

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
3M CO	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ABB LTD	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ABB LTD	Europe	Thematic	Environment	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Environmental impact @ Product Use STK - Energy & climate, Decarbonisation strategy	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
ACCENTURE PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ACCOR SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Partially achieved	Reinforced Analyst's opinion	STK - Energy & climate, Decarbonisation strategy STK - Recruitment & retention - General STK - Water consumption & emissions	3. Good Health and Well-being 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water
ACCOR SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
ADANI PORTS & SPECIAL ECONOMIC ZONE LTD	Emerging	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			UNGC_Human Rights Contract - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
ADIDAS AG	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision-making			MOT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
ADIDAS AG	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ADIDAS AG	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
ADMIRAL GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
ADOBE INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ADVANCED MICRO DEVICES INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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AEDIFICA SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
AEROPORTS DE PARIS	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
AIR FRANCE-KLM	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Support Investment decision-making	Partially achieved	Reinforced Analyst's opinion	STK - Environmental impact @ Product Use STK - Energy & climate, ST/MT targets STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Decarbonisation strategy	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
AIR LIQUIDE SA	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
AIR PRODUCTS AND CHEMICALS INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
AIR PRODUCTS AND CHEMICALS INC	North America	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ALBERTSONS COS INC / SAFEWAY INC / NEW ALBERTSONS LP / ALBERTSONS LLC	North America	Thematic	Mix ESG	Closed	Encourage Improved ESG Disclosure	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Recruitment & retention - Diversity and inclusion UNGC_Labour Rights, Forced Labour STK - Sustainable relationships - Fair contract & payment STK - Staff relations STK - Working Conditions - Pace & Hours of work STK - CGovernance - Board Independence STK - Recruitment & retention - General STK - CGovernance - Exec Remuneration, General STK - Labour @ suppliers - Identification of adverse impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - complaint management system STK - Labour @ suppliers - repairing STK - CGovernance - Board Diversity & expertise	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation PAI 13. Board gender diversity
ALCON INC	Europe	Pre/Post AGM Engagement	Governance	Ongoing	Influence Corporate practice			STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Remuneration STK - CGovernance - Exec Remuneration, General STK - CGovernance - Exec Remuneration, ESG Metrics MGT reso - Audit related MGT reso - Director Election STK - Staff relations	5. Gender Equality	PAI 13. Board gender diversity
ALFEN N.V.	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	

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ALIBABA GROUP HOLDING LTD	Emerging	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
ALLIANZ SE	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ALLIANZ SE	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making	Fully achieved		Contract - OppressiveRegimes	16. Peace and justice Strong Institutions	
ALSTOM SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
AMADEUS IT GROUP SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
AMGEN INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ANDRITZ AG	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
ANHEUSER-BUSCH INBEV SA/NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
ANSYS INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ARENA REIT	Pacific	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Environmental impact @ Product Use STK - Recruitment & retention - General STK - CGovernance - Effective Risk Management System STK - Energy & climate, Governance & Disclosure STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, General	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 11. Lack of Global Compact processes
ARKEMA SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
ASSA ABLOY AB	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
ASSA ABLOY AB	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	

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ASSICURAZIONI GENERALI SPA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
ASSICURAZIONI GENERALI SPA	Europe	Exceptional Event / Controversy	Social	Closed	Encourage Improved ESG Disclosure	Partially achieved	Reinforced Analyst's opinion	UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
ASTRAZENECA PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ASTRAZENECA PLC	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
ATACADAO SA	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Working Conditions - Pace & Hours of work STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Working Conditions - Fair remuneration, Living Wage STK - Recruitment & retention - General BA - Health Wellness	1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 10. Reduced inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
ATRECA INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
AURUBIS AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Raw materials & waste, General BA - Climate Change STK - Working Conditions - Health & Safety STK - Commercial Practices BA - Resource Depletion	3. Good Health and Well-being 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
AUTODESK INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
AVANTOR INC	North America	Thematic	Environment	Ongoing	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation

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BANKINTER SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General	4. Quality Education	
BARCLAYS PLC	Europe	Thematic	Environment	Initiated	Influence Corporate practice			STK - Training & career management	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
								STK - Recruitment & retention - Diversity and inclusion	10. Reduced Inequality	
								BA - Climate Change	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	7. Affordable and Clean Energy	PAI 2. Carbon footprint
								UNGC_Environment, Climate	9. Industry, Innovation and Infrastructure	PAI 3. Issuer GHG Intensity
								BA - Resource Depletion	10. Reduced Inequality	PAI 4. Exposure to fossil fuel sector
								STK - Energy & climate, LT targets	12. Responsible Consumption and Production	PAI 5. High non renewable energy
								STK - Energy & climate, ST/MT targets	13. Climate Action	PAI 6. Energy intensity per impact sector
								STK - Energy & climate, Accounting practices	14. Life Below Water	PAI 7. Activities endangering biodiversity
STK - Energy & climate, Capital allocation	15. Life on Land	PAI 8. Emissions to water								
STK - Energy & climate, Decarbonisation strategy	16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation								
STK - Energy & climate, Just Transition										
STK - Energy & climate, Lobbying										
BARCO NV	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General	4. Quality Education	
BARCO NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - Training & career management	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
								STK - Recruitment & retention - Diversity and inclusion	10. Reduced Inequality	
								STK - CGovernance - Audit	5. Gender Equality	PAI 13. Board gender diversity
								MGT reso - Audit related		
								STK - CGovernance - Board Independence		
BARCO NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Exec Remuneration, ESG Metrics		
								STK - CGovernance - Exec Remuneration, General		
								MGT reso - Capitalization		
								MGT reso - Director Election		
								MGT reso - Remuneration		
								STK - CGovernance - Board Independence		
BASF SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit	5. Gender Equality	PAI 13. Board gender diversity
								MGT reso - Audit related		
								STK - CGovernance - Board Independence		
								STK - CGovernance - Exec Remuneration, ESG Metrics		
								STK - CGovernance - Exec Remuneration, General		
								MGT reso - Capitalization		
BATH & BODY WORKS INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Independence		
								STK - CGovernance - Exec Remuneration, ESG Metrics		
								STK - CGovernance - Exec Remuneration, General		
								MGT reso - Capitalization		
								MGT reso - Director Election		
								MGT reso - Remuneration		
BAYER AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity	1. No Poverty	
								STK - Labour @ suppliers - Identification of adverse impacts	3. Good Health and Well-being	
								STK - Sustainable relationships - Fair contract & payment	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
								STK - Recruitment & retention - General	9. Industry, Innovation and Infrastructure	
								STK - Labour @ suppliers - stopping or minimising actual impacts	10. Reduced Inequality	
BAYERISCHE MOTOREN WERKE AG	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision-making			STK - Labour @ suppliers - prevention/mitigation of potential Impacts	12. Responsible Consumption and Production	
								STK - Commercial Practices	16. Peace and justice Strong Institutions	
								STK - Recruitment & retention - General	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - CGovernance - Effective Risk Management System	7. Affordable and Clean Energy	PAI 2. Carbon footprint
								STK - Energy & climate, Decarbonisation strategy	8. Decent Work and Economic Growth	PAI 3. Issuer GHG Intensity
								BA - Health Wellness	9. Industry, Innovation and Infrastructure	PAI 4. Exposure to fossil fuel sector
BAYERISCHE MOTOREN WERKE AG	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	10. Reduced Inequality		
								12. Responsible Consumption and Production		
								13. Climate Action		
								16. Peace and justice Strong Institutions		
								MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
								SH reso - Other Social		
BAYERISCHE MOTOREN WERKE AG	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making			STK - Recruitment & retention - General	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Equal pay	8. Decent Work and Economic Growth	PAI 13. Board gender diversity
								STK - CGovernance - Board Diversity & expertise	10. Reduced Inequality	
								STK - Recruitment & retention - Diversity and inclusion		

