

TVL findings provide valuable information regarding what practices trigger financially material DEI events for companies domiciled in different jurisdictions. For the Electrical & Electronic Equipment industry, for example, certain DEI practices have resulted in negative financial impacts for seven unique companies headquartered in Ireland and Japan, as well as the United States. The table below shows the DEI practice-outcome co-occurrence of these seven companies from 2016 to 2021.

Year	Country	Company	Practices (P) + DEI contexts (C)	Financial outcomes
2016	United States	<i>Orion Energy Systems</i>	P: reprisal/retaliation, termination/layoff  C: disabili, discriminat	court (Legal-Risk)
2017	United States	<i>Orion Energy Systems</i>	P: reprisal/retaliation, termination/layoff, training  C: disabili, discriminat	litigation (Legal-Risk), court (Legal-Risk), alleg (Other), enforcement (Other)
2018	-	-	-	-
2019	Ireland	<i>Johnson Controls International PLC</i>	P: training termination/layoff  C: sexual, gender-M/F, harass	lawsuit (Legal-Risk), litigation (Legal-Risk), monetary damage (Reputational-Damage), alleg (Other)
	United States	<i>OSI Systems</i>	P: hostile work environment  C: sexual, gender-M/F	fine (Financial-Loss), court (Legal-Risk)
2020	Ireland	<i>Johnson Controls International PLC</i>	P: wage, reprisal/retaliation, training, hiring  C: sexual, gender-M/F, discriminat, harass	pay damages (Financial-Loss), lawsuit (Legal-Risk), alleg (Other), exploit (Other), investigat (Other)
	Ireland	<i>Trane Technologies plc</i>	P: wage  C: gender-M/F	talent (Employee/Talent-Retention)
	Japan	<i>Idec Corp</i>	P: accommodati, termination/layoff  C: disabili, discriminat	lawsuit (Legal-Risk), court (Legal-Risk), consent decree (Legal-Risk), settlement (Legal-Risk)

	Japan	<i>Mitsubishi Electric Corp</i>	P: wage C: race, harass	lawsuit (Legal-Risk), alleg (Other)
2021	United States	<i>Conair Corp</i>	P: recruit C: engagement	talent (Employee/ Talent-Retention)

***Companies in the Electrical & Electronic Equipment industry linked to financially material DEI events (2016-2021)***

The column on the far right, which lists the outcomes corresponding to each DEI practice, is color-coded to demonstrate positive outcomes, or opportunities (in green) and negative outcomes, or risks (in red). In two instances, DEI practices result in positive financial outcomes: Trane Technologies in Ireland (2020) and Conair Corp in the United States (2021).