

Priority Companies and Your Fund

The table below highlights the companies on BMO's annual priority engagement list with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. Priority companies are selected through a detailed analysis of client holdings, proprietary ESG risk scores, engagement history and the BMO Responsible Investment team's judgement and expertise. Each priority company has defined engagement objectives set at the beginning of each year. Engagement activity levels for priority companies are more intensive than for companies where we engage more reactively. For full details of our engagements with companies please refer to the online **reo**® client portal.

Name	Sector	ESG Rating	Response to engagement	Themes engaged						
				Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
AbbVie Inc	Health Care	●	Poor						●	
Alleghany Corp	Financials	●	Adequate	●						
Amazon.com Inc	Consumer Discretionary	●	Poor			●	●	●	●	●
Antofagasta PLC	Materials	●					●	●		●
Aroundtown SA	Real Estate	●								●
Barclays PLC	Financials	●	Good	●	●		●			●
Charter Communications Inc	Consumer Discretionary	●		●				●		●
China Construction Bank Corp	Financials	●	Poor	●	●					
Dominion Energy Inc	Utilities	●	Good	●						
Duke Energy Corp	Utilities	●	Good	●						●
Exxon Mobil Corp	Energy	●		●						●
Fresenius SE & Co KGaA	Health Care	●	Good		●		●	●	●	
General Motors Co	Consumer Discretionary	●	Adequate	●						
Keyence Corp	Information Technology	●	Adequate							●
Mondelez International Inc	Consumer Staples	●							●	
Monster Beverage Corp	Consumer Staples	●		●	●				●	
Reliance Industries Ltd	Energy	●		●						
Royal Dutch Shell PLC	Energy	●	Good	●	●	●	●			
SMC Corp	Industrials	●								●
Suncor Energy Inc	Energy	●		●			●	●		●
Suzuki Motor Corp	Consumer Discretionary	●					●			
Ubisoft Entertainment SA	Information Technology	●						●		●
Vistra Corp	Utilities	●		●						●
Wells Fargo & Co	Financials	●	Adequate	●	●			●		●

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Engagements and Your Fund: Red rated

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**® client portal.

Name	Country	Sector	Priority company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Abbott Laboratories	United States	Health Care								
Adani Ports & Special Economic Zone Ltd	India	Industrials								
BİM Birleşik Magazalar AS	Turkey	Consumer Staples								
Booking Holdings Inc	United States	Consumer Discretionary								
Canadian National Railway Co	Canada	Industrials								
Cencosud SA	Chile	Consumer Staples								
Chubu Electric Power Co Inc	Japan	Utilities								
Empire Co Ltd	Canada	Consumer Staples								
General Motors Co	United States	Consumer Discretionary	✓							
Haier Smart Home Co Ltd	China	Consumer Discretionary								
JBS SA	Brazil	Consumer Staples								
Monster Beverage Corp	United States	Consumer Staples	✓							
New Hope Liuhe Co Ltd	China	Consumer Staples								
Pfizer Inc	United States	Health Care								
SMC Corp	Japan	Industrials	✓							
Stellantis NV	Netherlands	Consumer Discretionary								
Suzano SA	Brazil	Materials								
Suzuki Motor Corp	Japan	Consumer Discretionary	✓							
Vistra Corp	United States	Utilities	✓							
Volkswagen AG	Germany	Consumer Discretionary								
Walmart Inc	United States	Consumer Staples								
Wells Fargo & Co	United States	Financials	✓							
Wens Foodstuffs Group Co Ltd	China	Consumer Staples								
Yonghui Superstores Co Ltd	China	Consumer Staples								

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Engagements and Your Fund: Orange rated

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**® client portal.