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
BAYERISCHE MOTOREN WERKE AG	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	7. Affordable and Clean Energy	PAI 2. Carbon footprint
								UNGC_Environment, Climate	9. Industry, innovation and infrastructure	PAI 3. Issuer GHG intensity
								BA - Resource Depletion	10. Reduced inequality	PAI 4. Exposure to fossil fuel sector
								STK - Energy & climate, LT targets	12. Responsible Consumption and Production	PAI 5. High non renewable energy
								STK - Energy & climate, ST/MT targets	13. Climate Action	PAI 6. Energy intensity per impact sector
								STK - Energy & climate, Accounting practices	14. Life Below Water	PAI 7. Activities endangering biodiversity
								STK - Energy & climate, Capital allocation	15. Life on Land	PAI 8. Emissions to water
								STK - Energy & climate, Decarbonisation strategy	16. Peace and justice Strong institutions	PAI 10. Global Compact and OECD violation
								STK - Energy & climate, Just Transition		
STK - Energy & climate, Lobbying										
BEIERSDORF AG	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity	
BEST BUY CO INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
BEYOND MEAT INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Raw materials & waste, Food waste	2. Zero Hunger	PAI 1. GHG emissions
								STK - Land use & biodiversity	3. Good Health and Well-being	PAI 2. Carbon footprint
								STK - Product / See Quality	5. Gender Equality	PAI 3. Issuer GHG intensity
								BA - Climate Change	7. Affordable and Clean Energy	PAI 4. Exposure to fossil fuel sector
								BA - Health Wellness	9. Industry, Innovation and Infrastructure	PAI 5. High non renewable energy
								STK - Environmental impact @ Product Use	11. Sustainable Cities and Communities	PAI 6. Energy intensity per impact sector
								STK - Food Product / Nutritional Quality	12. Responsible Consumption and Production	PAI 7. Activities endangering biodiversity
								STK - CGovernance - Board independence	13. Climate Action	PAI 8. Emissions to water
								STK - CGovernance - Board Diversity & expertise	14. Life Below Water	PAI 11. Lack of Global Compact processes
								STK - CGovernance - Exec Remuneration, General	15. Life on Land	PAI 13. Board gender diversity
BA - Resource Depletion										
BFF BANK SPA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General	4. Quality Education	
								STK - Training & career management	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
								STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality	
BFF BANK SPA	Europe	Pre/Post AGM Engagement	Governance	Closed and Escalated	Influence Corporate practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit	5. Gender Equality	PAI 13. Board gender diversity
								MGT reso - Audit related		
								STK - CGovernance - Board Independence		
								STK - CGovernance - Exec Remuneration, ESG Metrics		
								STK - CGovernance - Exec Remuneration, General		
MGT reso - Capitalization										
MGT reso - Director Election										
MGT reso - Remuneration										
STK - CGovernance - Board Diversity & expertise										
BICO GROUP AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General	4. Quality Education	
								STK - Training & career management	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
								STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality	
BIG YELLOW GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General	4. Quality Education	
								STK - Training & career management	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
								STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality	
								STK - Labour @ suppliers - prevention/mitigation of potential impacts	1. No Poverty	PAI 7. Activities endangering biodiversity
								STK - Product / See Quality	2. Zero Hunger	PAI 8. Emissions to water
								STK - Working Conditions - Pace & Hours of work	3. Good Health and Well-being	PAI 9. Hazardous waste ratio
								STK - Working Conditions - Health & Safety	5. Gender Equality	PAI 11. Lack of Global Compact processes
								STK - Environment @ suppliers - identification of adverse impacts	6. Clean Water and Sanitation	
STK - Environment @ suppliers - prevention/mitigation of potential impacts	8. Decent Work and Economic Growth									
STK - Environment @ suppliers - prevention/mitigation of potential impacts	9. Industry, Innovation and Infrastructure									
STK - Environment @ suppliers - prevention/mitigation of potential impacts	10. Reduced inequality									
BA - Health Wellness	11. Sustainable Cities and Communities									
STK - Labour @ suppliers - identification of adverse impacts	12. Responsible Consumption and Production									
STK - Working Conditions - Fair remuneration, Living Wage	14. Life Below Water									
	15. Life on Land									
	16. Peace and justice Strong institutions									

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BIOMERIEUX	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Effective Risk Management System STK - Community Relations - Tech & Data Privacy STK - Access to products/services - Healthcare BA - Climate Change STK - Energy & climate, Decarbonisation strategy	1.No Poverty 3.Good Health and Well-being 7.Affordable and Clean Energy 9. Industry, innovation and infrastructure 10.Reduced inequality 12.Responsible Consumption and Production 13.Climate Action 16.Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 11. Lack of Global Compact processes
BIOMERIEUX	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	3.Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10.Reduced inequality 5. Gender Equality	PAI 13. Board gender diversity
BIOMERIEUX	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	1.No Poverty 3.Good Health and Well-being 10.Reduced inequality	
BIONTECH SE	Europe	Thematic	Mix ESG	Ongoing	Encourage Improved ESG Disclosure	Not achieved		STK - CGovernance - Exec Remuneration, ESG Metrics MGT reso - Remuneration STK - Access to products/services - Healthcare STK - Staff relations	1.No Poverty 3.Good Health and Well-being 10.Reduced inequality	
BIOTAGE AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - Product / See Safety BA - Demographic Evolution STK - Environmental impact @ Product Use STK - Access to products/services - Education	3.Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10.Reduced inequality 1.No Poverty 3.Good Health and Well-being 4. Quality Education 7. Affordable and Clean Energy 9. Industry, innovation and infrastructure 10.Reduced inequality 12. Responsible Consumption and Production	PAI 11. Lack of Global Compact processes
BLACKBAUD INC	North America	Thematic	Mix ESG	Ongoing	Support Investment decision-making	Fully achieved		STK - Access to products/services - Education	7. Affordable and Clean Energy 9. Industry, innovation and infrastructure 10.Reduced inequality 12. Responsible Consumption and Production	
BNP PARIBAS SA	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3.Good Health and Well-being 7.Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10.Reduced inequality 12.Responsible Consumption and Production 13.Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
BOUYGUES SA	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Raw materials & waste, General STK - Environmental impact @ Product Use BA - Resource Depletion BA - Climate Change	3. Good Health and Well-being 6. Clean Water and Sanitation 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
BP PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
BREMO SPA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	

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BREMBO SPA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
BURBERRY GROUP PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
BUREAU VERITAS SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Product / See Quality STK - CGovernance - Audit BA - Health Wellness BA - Climate Change STK - Training & career management STK - Recruitment & retention - General BA - Resource Depletion	3. Good Health and Well-being 4. Quality Education 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 11. Lack of Global Compact processes
CAB SELAS	Europe	Investment team's demand	Mix ESG	Closed	Encourage Improved ESG Disclosure	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Community Relations - Tech & Data Privacy BA - Health Wellness STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence	3. Good Health and Well-being 5. Gender Equality 16. Peace and justice Strong Institutions	PAI 13. Board gender diversity
CARE PROPERTY INVEST NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
CARLSBERG BREWERIES AS	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			STK - CGovernance - Board Diversity & expertise SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
CARL ZEISS MEDITEC AG	Europe	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, IT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
CELLAVISION AB	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
CELLAVISION AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
CEMBRA MONEY BANK AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth	
CHARGEURS SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity

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CHARLES RIVER LABORATORIES INTERNATIONAL INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Equal pay	8. Decent Work and Economic Growth	PAI 13. Board gender diversity
								STK - CGovernance - Board Diversity & expertise	10. Reduced inequality	
								STK - Recruitment & retention - Diversity and inclusion		
								STK - Land use & biodiversity	1. No Poverty	PAI 7. Activities endangering biodiversity
								STK - Community Relations - Social License to operate	2. Zero Hunger	
								STK - Labour @ suppliers - prevention/mitigation of potential Impacts	3. Good Health and Well-being	
								STK - Working Conditions - Health & Safety	5. Gender Equality	
									6. Clean Water and Sanitation	
									8. Decent Work and Economic Growth	
									9. Industry, Innovation and Infrastructure	
									10. Reduced inequality	
									11. Sustainable Cities and Communities	
									12. Responsible Consumption and Production	
									14. Life Below Water	
									15. Life on Land	
									16. Peace and justice Strong Institutions	
								STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General	4. Quality Education	
								STK - Training & career management	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
								STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality	
								BA - Climate Change	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	7. Affordable and Clean Energy	PAI 2. Carbon footprint
								UNGC_Environment, Climate	9. Industry, innovation and infrastructure	PAI 3. Issuer GHG Intensity
								BA - Resource Depletion	10. Reduced inequality	PAI 4. Exposure to fossil fuel sector
								STK - Energy & climate, LT targets	12. Responsible Consumption and Production	PAI 5. Energy intensity per impact sector
								STK - Energy & climate, ST/MT targets	13. Climate Action	PAI 7. Activities endangering biodiversity
								STK - Energy & climate, Accounting practices	14. Life Below Water	PAI 8. Emissions to water
								STK - Energy & climate, Capital allocation	15. Life on Land	PAI 10. Global Compact and OECD violation
								STK - Energy & climate, Decarbonisation strategy	16. Peace and justice Strong Institutions	
								STK - Energy & climate, Just Transition		
								STK - Energy & climate, Lobbying		
								STK - Energy & climate, Decarbonisation strategy	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, Governance & Disclosure	7. Affordable and Clean Energy	PAI 2. Carbon footprint
								STK - Energy & climate, Capital allocation	9. Industry, innovation and infrastructure	PAI 3. Issuer GHG Intensity
									12. Responsible Consumption and Production	PAI 4. Exposure to fossil fuel sector
									13. Climate Action	PAI 5. High non renewable energy
								STK - Recruitment & retention - General	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Equal pay	8. Decent Work and Economic Growth	PAI 13. Board gender diversity
								STK - CGovernance - Board Diversity & expertise	10. Reduced inequality	
								STK - Recruitment & retention - Diversity and inclusion		
								STK - Recruitment & retention - General	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Equal pay	8. Decent Work and Economic Growth	PAI 13. Board gender diversity
								STK - CGovernance - Board Diversity & expertise	10. Reduced inequality	
								STK - Recruitment & retention - Diversity and inclusion		
								STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General	4. Quality Education	
								STK - Training & career management	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
								STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality	
								STK - CGovernance - Audit	5. Gender Equality	PAI 13. Board gender diversity
								MGT reso - Audit related		
								STK - CGovernance - Board Independence		
								STK - CGovernance - Exec Remuneration, ESG Metrics		
								STK - CGovernance - Exec Remuneration, General		
								MGT reso - Capitalization		
								MGT reso - Director Election		
								MGT reso - Remuneration		
								STK - Recruitment & retention - General	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Equal pay	8. Decent Work and Economic Growth	PAI 13. Board gender diversity
								STK - CGovernance - Board Diversity & expertise	10. Reduced inequality	
								STK - Recruitment & retention - Diversity and inclusion		
								STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General	4. Quality Education	
								STK - Training & career management	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
								STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality	

