trane Technologies designs and provides heating, ventilation, and air conditioning (HVAC), refrigeration, and energy management systems for commercial and residential use.



## Good Products

- Gold-standard solutions undergirding more than 20% of the North American HVAC market<sup>1</sup>
- Highly touted product reliability and energy efficiency, reducing customers' lifetime costs
- Efficient solutions aimed at reducing customers' carbon footprint by 1 Gigaton by 2030



## Good Practices

- Leads with integrity and innovation, evidenced by achieving JUST Capital's best in industry ranking in multiple categories<sup>2</sup>
- Funds sustainability research and development (over \$309 million in 2024)<sup>3</sup>
- Invests in students via their global training program which supports STEM and sustainability education

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<sup>1</sup><https://buildops.com/resources/north-american-hvac-equipment-market-chart/>

<sup>2</sup><https://www.businesswire.com/news/home/20260319046692/en/Trane-Technologies-Recognized-for-Outstanding-Corporate-Integrity-and-Performance-by-Ethisphere-and-Just-Capital>

<sup>3</sup><https://www.tranetechnologies.com/content/dam/cs-corporate/pdf/sustainability/annual/2024-Sustainability-Report.pdf>

# Prologis

Prologis, a global real estate investment trust (REIT), owns, develops, and manages logistics real estate such as warehouses and distribution facilities.



## Good Products

- Warehouses with fully-integrated solutions (robotics, EVE charging, etc.)<sup>1</sup>
- Global logistics, with roughly 3% of the world's GDP flowing through Prologis warehouses (Amazon, UPS, USPS, FedEx, Pepsi, Home Depot, etc.)<sup>2</sup>
- Traditional real estate properties transformed to provide power and resiliency for customers through solutions like onsite solar, energy storage, mobility solutions, etc.



## Good Practices

- Ranks 4.7 on Glassdoor, and 97% of employees recommend their company<sup>3</sup>
- Enjoys an astounding 100% CEO approval rating<sup>3</sup>
- Maintains over 1GW of solar/battery capacity, equating to powering 172,000 homes<sup>4</sup>

<sup>1</sup><https://www.prologis.com/>

<sup>2</sup><https://www.prologisce.eu/about/news-press-releases/prologis-properties-facilitate-goods-equal-nearly-3-worlds-gdp>

<sup>3</sup><https://www.glassdoor.com/Reviews/Prologis-Reviews-E2631.htm>

<sup>4</sup><https://www.prologis.com/insights-news/blog/power-where-its-needed-prologis-surpasses-1-gigawatt-solar-and-battery-storage#:~:text=Almost%20four%20years%20ago%2C%20we,National%20Average%20Homes%20FMW%20methodology%20>

# NVent Electric

nVent, an electrical products company, designs and manufactures connection and protection solutions to keep power, data, and industrial systems safe and reliable.



## Good Products

- Range of products (enclosures, cooling systems, fastening components, etc.) which secure data centers, electric grids, and factories against catastrophic outages<sup>1</sup>
- Products that allow customers to operate their systems safely and energy-efficiently<sup>2</sup>
- Expansive solutions creating resilience for entire electrical infrastructures<sup>3</sup>



## Good Practices

- Fuses sustainability into early designs, achieving positive sustainability impact rating with 85% of new products<sup>4</sup>
- Practices generosity with employees and surpasses above market standards for pay<sup>5</sup>
- Prioritizes environmental stewardship, reducing normalized CO<sub>2</sub>e emissions by 47% since 2019<sup>6</sup>

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<sup>1</sup><https://go.nvent.com/UtilityRecovery>

<sup>2</sup><https://www.nvent.com/trachte/resources/news/delivering-critical-power-solutions-without-sacrificing-patient-care>

<sup>3</sup><https://www.nvent.com/about-nvent/overview>

<sup>4</sup>[https://nvent.widen.net/s/rrznxvlncd/nvent\\_sustainabilityreport2024\\_final](https://nvent.widen.net/s/rrznxvlncd/nvent_sustainabilityreport2024_final)

<sup>5</sup><https://www.indeed.com/cmp/Nvent-1/salaries/Journey-person-Electrician#:~:text=How%20much%20does%20a%20Journey%20person,present%20job%20postings%20on%20Indeed.>

<sup>6</sup><https://www.businesswire.com/news/home/20250411983337/en/nVent-Sustainability-Report-Highlights-Progress-and-Focus-on-Electrification>