Name	Country	Sector	Priority company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Alleghany Corp	United States	Financials	✓	●						
ANTA Sports Products Ltd	China	Consumer Discretionary			●		●	●		
Aramark	United States	Consumer Discretionary							●	
Bank of China Ltd	China	Financials		●	●					
Bayer AG	Germany	Health Care							●	
BRF SA	Brazil	Consumer Staples					●		●	
By-health Co Ltd	China	Consumer Staples			●	●		●		●
CCL Industries Inc	Canada	Materials								●
Charoen Pokphand Foods PCL	Thailand	Consumer Staples							●	
Charter Communications Inc	United States	Consumer Discretionary	✓	●				●		●
Costco Wholesale Corp	United States	Consumer Staples							●	
CVS Health Corp	United States	Health Care						●	●	●
Dali Foods Group Co Ltd	China	Consumer Staples		●	●				●	●
Delivery Hero SE	Germany	Information Technology						●		
Dollar General Corp	United States	Consumer Discretionary						●		
Empresas CMPC SA	Chile	Materials			●					
Fresenius SE & Co KGaA	Germany	Health Care	✓		●		●	●	●	
Glencore PLC	Switzerland	Materials		●						
Grupo Bimbo SAB de CV	Mexico	Consumer Staples							●	
Hershey Co/The	United States	Consumer Staples							●	
Johnson & Johnson	United States	Health Care							●	
Keyence Corp	Japan	Information Technology	✓							●
MEIJI Holdings Co Ltd	Japan	Consumer Staples							●	
Mohawk Industries Inc	United States	Consumer Discretionary			●			●		
Moscow Exchange MICEX-RTS PJSC	Russia	Financials						●		●
Occidental Petroleum Corp	United States	Energy		●						●
Omega Healthcare Investors Inc	United States	Real Estate						●		

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Name	Country	Sector	Priority company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Orpea SA	France	Health Care						●		
Ping An Insurance Group Co of China Ltd	China	Financials						●		●
Reliance Industries Ltd	India	Energy	✓	●						
Saputo Inc	Canada	Consumer Staples							●	
Walgreens Boots Alliance Inc	United States	Consumer Staples				●		●	●	
Waste Connections Inc	United States	Industrials			●			●		●

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Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Engagements and Your Fund: Yellow rated

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**® client portal.

Name	Country	Sector	Priority company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
AbbVie Inc	United States	Health Care	✓						●	
Agricultural Bank of China Ltd	China	Financials		●	●					
AIA Group Ltd	Hong Kong	Financials		●				●	●	●
Air Canada	Canada	Industrials								●
Alcon Inc	Switzerland	Health Care		●						
Alimentation Couche-Tard Inc	Canada	Consumer Staples							●	
Amazon.com Inc	United States	Consumer Discretionary	✓			●	●	●	●	●
Anglo American PLC	United Kingdom	Materials		●						
Aroundtown SA	Luxembourg	Real Estate	✓							●
Bank of America Corp	United States	Financials		●	●			●		●
Barrick Gold Corp	Canada	Materials					●	●		●
BHP Group Ltd	Australia	Materials		●						
boohoo Group PLC	United Kingdom	Consumer Discretionary						●		●
BP PLC	United Kingdom	Energy		●						●
Carrefour SA	France	Consumer Staples						●	●	
China Construction Bank Corp	China	Financials	✓	●	●					
Chipotle Mexican Grill Inc	United States	Consumer Discretionary							●	
Conagra Brands Inc	United States	Consumer Staples							●	
Darden Restaurants Inc	United States	Consumer Discretionary							●	
Deutsche Post AG	Germany	Industrials						●		
Devon Energy Corp	United States	Energy		●			●			●
Dominion Energy Inc	United States	Utilities	✓	●						
Duke Energy Corp	United States	Utilities	✓	●						●
Eni SpA	Italy	Energy					●			
Etablissements Franz Colruyt NV	Belgium	Consumer Staples							●	
Exxon Mobil Corp	United States	Energy	✓	●						●
GlaxoSmithKline PLC	United Kingdom	Health Care							●	

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Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Name	Country	Sector	Priority company	Themes engaged					
				Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health
Hilton Worldwide Holdings Inc	United States	Consumer Discretionary					●		
Kirin Holdings Co Ltd	Japan	Consumer Staples					●		
Kraft Heinz Co/The	United States	Consumer Staples							●
Loblaw Cos Ltd	Canada	Consumer Staples		●				●	●
LPP SA	Poland	Consumer Discretionary						●	
McDonald's Corp	United States	Consumer Discretionary							●
Meituan	China	Consumer Discretionary			●			●	●
Mitsubishi UFJ Financial Group Inc	Japan	Financials		●	●		●		
Mondelez International Inc	United States	Consumer Staples	✓						●
Northland Power Inc	Canada	Utilities							●
Pembina Pipeline Corp	Canada	Energy							●
Principal Financial Group Inc	United States	Financials						●	●
PTT Exploration & Production PCL	Thailand	Energy					●		●
RioCan Real Estate Investment Trust	Canada	Real Estate							●
Roche Holding AG	Switzerland	Health Care							●
Ryman Healthcare Ltd	New Zealand	Health Care						●	
Serco Group PLC	United Kingdom	Industrials						●	●
Seven & i Holdings Co Ltd	Japan	Consumer Staples							●
Starbucks Corp	United States	Consumer Discretionary							●
Suncor Energy Inc	Canada	Energy	✓	●			●	●	●
Sysco Corp	United States	Consumer Staples					●	●	●
Tencent Holdings Ltd	China	Information Technology		●		●			●
Top Glove Corp Bhd	Malaysia	Health Care					●	●	
TOTAL SE	France	Energy		●			●		●
Tyson Foods Inc	United States	Consumer Staples					●		●
Ubisoft Entertainment SA	France	Information Technology	✓					●	●
Valero Energy Corp	United States	Energy		●					●
WH Group Ltd	Hong Kong	Consumer Staples							●
Woolworths Group Ltd	Australia	Consumer Staples						●	●
Yum! Brands Inc	United States	Consumer Discretionary							●