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CNH INDUSTRIAL NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices 	<ul style="list-style-type: none"> 1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 	
CNP ASSURANCES	Europe	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Encourage Improved ESG Disclosure			<ul style="list-style-type: none"> STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Decarbonisation strategy 	<ul style="list-style-type: none"> 3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
COGENT BIOSCIENCES INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board Diversity & expertise MOT reso - Director Election 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
COLGATE-PALMOLIVE CO	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 	<ul style="list-style-type: none"> PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
COMPASS GROUP PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices 	<ul style="list-style-type: none"> 1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and Justice Strong Institutions 	
CONTEMPORARY AMPEREX TECHNOLOGY CO LTD	Emerging	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices 	<ul style="list-style-type: none"> 1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and Justice Strong Institutions 	
COUPANG INC	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision-making			<ul style="list-style-type: none"> STK - Working Conditions - Pace & Hours of work STK - Recruitment & retention - Diversity and inclusion STK - Energy & climate, ST/MT targets STK - Working Conditions - Health & Safety STK - Community Relations - Tech & Data Privacy STK - Energy & climate, Decarbonisation strategy 	<ul style="list-style-type: none"> 3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and Justice Strong Institutions 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
CREDIT AGRICOLE GROUP	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			<ul style="list-style-type: none"> BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying 	<ul style="list-style-type: none"> 3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
CREDIT AGRICOLE SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration STK - CGovernance - Board Diversity & expertise	5. Gender Equality	PAI 13. Board gender diversity
CRH PLC	Europe	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
CRH PLC	Europe	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
CRODA INTERNATIONAL PLC	Europe	Thematic	Mix ESG	Closed	Support investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
CRODA INTERNATIONAL PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 13. Board gender diversity
CRODA INTERNATIONAL PLC	Europe	Thematic	Governance	Closed	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
CURIS INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
DAIWA HOUSE INDUSTRY CO LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support investment decision-making			UNGC_Human Rights ContraAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
DAIWA SECURITIES GROUP INC	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support investment decision-making			UNGC_Human Rights ContraAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
DANONE SA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support investment decision-making			ContraAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
DARLING INGREDIENTS INC	North America	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
DECIPHERA PHARMACEUTICALS INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

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DEERE & CO	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
DELL TECHNOLOGIES INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Partially achieved	Reinforced Analyst's opinion	STK - Product / See Safety BA - Demographic Evolution STK - Environmental Impact @ Product Use STK - Access to products/services - Education	1. No Poverty 3. Good Health and Well-being 4. Quality Education 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production	PAI II. Lack of Global Compact processes
DEUTSCHE BANK AG	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
DEUTSCHE POST AG	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
DEUTSCHE POST AG	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
DEUTSCHE POST AG	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
DICERNA PHARMACEUTICALS INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
DIGITAL REALTY TRUST INC	North America	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Encourage Improved ESG Disclosure	Partially achieved		STK - Energy & climate, Governance & Disclosure	3. Good Health and Well-being 7. Affordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action	
DINO POLSKA SA	Emerging	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
DINO POLSKA SA	Emerging	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration STK - CGovernance - Board Diversity & expertise	5. Gender Equality	PAI 13. Board gender diversity
DNB ASA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
DR MARTENS PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	

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DUERR AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
DUERR AG	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
DYNE THERAPEUTICS INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Remuneration STK - CGovernance - Exec Remuneration, General STK - CGovernance - Exec Remuneration, ESG Metrics MGT reso - Audit related	5. Gender Equality	PAI 13. Board gender diversity
E.SUN FINANCIAL HOLDING CO LTD	Emerging	Pre/Post AGM Engagement	Governance	Ongoing	Influence Corporate practice			STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Remuneration STK - CGovernance - Exec Remuneration, General STK - CGovernance - Exec Remuneration, ESG Metrics MGT reso - Audit related	5. Gender Equality	PAI 13. Board gender diversity
E.SUN FINANCIAL HOLDING CO LTD	Emerging	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Support Investment decision-making			STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, ST/MT targets BA - Climate Change STK - Energy & climate, Lobbying BA - Resource Depletion	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, innovation and infrastructure 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water
EBAY INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ECOLAB INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ELECTRICITE DE FRANCE SA	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
ELIA GROUP SA/NV	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ELI LILLY & CO	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
ELKEM ASA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ENEL SPA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ENEL SPA	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ENGIE SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
ENI SPA	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ENI SPA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	UNGC_Human Rights Contract - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and Justice Strong Institutions	PAI 10. Global Compact and OECD violation
EPIROC AB	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	Contract - OppressiveRegimes	16. Peace and Justice Strong Institutions	
EQUINOR ASA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision-making			STK - Environmental impact @ Product Use STK - Working Conditions - Health & Safety STK - Energy & climate, LT targets BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Land use & biodiversity STK - Energy & climate, ST/MT targets STK - Energy & climate, Just Transition STK - Energy & climate, Climate Change Adaptation STK - Energy & climate, Decarbonisation strategy BA - Resource Depletion	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water
ERSTE GROUP BANK AG	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
ESKER SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	

