



Faculty of Human Sciences

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Firm characteristics		Performance		Sustainability	
Variable	Definition	Variable	Definition	Variable	Definition
Size	Number of employees	ROA	Return on Assets	ESG	Environmental, Social, and Governance
Age	Years since establishment	ROE	Return on Equity	Carbon	Carbon footprint
Industry	Manufacturing, Services, etc.	ROV	Return on Value	Waste	Waste management
Location	Geographical region	ROIC	Return on Investment Capital	Energy	Energy consumption
Ownership	Public, Private, etc.	ROF	Return on Finance	Water	Water usage
Capital structure	Debt to equity ratio	ROA (adj)	Adjusted Return on Assets	Employee	Employee satisfaction
Market share	Percentage of sales	ROE (adj)	Adjusted Return on Equity	Customer	Customer satisfaction
Product diversity	Number of product lines	ROV (adj)	Adjusted Return on Value	Supplier	Supplier satisfaction
Research & Development	Percentage of sales	ROIC (adj)	Adjusted Return on Investment Capital	Community	Community engagement
Marketing	Percentage of sales	ROF (adj)	Adjusted Return on Finance	Government	Government relations
Human Resources	Percentage of sales	ROA (adj) (cont)	Adjusted Return on Assets (continued)	Environment	Environmental impact
Finance	Percentage of sales	ROE (adj) (cont)	Adjusted Return on Equity (continued)	Society	Social impact
Operations	Percentage of sales	ROV (adj) (cont)	Adjusted Return on Value (continued)	Stakeholder	Stakeholder engagement
Logistics	Percentage of sales	ROIC (adj) (cont)	Adjusted Return on Investment Capital (continued)	Investor	Investor relations
Customer Service	Percentage of sales	ROF (adj) (cont)	Adjusted Return on Finance (continued)	Analyst	Analyst coverage
Supplier Management	Percentage of sales	ROA (adj) (cont)	Adjusted Return on Assets (continued)	Media	Media coverage
Government Relations	Percentage of sales	ROE (adj) (cont)	Adjusted Return on Equity (continued)	Academic	Academic research
Environmental Management	Percentage of sales	ROV (adj) (cont)	Adjusted Return on Value (continued)	Non-profit	Non-profit organizations
Social Management	Percentage of sales	ROIC (adj) (cont)	Adjusted Return on Investment Capital (continued)	Government	Government agencies
Governance Management	Percentage of sales	ROF (adj) (cont)	Adjusted Return on Finance (continued)	Academic	Academic institutions
Investor Relations	Percentage of sales	ROA (adj) (cont)	Adjusted Return on Assets (continued)	Non-profit	Non-profit organizations
Analyst Relations	Percentage of sales	ROE (adj) (cont)	Adjusted Return on Equity (continued)	Government	Government agencies
Media Relations	Percentage of sales	ROV (adj) (cont)	Adjusted Return on Value (continued)	Academic	Academic institutions
Academic Relations	Percentage of sales	ROIC (adj) (cont)	Adjusted Return on Investment Capital (continued)	Non-profit	Non-profit organizations
Non-profit Relations	Percentage of sales	ROF (adj) (cont)	Adjusted Return on Finance (continued)	Government	Government agencies
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