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Engagements and Your Fund: Green rated

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**® client portal.

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				Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
adidas AG	Germany	Consumer Discretionary								
Aeon Co Ltd	Japan	Consumer Staples								
Amadeus IT Group SA	Spain	Information Technology								
Antofagasta PLC	Chile	Materials	✓							
Archer-Daniels-Midland Co	United States	Consumer Staples								
Associated British Foods PLC	United Kingdom	Consumer Staples								
AstraZeneca PLC	United Kingdom	Health Care								
Banco Bradesco SA	Brazil	Financials								
Bank of Nova Scotia	Canada	Financials								
Barclays PLC	United Kingdom	Financials	✓							
BASF SE	Germany	Materials								
BNP Paribas SA	France	Financials								
Bunge Ltd	United States	Consumer Staples								
Burberry Group PLC	United Kingdom	Consumer Discretionary								
Campbell Soup Co	United States	Consumer Staples								
Carlsberg AS	Denmark	Consumer Staples								
CIMB Group Holdings Bhd	Malaysia	Financials								
Citigroup Inc	United States	Financials								
Coles Group Ltd	Australia	Consumer Staples								
Commerzbank AG	Germany	Financials								
Compass Group PLC	United Kingdom	Consumer Discretionary								
Covestro AG	Germany	Materials								
Credit Agricole SA	France	Financials								
Credit Suisse Group AG	Switzerland	Financials								
Daiwa House Industry Co Ltd	Japan	Real Estate								
Danone SA	France	Consumer Staples								
Deutsche Bank AG	Germany	Financials								

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Name	Country	Sector	Priority company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Domino's Pizza Group PLC	United Kingdom	Consumer Discretionary							●	
Enel SpA	Italy	Utilities		●			●			
Fast Retailing Co Ltd	Japan	Consumer Discretionary						●		●
Fortis Inc/Canada	Canada	Utilities		●			●	●		●
General Mills Inc	United States	Consumer Staples							●	
George Weston Ltd	Canada	Consumer Staples								●
Gilead Sciences Inc	United States	Health Care							●	
Goldman Sachs Group Inc/The	United States	Financials		●	●			●		●
Greggs PLC	United Kingdom	Consumer Discretionary							●	
H & M Hennes & Mauritz AB	Sweden	Consumer Discretionary			●			●		
Healthpeak Properties Inc	United States	Real Estate						●		
Hormel Foods Corp	United States	Consumer Staples							●	
HSBC Holdings PLC	United Kingdom	Financials		●	●					●
Iberdrola SA	Spain	Utilities			●			●		●
ICA Gruppen AB	Sweden	Consumer Staples							●	
Industria de Diseno Textil SA	Spain	Consumer Discretionary						●		
Informa PLC	United Kingdom	Consumer Discretionary		●						●
Intel Corp	United States	Information Technology								●
Intertek Group PLC	United Kingdom	Industrials								●
J Sainsbury PLC	United Kingdom	Consumer Staples			●			●	●	
Jeronimo Martins SGPS SA	Portugal	Consumer Staples							●	
JPMorgan Chase & Co	United States	Financials		●	●			●		●
KDDI Corp	Japan	Communication Services					●			
Kellogg Co	United States	Consumer Staples							●	
Kerry Group PLC	Ireland	Consumer Staples							●	
Kesko OYJ	Finland	Consumer Staples						●		
Kingspan Group PLC	Ireland	Industrials							●	●
Koninklijke Ahold Delhaize NV	Netherlands	Consumer Staples							●	
Kroger Co/The	United States	Consumer Staples		●	●				●	
Linde PLC	United Kingdom	Materials			●					
Lloyds Banking Group PLC	United Kingdom	Financials			●			●		●
LVMH Moët Hennessy Louis Vuitton SE	France	Consumer Discretionary						●		
Marks & Spencer Group PLC	United Kingdom	Consumer Discretionary						●	●	
Marubeni Corp	Japan	Industrials			●					
Merck KGaA	Germany	Health Care							●	
Microsoft Corp	United States	Information Technology				●		●		
Mizuho Financial Group Inc	Japan	Financials		●	●					