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ESSILORLUXOTTICA SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
								STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration		
ESSITY AB	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Partially achieved	Reinforced Analyst's opinion	BA - Resource Depletion STK - Water consumption & emissions STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, General STK - Product / See Quality	3. Good Health and Well-being 6. Clean Water and Sanitation 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 11. Lack of Global Compact processes
								STK - Environment @ suppliers - Identification of adverse impacts STK - Raw materials & waste, General		
ESSITY AB	Europe	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Support Investment decision-making			STK - Environment @ suppliers - Identification of adverse impacts STK - Raw materials & waste, General	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
ESTEE LAUDER COS INC/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ETABLISSEMENTS FRANZ COLRUYT NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision-making			STK - Product disposal and recycling STK - Food Product / Nutritional Quality STK - CGovernance - Board Independence STK - Product / See Safety STK - CGovernance - Audit STK - CGovernance - Exec Remuneration, General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Pace & Hours of work	2. Zero Hunger 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production	PAI 9. Hazardous waste ratio PAI 11. Lack of Global Compact processes
								STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Raw materials & waste, Plastics STK - CGovernance - Board Independence STK - Environment @ suppliers - Identification of adverse impacts STK - Environmental impact @ Product Use STK - Product / See Quality STK - Food Product / Nutritional Quality STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Recruitment & retention - General STK - Energy & climate, Decarbonisation strategy STK - CGovernance - Audit STK - Labour @ suppliers - Identification of adverse impacts STK - CGovernance - Exec Remuneration, ESG Metrics STK - Working Conditions - Health & Safety		
ETABLISSEMENTS FRANZ COLRUYT NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Encourage Improved ESG Disclosure			STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Raw materials & waste, Plastics STK - CGovernance - Board Independence STK - Environment @ suppliers - Identification of adverse impacts STK - Environmental impact @ Product Use STK - Product / See Quality STK - Food Product / Nutritional Quality STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Recruitment & retention - General STK - Energy & climate, Decarbonisation strategy STK - CGovernance - Audit STK - Labour @ suppliers - Identification of adverse impacts STK - CGovernance - Exec Remuneration, ESG Metrics STK - Working Conditions - Health & Safety	1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 11. Lack of Global Compact processes
EUROFINS SCIENTIFIC SE	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
								STK - Recruitment & retention - General STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness		
FINECOBANK BANCA FINECO SPA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
FIRST QUANTUM MINERALS LTD	North America	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Support Investment decision-making			UNGC_ Environment, Soil STK - Water consumption & emissions UNGC_ Environment, Biodiversity UNGC_ Environment, Water STK - Land use & biodiversity BA - Resource Depletion	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
FLAT GLASS GROUP CO LTD	Emerging	Thematic	Environment	Closed	Support Investment decision-making	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Environmental impact @ Product Use STK - Energy & climate, Governance & Disclosure STK - Raw materials & waste, General	3. Good Health and Well-being 6. Clean Water and Sanitation 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAI 7. Activities endangering biodiversity PAI 9. Hazardous waste ratio
FRESENIUS MEDICAL CARE AG & CO KGAA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Product / Sce Quality STK - Energy & climate, Decarbonisation strategy STK - Access to products/services - Healthcare STK - Recruitment & retention - General	1. No Poverty 3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
GAIL INDIA LTD	Emerging	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	UNGC_ Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
GANFENG LITHIUM GROUP CO LTD	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision-making			STK - Working Conditions - Health & Safety STK - Water consumption & emissions STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Bribery, Corruption & Collusion with Business partners	3. Good Health and Well-being 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions 17. Partnership to achieve the Goal	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 11. Lack of Global Compact processes
GENMAB A/S	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
GLOBAL BLOOD THERAPEUTICS INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
GPT GROUP/THE	Pacific	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
GRAINGER PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
GRAINGER PLC	Europe	Thematic	Governance	Closed	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
GRAND CITY PROPERTIES SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit MGT reso - Audit related	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 13. Board gender diversity
GRAND CITY PROPERTIES SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration		
GREENCORE GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit MGT reso - Audit related	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 13. Board gender diversity
GREENCORE GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration		
GSK PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Access to products/services - Healthcare STK - Bribery, Corruption & Collusion with Business partners STK - Product / See Quality	1. No Poverty 3. Good Health and Well-being 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 11. Lack of Global Compact processes
HALMA PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit MGT reso - Audit related	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 13. Board gender diversity
HALMA PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration		
HARVIA OYJ	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making	Fully achieved		STK - Access to products/services - Healthcare Contract - OppressiveRegimes	16. Peace and justice Strong Institutions	
HEIDELBERGCEMENT AG	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, ST/MT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
HENKEL AG & CO KGAA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			Contract - OppressiveRegimes	16. Peace and justice Strong Institutions	

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HERMES INTERNATIONAL	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
HERON THERAPEUTICS INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
HILTON WORLDWIDE HOLDINGS INC	North America	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	UNGC_Human Rights Contract - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong institutions	PAI 10. Global Compact and OECD violation
HOME DEPOT INC/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong institutions	
HONG KONG EXCHANGES & CLEARING LTD	Pacific	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
HON HAI PRECISION INDUSTRY CO LTD	Emerging	Exceptional Event / Controversy	Social	Ongoing	Support Investment decision-making			UNGC_Labour Rights, Forced Labour STK - Working Conditions - Pace & Hours of work	1. No Poverty 3. Good Health and Well-being 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 10. Global Compact and OECD violation
HSBC HOLDINGS PLC	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
IBERDROLA SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
IBERDROLA SA	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ILLIMITY BANK SPA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	

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ILLUMITY BANK SPA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
IMPALA PLATINUM HOLDINGS LTD	Emerging	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
INDUSTRIA DE DISEÑO TEXTIL SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and Justice Strong Institutions	
INFINEON TECHNOLOGIES AG	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
ING GROEP NV	Europe	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Encourage Improved ESG Disclosure			STK - Energy & climate, Governance & Disclosure	3. Good Health and Well-being 7. Affordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action	
INTERTEK GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
INTESA SANPAOLO SPA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
INTESA SANPAOLO SPA	Europe	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
INTRA-CELLULAR THERAPIES INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
INTUIT INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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JD.COM INC	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision-making			STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Working Conditions - Pace & Hours of work STK - Recruitment & retention - General STK - Community Relations - Tech & Data Privacy	3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector
JM AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
JOHNSON & JOHNSON	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
JOHNSON MATTHEY PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
JPMORGAN CHASE & CO	North America	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
JUBILANT FOODWORKS LTD	Emerging	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
JULIUS BAER GROUP LTD	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion UNGC_Human Rights Contract - OppressiveRegimes	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 10. Global Compact and OECD violation
KAJIMA CORP	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion Contract - OppressiveRegimes	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	
KARDEX HOLDING AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion Contract - OppressiveRegimes	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	
KARDEX HOLDING AG	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making	Fully achieved		STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
KBC ANCORA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
KBC GROUP NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
								BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
KCE ELECTRONICS PCL	Emerging	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
								UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
KDDI CORP	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
								STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Environment @ suppliers - stopping or minimising actual impacts STK - Environment @ suppliers - Identification of adverse impacts STK - CGovernance - Board Independence STK - Energy & climate, Decarbonisation strategy STK - Raw materials & waste, General STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Board Diversity & expertise	3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 13. Board gender diversity
KEPPEL CORP LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
								UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
KERING SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
								STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Environment @ suppliers - stopping or minimising actual impacts STK - Environment @ suppliers - Identification of adverse impacts STK - CGovernance - Board Independence STK - Energy & climate, Decarbonisation strategy STK - Raw materials & waste, General STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Board Diversity & expertise	3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 13. Board gender diversity
KERING SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Environment @ suppliers - stopping or minimising actual impacts STK - Environment @ suppliers - Identification of adverse impacts STK - CGovernance - Board Independence STK - Energy & climate, Decarbonisation strategy STK - Raw materials & waste, General STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Board Diversity & expertise	3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 13. Board gender diversity
								BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
KERRY GROUP PLC	Europe	Thematic	Environment	Initiated	Influence Corporate practice			UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
								UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation

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KERRY GROUP PLC	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Labour @ suppliers - prevention/mitigation of potential impacts	1. No Poverty	PAI 1. GHG emissions
								STK - Labour @ suppliers - identification of adverse impacts	3. Good Health and Well-being	PAI 2. Carbon footprint
KERRY GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Labour @ suppliers - stopping or minimising actual impacts	5. Gender Equality	PAI 3. Issuer GHG intensity
								BA - Resource Depletion	7. Affordable and Clean Energy	PAI 4. Exposure to fossil fuel sector
KERRY GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	ContrAct - Palm Oil	8. Decent Work and Economic Growth	PAI 5. High non renewable energy
								STK - Energy & climate, ST/MT targets	10. Reduced inequality	PAI 7. Activities endangering biodiversity
KERRY GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Exec Remuneration, General	12. Responsible Consumption and Production	PAI 8. Emissions to water
								MGT reso - Capitalization	13. Climate Action	
KERRY GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	MGT reso - Director Election	14. Life Below Water	
								MGT reso - Remuneration	15. Life on Land	
KERRY GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	MGT reso - Remuneration	16. Peace and justice Strong institutions	
								STK - CGovernance - Audit	5. Gender Equality	PAI 13. Board gender diversity
KEYCORP	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - Equal pay	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Diversity and inclusion	8. Decent Work and Economic Growth	PAI 13. Board gender diversity
KEYCORP	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise	10. Reduced inequality	
								STK - Staff relations	3. Good Health and Well-being	
KINEPOLIS GROUP NV	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - General	4. Quality Education	
								STK - Training & career management	5. Gender Equality	
KINEPOLIS GROUP NV	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
								STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality	
KINSPAN GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General	4. Quality Education	
KINSPAN GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Training & career management	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
KINSPAN GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality	
								STK - CGovernance - Audit	5. Gender Equality	PAI 13. Board gender diversity
KINSPAN GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	MGT reso - Audit related		
								STK - CGovernance - Board Independence		
KINSPAN GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Exec Remuneration, ESG Metrics		
								STK - CGovernance - Exec Remuneration, General		
KINSPAN GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	MGT reso - Capitalization		
								MGT reso - Director Election		
KINSPAN GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	MGT reso - Remuneration		
								STK - CGovernance - Audit	2. Zero Hunger	PAI 11. Lack of Global Compact processes
KINSPAN GROUP PLC	Europe	Exceptional Event / Controversy	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Community Relations - Social License to operate	3. Good Health and Well-being	PAI 13. Board gender diversity
								STK - CGovernance - Board Diversity & expertise	5. Gender Equality	
KINSPAN GROUP PLC	Europe	Exceptional Event / Controversy	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Product / Sce Safety	6. Clean Water and Sanitation	
								STK - CGovernance - Board Independence	9. Industry, innovation and infrastructure	
KINSPAN GROUP PLC	Europe	Exceptional Event / Controversy	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Product / Sce Quality	11. Sustainable Cities and Communities	
								STK - CGovernance - Audit	12. Responsible Consumption and Production	
KIRIN HOLDINGS CO LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	UNGC_ Human Rights	1. No Poverty	PAI 10. Global Compact and OECD violation
								ContrAct - OppressiveRegimes	5. Gender Equality	
KIRIN HOLDINGS CO LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	8. Decent Work and Economic Growth		
								10. Reduced inequality		
KIRIN HOLDINGS CO LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	16. Peace and justice Strong institutions		
KLABIN SA	Emerging	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	7. Affordable and Clean Energy	PAI 2. Carbon footprint
KLABIN SA	Emerging	Thematic	Environment	Initiated	Influence Corporate practice			UNGC_ Environment, Climate	9. Industry, innovation and infrastructure	PAI 3. Issuer GHG intensity
								BA - Resource Depletion	10. Reduced inequality	PAI 4. Exposure to fossil fuel sector
KLABIN SA	Emerging	Thematic	Environment	Initiated	Influence Corporate practice			STK - Energy & climate, LT targets	12. Responsible Consumption and Production	PAI 5. High non renewable energy
								STK - Energy & climate, ST/MT targets	14. Life Below Water	PAI 6. Energy intensity per impact sector
KLABIN SA	Emerging	Thematic	Environment	Initiated	Influence Corporate practice			STK - Energy & climate, Accounting practices	13. Climate Action	PAI 7. Activities endangering biodiversity
								STK - Energy & climate, Capital allocation	14. Life Below Water	PAI 8. Emissions to water
KLABIN SA	Emerging	Thematic	Environment	Initiated	Influence Corporate practice			STK - Energy & climate, Decarbonisation strategy	15. Life on Land	PAI 10. Global Compact and OECD violation
								STK - Energy & climate, Just Transition	16. Peace and justice Strong institutions	
KLABIN SA	Emerging	Thematic	Environment	Initiated	Influence Corporate practice			STK - Energy & climate, Lobbying		

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
KLEPIERRE SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Land use & biodiversity	6. Clean Water and Sanitation	PAI 2. Carbon footprint
KLEPIERRE SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Effective Risk Management System	7. Affordable and Clean Energy	PAI 3. Issuer GHG Intensity
								STK - Energy & climate, Decarbonisation strategy	8. Decent Work and Economic Growth	PAI 4. Exposure to fossil fuel sector
KLEPIERRE SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Water consumption & emissions	9. Industry, Innovation and Infrastructure	PAI 5. High non renewable energy
								STK - Recruitment & retention - General	10. Reduced inequality	PAI 7. Activities endangering biodiversity
KLEPIERRE SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General	11. Sustainable Cities and Communities	PAI 8. Emissions to water
								STK - Labour @ suppliers - stopping or minimising actual impacts	12. Responsible Consumption and Production	PAI 11. Lack of Global Compact processes
KLEPIERRE SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Labour @ suppliers - prevention/mitigation of potential impacts	13. Climate Action	
								STK - Commercial Practices	14. Life Below Water	
KLEPIERRE SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Governance & Disclosure	15. Life on Land	
								STK - Energy & climate, Decarbonisation strategy	16. Peace and justice Strong Institutions	
KONINKLIJKE AHOLD DELHAIZE NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity	1. No Poverty	
								STK - Labour @ suppliers - Identification of adverse impacts	3. Good Health and Well-being	
KONINKLIJKE AHOLD DELHAIZE NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Sustainable relationships - Fair contract & payment	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
KONINKLIJKE AHOLD DELHAIZE NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General	9. Industry, Innovation and Infrastructure	
								STK - Labour @ suppliers - stopping or minimising actual impacts	10. Reduced inequality	
KONINKLIJKE AHOLD DELHAIZE NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Labour @ suppliers - prevention/mitigation of potential impacts	12. Responsible Consumption and Production	
								STK - Commercial Practices	16. Peace and justice Strong Institutions	
KONINKLIJKE AHOLD DELHAIZE NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Energy & climate, Governance & Disclosure	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, Decarbonisation strategy	7. Affordable and Clean Energy	PAI 2. Carbon footprint
KONINKLIJKE AHOLD DELHAIZE NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Product / See Quality	9. Industry, Innovation and Infrastructure	PAI 3. Issuer GHG Intensity
								STK - CGovernance - Effective Risk Management System	12. Responsible Consumption and Production	PAI 4. Exposure to fossil fuel sector
KONINKLIJKE AHOLD DELHAIZE NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Effective Risk Management System	13. Climate Action	PAI 5. High non renewable energy
								STK - CGovernance - Effective Risk Management System	16. Peace and justice Strong Institutions	PAI 11. Lack of Global Compact processes
KONINKLIJKE DSM NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Equal pay	8. Decent Work and Economic Growth	PAI 13. Board gender diversity
KONINKLIJKE DSM NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise	10. Reduced inequality	
								STK - Recruitment & retention - Diversity and inclusion		
KONINKLIJKE DSM NV	Europe	Thematic	Environment	Initiated	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	BA - Climate Change	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	7. Affordable and Clean Energy	PAI 2. Carbon footprint
KONINKLIJKE DSM NV	Europe	Thematic	Environment	Initiated	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	UNGC_Environment, Climate	9. Industry, Innovation and Infrastructure	PAI 3. Issuer GHG Intensity
								BA - Resource Depletion	10. Reduced inequality	PAI 4. Exposure to fossil fuel sector
KONINKLIJKE DSM NV	Europe	Thematic	Environment	Initiated	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, LT targets	12. Responsible Consumption and Production	PAI 5. High non renewable energy
								STK - Energy & climate, ST/MT targets	14. Life Below Water	PAI 6. Energy intensity per impact sector
KONINKLIJKE DSM NV	Europe	Thematic	Environment	Initiated	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Accounting practices	13. Climate Action	PAI 7. Activities endangering biodiversity
								STK - Energy & climate, Capital allocation	15. Life on Land	PAI 8. Emissions to water
KONINKLIJKE DSM NV	Europe	Thematic	Environment	Initiated	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Decarbonisation strategy	16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
								STK - Energy & climate, Just Transition		
KONINKLIJKE DSM NV	Europe	Thematic	Environment	Initiated	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Lobbying		
KONINKLIJKE PHILIPS NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Equal pay	8. Decent Work and Economic Growth	PAI 13. Board gender diversity
KONINKLIJKE PHILIPS NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise	10. Reduced inequality	
								STK - Recruitment & retention - Diversity and inclusion		
KONINKLIJKE PHILIPS NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Effective Risk Management System	1. No Poverty	PAI 1. GHG emissions
								STK - Bribery, Corruption & Collusion with Business partners	3. Good Health and Well-being	PAI 2. Carbon footprint
KONINKLIJKE PHILIPS NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	UNGC_Human Rights	5. Gender Equality	PAI 3. Issuer GHG Intensity
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	7. Affordable and Clean Energy	PAI 4. Exposure to fossil fuel sector
KONINKLIJKE PHILIPS NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	UNGC_Corruption	8. Decent Work and Economic Growth	PAI 5. High non renewable energy
								STK - Product / See Quality	9. Industry, Innovation and Infrastructure	PAI 6. Energy intensity per impact sector
KONINKLIJKE PHILIPS NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Access to products/services - Healthcare	10. Reduced inequality	PAI 10. Global Compact and OECD violation
									12. Responsible Consumption and Production	PAI 11. Lack of Global Compact processes
KONINKLIJKE PHILIPS NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion		13. Climate Action	
									16. Peace and justice Strong Institutions	
KONINKLIJKE PHILIPS NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion		17. Partnership to achieve the Goal	
KYMERA THERAPEUTICS INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise	5. Gender Equality	PAI 13. Board gender diversity
								MGT reso - Director Election		

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L'OREAL SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
LA FRANCAISE DES JEUX SAEM	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
LEGRAND SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
LEGRAND SA	Europe	Thematic	Environment	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Environmental impact @ Product Use STK - Energy & climate, Decarbonisation strategy	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
LINDE PLC/OLD	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
LINEA DIRECTA ASEGURADORA SA CIA DE SEGUROS Y REASEGUROS	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
LI NING CO LTD	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Initiated	Support Investment decision-making			STK - Working Conditions - Pace & Hours of work STK - Working Conditions - Fair remuneration, Living Wage STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Product disposal and recycling STK - Environment @ suppliers - Identification of adverse impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - Identification of adverse impacts	1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
LITALICO INC	Pacific	Thematic	Mix ESG	Ongoing	Support Investment decision-making	Fully achieved		BA - Demographic Evolution STK - Access to products/services - Education STK - Environmental impact @ Product Use STK - Product / Sea Safety	1. No Poverty 3. Good Health and Well-being 4. Quality Education 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production	PAI 11. Lack of Global Compact processes
LLOYDS BANKING GROUP PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
LLOYDS BANKING GROUP PLC	Europe	Thematic	Governance	Closed	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