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Name	Country	Sector	Priority company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Morgan Stanley	United States	Financials		●	●					
Mowi ASA	Norway	Consumer Staples		●	●			●	●	
National Bank of Canada	Canada	Financials		●				●		●
NAVER Corp	South Korea	Information Technology						●		●
Nestle India Ltd	India	Consumer Staples				●			●	●
Nestle SA	Switzerland	Consumer Staples							●	
Novartis AG	Switzerland	Health Care							●	●
Novo Nordisk A/S	Denmark	Health Care							●	
Parkland Corp/Canada	Canada	Energy								●
PTT PCL	Thailand	Energy					●			●
Puma SE	Germany	Consumer Discretionary					●	●		
RELX PLC	United Kingdom	Industrials								●
Restaurant Brands International Inc	Canada	Consumer Discretionary							●	
Royal Bank of Canada	Canada	Financials		●	●					●
Royal Dutch Shell PLC	Netherlands	Energy	✓	●	●	●	●			
Smurfit Kappa Group PLC	Ireland	Materials		●	●					●
Societe Generale SA	France	Financials		●	●					
Sumitomo Mitsui Financial Group Inc	Japan	Financials		●	●					
Sun Life Financial Inc	Canada	Financials								●
Symrise AG	Germany	Materials						●		●
Target Corp	United States	Consumer Discretionary							●	
Tesco PLC	United Kingdom	Consumer Staples							●	
Toronto-Dominion Bank/The	Canada	Financials		●	●					
Tractor Supply Co	United States	Consumer Discretionary		●				●		
UBS Group AG	Switzerland	Financials		●	●	●		●		
Unilever PLC	United Kingdom	Consumer Staples							●	
Ventas Inc	United States	Real Estate						●		
Welltower Inc	United States	Real Estate						●		
Whitbread PLC	United Kingdom	Consumer Discretionary							●	
Wm Morrison Supermarkets PLC	United Kingdom	Consumer Staples						●	●	
WSP Global Inc	Canada	Industrials								●

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Milestones and Your Fund

The table below highlights the companies with which we have recorded milestones on your behalf in the past quarter and which you currently hold within your portfolio. Milestones are engagement outcomes which we have identified and is rated on the extent to which it protects or enhances investor value. For full details of our engagements which led to one star milestones please refer to the online **reo**® client portal.

Name	Country	Sector	Priority company	ESG Rating	Themes engaged						
					Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
★ ★ ★											
Engie SA	France	Utilities		●	●						
JBS SA	Brazil	Consumer Staples		●		●					
Korea Electric Power Corp	South Korea	Utilities		●	●						
Mitsubishi UFJ Financial Group Inc	Japan	Financials		●	●						
★ ★											
Commerzbank AG	Germany	Financials		●	●						
DBS Group Holdings Ltd	Singapore	Financials		●	●						
Devon Energy Corp	United States	Energy		●	●						
Duke Energy Corp	United States	Utilities	✓	●	●						
Industrial & Commercial Bank of China Ltd	China	Financials		●	●						
Occidental Petroleum Corp	United States	Energy		●	●						
Swire Properties Ltd	Hong Kong	Real Estate		●	●						
Ultratech Cement Ltd	India	Materials		●	●						
Vistra Corp	United States	Utilities	✓	●	●						
Yum! Brands Inc	United States	Consumer Discretionary		●	●						
★											
AIA Group Ltd	Hong Kong	Financials		●	●						
Bayer AG	Germany	Health Care		●	●	●					
China Construction Bank Corp	China	Financials	✓	●	●						
JPMorgan Chase & Co	United States	Financials		●		●					