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LOTUS BAKERIES NV	Europe	Thematic	Mix ESG	Closed	Support investment decision-making	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices 	<ul style="list-style-type: none"> 1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 	
LOTUS BAKERIES NV	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			<ul style="list-style-type: none"> STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit 	<ul style="list-style-type: none"> 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 5. Gender Equality 	PAI 13. Board gender diversity
LOTUS BAKERIES NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration 		
LVMH MOET HENNESSY LOUIS VUITTON SE	Europe	Pre/Post AGM Engagement	Governance	Closed and Escalated	Influence Corporate practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - CGovernance - Board Diversity & expertise STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration 	5. Gender Equality	PAI 13. Board gender diversity
MARUBENI CORP	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support investment decision-making			<ul style="list-style-type: none"> UNGC - Human Rights Contract - Oppressive Regimes 	<ul style="list-style-type: none"> 1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions 	PAI 10. Global Compact and OECD violation
MASTERCARD INC	North America	Thematic	Mix ESG	Closed	Support investment decision-making	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion STK - Product / See Safety STK - Bribery, Corruption & Collusion with Business partners STK - CGovernance - Exec Remuneration, General STK - CGovernance - Board Independence STK - Recruitment & retention - General STK - Commercial Practices BA - Health Wellness STK - CGovernance - Board Diversity & expertise 	<ul style="list-style-type: none"> 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal 	<ul style="list-style-type: none"> PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity PAI 11. Lack of Global Compact processes PAI 13. Board gender diversity
MEDLINE INDUSTRIES INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support investment decision-making			<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC - Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying 	<ul style="list-style-type: none"> 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal 	
MEDTRONIC PLC	Europe	Thematic	Mix ESG	Closed	Support investment decision-making	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 	<ul style="list-style-type: none"> PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
MELEXIS NV	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			<ul style="list-style-type: none"> STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC - Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying 	<ul style="list-style-type: none"> 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 3. Good Health and Well-being 7. Affordable and Clean Energy 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
MERCEDES-BENZ GROUP AG	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			<ul style="list-style-type: none"> STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying 	<ul style="list-style-type: none"> 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions 	

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MERCEDES-BENZ GROUP AG	Europe	Thematic	Mix ESG	Closed	Support investment decision-making	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices 	<ul style="list-style-type: none"> 1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and Justice Strong Institutions 	
MERCK KGAA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support investment decision-making	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Bribery, Corruption & Collusion with Business partners STK - Recruitment & retention - General STK - Product / See Quality STK - Access to products/services - Healthcare STK - Energy & climate, Decarbonisation strategy STK - Land use & biodiversity 	<ul style="list-style-type: none"> 1. No Poverty 3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 17. Partnership to achieve the Goal 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 11. Lack of Global Compact processes
MICROSOFT CORP	North America	Thematic	Mix ESG	Closed	Support investment decision-making	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 	<ul style="list-style-type: none"> PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
MIPS AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			<ul style="list-style-type: none"> STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 	
MITSUBISHI CORP	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support investment decision-making			<ul style="list-style-type: none"> UNGC_Human Rights Contract - OppressiveRegimes 	<ul style="list-style-type: none"> 1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and Justice Strong Institutions 	<ul style="list-style-type: none"> PAI 10. Global Compact and OECD violation
MITSUI & CO LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support investment decision-making			<ul style="list-style-type: none"> UNGC_Human Rights Contract - OppressiveRegimes 	<ul style="list-style-type: none"> 1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and Justice Strong Institutions 	<ul style="list-style-type: none"> PAI 10. Global Compact and OECD violation
MONCLER SPA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			<ul style="list-style-type: none"> STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 	
MOODY'S CORP	North America	Thematic	Mix ESG	Closed	Support investment decision-making	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 	<ul style="list-style-type: none"> PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
MORGAN STANLEY	North America	Thematic	Mix ESG	Closed	Support investment decision-making	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 	<ul style="list-style-type: none"> PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
MOWI ASA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support investment decision-making	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Decarbonisation strategy STK - Product / See Quality STK - CGovernance - Effective Risk Management System 	<ul style="list-style-type: none"> 3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 16. Peace and Justice Strong Institutions 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
NATWEST GROUP PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Encourage Improved ESG Disclosure			<ul style="list-style-type: none"> STK - Access to products/services - Housing & Sanitation 	<ul style="list-style-type: none"> 1. No Poverty 10. Reduced Inequality 11. Sustainable Cities and Communities 	

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NEL ASA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration STK - CGovernance - Board Diversity, Equality Contract - OppressiveRegimes	5. Gender Equality	PAI 13. Board gender diversity
NEMAK SAB DE CV	Emerging	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring		16. Peace and justice Strong institutions	
NEMETSCHEK SE	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion Contract - OppressiveRegimes	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
NESTE OYJ	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making	Fully achieved			16. Peace and justice Strong institutions	
NESTLE SA	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
NEXITY SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Effective Risk Management System STK - Energy & climate, LT targets STK - CGovernance - Exec Remuneration, General STK - Energy & climate, Decarbonisation strategy STK - Land use & biodiversity STK - Training & career management	3. Good Health and Well-being 4. Quality Education 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 11. Lack of Global Compact processes
NEXITY SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 5. Gender Equality	PAI 13. Board gender diversity
NEXITY SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring			
NEXTERA ENERGY INC	North America	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
NIKE INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
NORDEA BANK ABP	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
NORTHLAND POWER INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
NOVARTIS AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
NVIDIA CORP	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
O-I GLASS INC	North America	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ON SEMICONDUCTOR CORP	North America	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
OUTOKUMPU OYJ	Europe	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Support Investment decision-making			BA - Resource Depletion STK - Raw materials & waste, General STK - Land use & biodiversity UNGC_Environment, Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 10. Global Compact and OECD violation
OWENS CORNING	North America	Pre/Post AGM Engagement	Governance	Ongoing	Influence Corporate practice			STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Remuneration STK - CGovernance - Exec Remuneration, General STK - CGovernance - Exec Remuneration, ESG Metrics MGT reso - Audit related MGT reso - Board Election	5. Gender Equality	PAI 13. Board gender diversity
OWENS CORNING	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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PANDORA A/S	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Labour @ suppliers - Identification of adverse impacts	1. No Poverty	PAI 1. GHG emissions
								STK - Labour @ suppliers - prevention/mitigation of potential impacts	3. Good Health and Well-being	PAI 2. Carbon footprint
PANDORA A/S	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Environment @ suppliers - stopping or minimising actual impacts	5. Gender Equality	PAI 3. Issuer GHG intensity
								STK - Environment @ suppliers - prevention/mitigation of potential impacts	6. Clean Water and Sanitation	PAI 4. Exposure to fossil fuel sector
PANDORA A/S	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Labour @ suppliers - stopping or minimising actual impacts	7. Affordable and Clean Energy	PAI 5. High non renewable energy
								STK - Labour @ suppliers - stopping or minimising actual impacts	8. Decent Work and Economic Growth	PAI 6. Energy intensity per impact sector
PANDORA A/S	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Labour @ suppliers - stopping or minimising actual impacts	10. Reduced inequality	PAI 7. Activities endangering biodiversity
								STK - Labour @ suppliers - stopping or minimising actual impacts	11. Sustainable Cities and Communities	PAI 8. Emissions to water
PANDORA A/S	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Labour @ suppliers - stopping or minimising actual impacts	12. Responsible Consumption and Production	PAI 9. Hazardous waste ratio
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	13. Climate Action	
PANDORA A/S	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Lobbying	14. Life Below Water	
								STK - Environment @ suppliers - Identification of adverse impacts	15. Life on Land	
PANDORA A/S	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Environment @ suppliers - Identification of adverse impacts	16. Peace and justice Strong Institutions	
PETROCHINA CO LTD	Emerging	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	UNGC_Human Rights	1. No Poverty	PAI 10. Global Compact and OECD violation
								Contract - OppressiveRegimes	5. Gender Equality	
PETROCHINA CO LTD	Emerging	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	UNGC_Human Rights	8. Decent Work and Economic Growth	
								Contract - OppressiveRegimes	10. Reduced inequality	
PETROCHINA CO LTD	Emerging	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	UNGC_Human Rights	16. Peace and justice Strong Institutions	
								Contract - OppressiveRegimes		
PETRONAS CHEMICALS GROUP BHD	Emerging	ESG issue(r) planned review / Follow Up	Social	Closed	Encourage Improved ESG Disclosure	Not achieved	Reinforced Analyst's opinion	Contract - OppressiveRegimes	16. Peace and justice Strong Institutions	
PIRELLI & C SPA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			Contract - OppressiveRegimes	16. Peace and justice Strong Institutions	
POSCO HOLDINGS INC	Emerging	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			UNGC_Human Rights	1. No Poverty	PAI 10. Global Compact and OECD violation
								Contract - OppressiveRegimes	5. Gender Equality	
POSCO HOLDINGS INC	Emerging	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			UNGC_Human Rights	8. Decent Work and Economic Growth	
								Contract - OppressiveRegimes	10. Reduced inequality	
POSCO HOLDINGS INC	Emerging	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			UNGC_Human Rights	16. Peace and justice Strong Institutions	
								Contract - OppressiveRegimes		
POST HOLDINGS INC	North America	Investment team's demand	Mix ESG	Ongoing	Support Investment decision-making			STK - Energy & climate, ST/MT targets	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, LI targets	5. Gender Equality	PAI 2. Carbon footprint
POST HOLDINGS INC	North America	Investment team's demand	Mix ESG	Ongoing	Support Investment decision-making			STK - Energy & climate, Governance & Disclosure	7. Affordable and Clean Energy	PAI 3. Issuer GHG intensity
								BA - Resource Depletion	12. Responsible Consumption and Production	PAI 4. Exposure to fossil fuel sector
POST HOLDINGS INC	North America	Investment team's demand	Mix ESG	Ongoing	Support Investment decision-making			STK - CGovernance - Board Independence	13. Climate Action	PAI 5. High non renewable energy
								STK - CGovernance - Exec Remuneration, General	14. Life Below Water	PAI 6. Energy intensity per impact sector
POST HOLDINGS INC	North America	Investment team's demand	Mix ESG	Ongoing	Support Investment decision-making			STK - CGovernance - Board Diversity & expertise	15. Life on Land	PAI 7. Activities endangering biodiversity
								BA - Climate Change		PAI 8. Emissions to water
POST HOLDINGS INC	North America	Investment team's demand	Mix ESG	Ongoing	Support Investment decision-making			BA - Climate Change		PAI 13. Board gender diversity
POWERSCHOOL HOLDINGS INC	North America	Thematic	Mix ESG	Ongoing	Support Investment decision-making	Fully achieved		BA - Demographic Evolution	1. No Poverty	PAI 11. Lack of Global Compact processes
								STK - Access to products/services - Education	3. Good Health and Well-being	
POWERSCHOOL HOLDINGS INC	North America	Thematic	Mix ESG	Ongoing	Support Investment decision-making	Fully achieved		STK - Environmental impact @ Product Use	4. Quality Education	
								STK - Product / Sea Safety	7. Affordable and Clean Energy	
POWERSCHOOL HOLDINGS INC	North America	Thematic	Mix ESG	Ongoing	Support Investment decision-making	Fully achieved		STK - Product / Sea Safety	9. Industry, Innovation and Infrastructure	
									10. Reduced inequality	
POWERSCHOOL HOLDINGS INC	North America	Thematic	Mix ESG	Ongoing	Support Investment decision-making	Fully achieved		STK - Product / Sea Safety	12. Responsible Consumption and Production	
PRIMARY HEALTH PROPERTIES PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General	4. Quality Education	
PRIMARY HEALTH PROPERTIES PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Training & career management	5. Gender Equality	
								STK - Working Conditions - Health & Safety	8. Decent Work and Economic Growth	
PRIMARY HEALTH PROPERTIES PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality	
								STK - CGovernance - Board Diversity & expertise	5. Gender Equality	PAI 13. Board gender diversity
PRIMARY HEALTH PROPERTIES PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			MGT reso - Director Election		
PROCTER & GAMBLE CO/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Equal pay	8. Decent Work and Economic Growth	PAI 13. Board gender diversity
PROCTER & GAMBLE CO/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise	10. Reduced inequality	
								STK - Recruitment & retention - Diversity and inclusion		
PROCTER & GAMBLE CO/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	Contract - OppressiveRegimes	16. Peace and justice Strong institutions	
PROSUS NV	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making	Fully achieved		Contract - OppressiveRegimes	16. Peace and justice Strong institutions	
PTC INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise	5. Gender Equality	PAI 13. Board gender diversity
								MGT reso - Director Election		

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PUMA SE	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
QUALCOMM INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
RAIZEN ENERGIA SA	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Encourage Improved ESG Disclosure	Partially achieved	Reinforced Analyst's opinion	STK - Energy & climate, LT targets STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, ST/MT targets STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Staff relations	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector
RATIONAL AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
RECKITT BENCKISER GROUP PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Partially achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong institutions	
RECKITT BENCKISER GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration STK - CGovernance - Board Diversity & expertise ContrAct - OppressiveRegimes	5. Gender Equality	PAI 13. Board gender diversity
RECORDATI INDUSTRIA CHIMICA E FARMACEUTICA SPA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making	Partially achieved		STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
RENTOKIL INITIAL PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			UNGC_Environment, Biodiversity STK - Land use & biodiversity STK - Public Authority Relations - Disaster prevention	1. No Poverty 3. Good Health and Well-being 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes
REPSOL SA	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Support Investment decision-making			ContrAct - OppressiveRegimes	16. Peace and justice Strong institutions	
REPSOL SA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making					

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REVOLUTION MEDICINES INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
RIO TINTO PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ROCHE HOLDING AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
ROYAL BANK OF CANADA	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
RVRC HOLDING AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
SALESFORCE INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
SANOFI	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
SAP SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
SARTORIUS AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
SASOL LTD	Emerging	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
SCHNEIDER ELECTRIC SE	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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SCHNEIDER ELECTRIC SE	Europe	Pre/Post AGM Engagement	Governance	Ongoing	Influence Corporate practice	Partially achieved		STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration STK - CGovernance - Board Diversity & Inclusion	5. Gender Equality	PAI 13. Board gender diversity
SCHNEIDER ELECTRIC SE	Europe	Thematic	Environment	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Environmental impact @ Product Use STK - Energy & climate, Decarbonisation strategy	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
SEB SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and Inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
SGS SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Product / See Quality STK - CGovernance - Audit BA - Health Wellness BA - Climate Change STK - Training & career management STK - Recruitment & retention - General BA - Resource Depletion	3. Good Health and Well-being 4. Quality Education 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 11. Lack of Global Compact processes
SHANGRI-LA ASIA LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			UNGC_Human Rights Contract - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
SHELL PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	UNGC_Human Rights Contract - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
SHELL PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			Contract - OppressiveRegimes	16. Peace and justice Strong Institutions	
SHIMANO INC	Pacific	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Encourage Improved ESG Disclosure	Partially achieved	Reinforced Analyst's opinion	STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Decarbonisation strategy STK - Product / See Quality STK - CGovernance - Effective Risk Management System	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
SHISEIDO CO LTD	Pacific	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and Inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
SHURGARD SELF STORAGE LTD	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Product / See Quality STK - CGovernance - Board Independence STK - Energy & climate, Decarbonisation strategy STK - Recruitment & retention - General	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
SHURGARD SELF STORAGE LTD	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
SIEMENS GAMESA RENEWABLE ENERGY SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
SIG GROUP AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision-making			STK - Product disposal and recycling STK - Environmental impact @ Product Use STK - Raw materials & waste, General BA - Resource Depletion STK - Energy & climate, Governance & Disclosure STK - Working Conditions - Health & Safety BA - Climate Change	3. Good Health and Well-being 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
SIG GROUP AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 5. Gender Equality	PAI 13. Board gender diversity
SIG GROUP AG	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration		
SIGNIFY NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion STK - Environmental impact @ Product Use STK - Energy & climate, Decarbonisation strategy	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
SIMCORP A/S	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
SIMCORP A/S	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
SMURFIT KAPPA GROUP PLC	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision-making			STK - Working Conditions - Health & Safety STK - Energy & climate, ST/MT targets STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, LT targets STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Environment @ suppliers - Identification of adverse impacts STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Environment @ suppliers - complaint management system STK - Environment @ suppliers - repairing STK - Environment @ suppliers - stopping or minimising actual impacts STK - Training & career management	3. Good Health and Well-being 4. Quality Education 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio