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						Themes engaged						
Name	Country	Sector	Priority company	ESG Rating	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance	
★★★★												
Kerry Group PLC	Ireland	Consumer Staples		<div></div>						<div></div>		
★★★												
China Construction Bank Corp	China	Financials	<div></div>	<div></div>			<div></div>					
Eli Lilly & Co	United States	Health Care	<div></div>	<div></div>						<div></div>		
Gilead Sciences Inc	United States	Health Care		<div></div>						<div></div>		
Hargreaves Lansdown PLC	United Kingdom	Financials		<div></div>					<div></div>			
★												
Becton Dickinson and Co	United States	Health Care		<div></div>					<div></div>			
Carrefour SA	France	Consumer Staples		<div></div>						<div></div>		
Charoen Pokphand Foods PCL	Thailand	Consumer Staples		<div></div>						<div></div>		
Clicks Group Ltd	South Africa	Consumer Staples		<div></div>					<div></div>			
Grupo Bimbo SAB de CV	Mexico	Consumer Staples		<div></div>						<div></div>		
Jeronimo Martins SGPS SA	Portugal	Consumer Staples		<div></div>						<div></div>		
Koninklijke Ahold Delhaize NV	Netherlands	Consumer Staples		<div></div>						<div></div>		
Kraft Heinz Co/The	United States	Consumer Staples		<div></div>						<div></div>		
MEIJl Holdings Co Ltd	Japan	Consumer Staples		<div></div>						<div></div>		
Naspers Ltd	South Africa	Consumer Discretionary		<div></div>			<div></div>					
PayPal Holdings Inc	United States	Information Technology		<div></div>					<div></div>			
Teck Resources Ltd	Canada	Materials		<div></div>					<div></div>			
Wells Fargo & Co	United States	Financials	<div></div>	<div></div>					<div></div>			

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								Themes engaged				
Name	Country	Sector	Priority company	ESG Rating	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance	
★ ★ ★												
Public Storage	United States	Real Estate		●							●	
★ ★												
AIA Group Ltd	Hong Kong	Financials		●							●	
boohoo Group PLC	United Kingdom	Consumer Discretionary		●							●	
Daito Trust Construction Co Ltd	Japan	Real Estate		●							●	
JBS SA	Brazil	Consumer Staples		●							●	
Kakaku.com Inc	Japan	Information Technology		●							●	
Koei Tecmo Holdings Co Ltd	Japan	Information Technology		●							●	
Loblaw Cos Ltd	Canada	Consumer Staples		●							●	
M3 Inc	Japan	Health Care		●							●	
MINEBEA MITSUMI Inc	Japan	Industrials		●							●	
Murata Manufacturing Co Ltd	Japan	Information Technology		●							●	
NEC Corp	Japan	Information Technology		●							●	
Nippon Sanso Holdings Corp	Japan	Materials		●							●	
Nissan Chemical Corp	Japan	Materials		●							●	
Nitori Holdings Co Ltd	Japan	Consumer Discretionary		●							●	
Olympus Corp	Japan	Health Care		●							●	
Raia Drogasil SA	Brazil	Consumer Staples		●							●	
Sharp Corp/Japan	Japan	Consumer Discretionary		●							●	
SMC Corp	Japan	Industrials	✓	●							●	
SoftBank Group Corp	Japan	Communication Services		●							●	
T&D Holdings Inc	Japan	Financials		●							●	
TIS Inc	Japan	Information Technology		●							●	
Tokyo Century Corp	Japan	Financials		●							●	
Toray Industries Inc	Japan	Materials		●							●	

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Name	Country	Sector	Priority company	ESG Rating	Themes engaged						
					Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Twitter Inc	United States	Information Technology		●							●
Wolters Kluwer NV	Netherlands	Industrials		●							●
★											
AbbVie Inc	United States	Health Care	✓	●							●
ANTA Sports Products Ltd	China	Consumer Discretionary		●							●
BlackRock Inc	United States	Financials		●							●
CDW Corp/DE	United States	Information Technology		●							●
Coca-Cola HBC AG	Switzerland	Consumer Staples		●							●
Duke Energy Corp	United States	Utilities	✓	●							●
George Weston Ltd	Canada	Consumer Staples		●							●
Intertek Group PLC	United Kingdom	Industrials		●							●
J Sainsbury PLC	United Kingdom	Consumer Staples		●							●
Kalbe Farma Tbk PT	Indonesia	Health Care		●							●
Marriott International Inc/MD	United States	Consumer Discretionary	✓	●							●
Northland Power Inc	Canada	Utilities		●							●
Toshiba Corp	Japan	Industrials		●							●
Uber Technologies Inc	United States	Industrials	✓	●							●

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●