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SOIETE GENERALE SA	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			<ul style="list-style-type: none"> BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying 	<ul style="list-style-type: none"> 3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
SODEXO SA	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			<ul style="list-style-type: none"> MGT reso - Director Election SH reso - Other Social 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
SOFTBANK GROUP CORP	Pacific	Investment team's demand	Mix ESG	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Audit STK - Energy & climate, Governance & Disclosure STK - CGovernance - Exec Remuneration, General STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence 	<ul style="list-style-type: none"> 3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
SOLAREEDGE TECHNOLOGIES INC	Europe	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board Diversity & expertise MGT reso - Director Election 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
SOLVAY SA	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			<ul style="list-style-type: none"> BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying 	<ul style="list-style-type: none"> 3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
SOLVAY SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration STK - CGovernance - Board Diversity & expertise 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
SOLVAY SA	Europe	Exceptional Event / Controversy	Social	Closed	Encourage Improved ESG Disclosure	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> UNGC_Human Rights ContrAct - OppressiveRegimes 	<ul style="list-style-type: none"> 1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and Justice Strong Institutions 	<ul style="list-style-type: none"> PAI 10. Global Compact and OECD violation
SPIRAX-SARCO ENGINEERING PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			<ul style="list-style-type: none"> STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 	
SPLUNK INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 	<ul style="list-style-type: none"> PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
STABILUS SE	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			<ul style="list-style-type: none"> STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 	
STARBUCKS CORP	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 	<ul style="list-style-type: none"> PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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STARBUCKS CORP	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1.No Poverty 3.Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and Justice Strong Institutions	
ST JAMES'S PLACE PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit	3.Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10.Reduced inequality 5. Gender Equality	PAI 13. Board gender diversity
STMICROELECTRONICS NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration		
STRATEC SE	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - OppressiveRegimes STK - CGovernance - Board Independence STK - Product / See Quality	3. Good Health and Well-being 9. Industry, innovation and infrastructure 12. Responsible Consumption and Production 16. Peace and justice Strong institutions	PAI 11. Lack of Global Compact processes
STRATEC SE	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
SUMITOMO CHEMICAL CO LTD	Pacific	Thematic	Environment	Initiated	Influence Corporate practice			UNGC_Human Rights ContrAct - OppressiveRegimes	1.No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and Justice Strong Institutions	PAI 10. Global Compact and OECD violation
SUMITOMO CORP	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			STK - CGovernance - Exec Remuneration, General STK - CGovernance - Board Independence STK - Environment @ suppliers - Identification of adverse impacts STK - Environment @ suppliers - prevention/mitigation of potential impacts	6. Clean Water and Sanitation 8. Decent Work and Economic Growth 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
SUNOPTA INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision-making			STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
SVB FINANCIAL GROUP	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
SWECO AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	

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SYMRISE AG	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit	5. Gender Equality	PAI 13. Board gender diversity
								MGT reso - Audit related		
								STK - CGovernance - Board independence		
								STK - CGovernance - Exec Remuneration, ESG Metrics		
								STK - CGovernance - Exec Remuneration, General		
MGT reso - Capitalization										
MGT reso - Director Election										
MGT reso - Remuneration										
TAIWAN SEMICONDUCTOR MANUFACTURING CO LTD	Emerging	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition		
								UNGC_Environment, Climate		
								BA - Resource Depletion		
								STK - Energy & climate, LT targets		
								STK - Energy & climate, ST/MT targets		
								STK - Energy & climate, Accounting practices		
								STK - Energy & climate, Capital allocation		
								STK - Energy & climate, Decarbonisation strategy		
								STK - Energy & climate, Just Transition		
								STK - Energy & climate, Lobbying		
								BA - Interconnectivity		
								STK - Labour @ suppliers - identification of adverse impacts		
STK - Sustainable relationships - Fair contract & payment										
STK - Working Conditions - Health & Safety										
STK - Recruitment & retention - General										
STK - Labour @ suppliers - stopping or minimising actual impacts										
STK - Labour @ suppliers - prevention/mitigation of potential impacts										
STK - Commercial Practices										
TAIWAN SEMICONDUCTOR MANUFACTURING CO LTD	Emerging	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	1. No Poverty	3. Good Health and Well-being	PAI 10. Global Compact and OECD violation
								5. Gender Equality		
								8. Decent Work and Economic Growth		
								9. Industry, Innovation and Infrastructure		
								10. Reduced Inequality		
12. Responsible Consumption and Production										
16. Peace and Justice Strong Institutions										
TEAM7 GROUP PLC	Europe	Exceptional Event / Controversy	Social	Ongoing	Support Investment decision-making			STK - Staff relations	1. No Poverty	PAI 10. Global Compact and OECD violation
								STK - Working Conditions - Pace & Hours of work		
								STK - Working Conditions - Health & Safety		
								STK - Working Conditions - Fair remuneration, Living Wage		
								UNGC_Labour Rights, Workers' safety		
STK - Staff relations										
TEAM7 GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - General	3. Good Health and Well-being	
								STK - Training & career management		
								STK - Working Conditions - Health & Safety		
								STK - Recruitment & retention - Diversity and inclusion		
								STK - Staff relations		
TEAMVIEWER SE	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - General	3. Good Health and Well-being	
								STK - Training & career management		
								STK - Working Conditions - Health & Safety		
								STK - Recruitment & retention - Diversity and inclusion		
								STK - Staff relations		
TECAN GROUP AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - General	3. Good Health and Well-being	
								STK - Training & career management		
								STK - Working Conditions - Health & Safety		
								STK - Recruitment & retention - Diversity and inclusion		
								STK - Staff relations		
TECHEM VERWALTUNGSGESELLSCHAFT 675 MBH	Europe	Investment team's demand	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, ST/MT targets		
								STK - Energy & climate, Decarbonisation strategy		
								STK - Energy & climate, LT targets		
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition		
								STK - Energy & climate, Governance & Disclosure		
								STK - CGovernance - Board Independence		
								STK - CGovernance - Exec Remuneration, General		
								STK - CGovernance - Exec Remuneration, ESG Metrics		
								STK - CGovernance - Board Diversity & expertise		
TECHNOGYM SPA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations	3. Good Health and Well-being	
								STK - Recruitment & retention - General		
								STK - Training & career management		
								STK - Working Conditions - Health & Safety		
								STK - Recruitment & retention - Diversity and inclusion		
TE CONNECTIVITY LTD	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - Equal pay	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - CGovernance - Board Diversity & expertise		
								STK - Recruitment & retention - Diversity and inclusion		
								STK - Recruitment & retention - General		
								STK - Recruitment & retention - Equal pay		
STK - CGovernance - Board Diversity & expertise										
TELEFONAKTIEBOLAGET LM ERICSSON	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	5. Gender Equality	8. Decent Work and Economic Growth	PAI 12. Unadjusted gender pay gap
								8. Decent Work and Economic Growth		
								10. Reduced Inequality		
								PAI 13. Board gender diversity		
								STK - Recruitment & retention - Diversity and inclusion		

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TELEFONAKTIEBOLAGET LM ERICSSON	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Influence Corporate practice			UNGC_Corruption STK - Public Authority Relations - Bribery and corruption STK - Bribery, Corruption & Collusion with Business partners	12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes
TELEPERFORMANCE	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
TELEPERFORMANCE	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
TELEPERFORMANCE	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
TELEPERFORMANCE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration STK - CGovernance - Board Diversity & expertise	5. Gender Equality	PAI 13. Board gender diversity
TENCENT HOLDINGS LTD	Emerging	ESG issue(r) planned review / Follow Up	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Bribery, Corruption & Collusion with Business partners STK - Public Authority Relations - Bribery and corruption STK - Community Relations - Tech & Data Privacy STK - Product / Sce Safety STK - Product / Sce Quality	3. Good Health and Well-being 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 11. Lack of Global Compact processes
TERNA - RETE ELETTRICA NAZIONALE	Europe	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Encourage Improved ESG Disclosure			STK - Energy & climate, Governance & Disclosure	3. Good Health and Well-being 7. Affordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action	
TESLA INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
TETRA TECH INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
TEVA PHARMACEUTICAL INDUSTRIES LTD	Europe	Investment team's demand	Mix ESG	Ongoing	Encourage Improved ESG Disclosure			STK - Access to products/services - Healthcare STK - Product / Sce Safety STK - Bribery, Corruption & Collusion with Business partners STK - CGovernance - Effective Risk Management System	1. No Poverty 3. Good Health and Well-being 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 11. Lack of Global Compact processes
TG THERAPEUTICS INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election MGT reso - Remuneration STK - CGovernance - Exec Remuneration, General STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence	5. Gender Equality	PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
THULE GROUP AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Pace & Hours of work STK - Training & career management	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
TK ELEVATOR GMBH	Europe	Investment team's demand	Social	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Working Conditions - Fair remuneration, Living Wage STK - Recruitment & retention - Diversity and inclusion STK - Staff relations STK - Recruitment & retention - General	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
TOMRA SYSTEMS ASA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 5. Gender Equality	PAI 13. Board gender diversity
TOMRA SYSTEMS ASA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration		
TOPBUILD CORP	North America	Thematic	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
TOPDANMARK AS	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
TOTALENERGIES SE	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
TOTALENERGIES SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Energy & climate, ST/MT targets STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, LT targets STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Energy & climate, Just Transition STK - Energy & climate, Climate Change Adaptation Contract - OppressiveRegimes UNGC_Human Rights STK - Public Authority Relations - Disaster prevention STK - Land use & biodiversity	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes
TOTALENERGIES SE	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making			Contract - OppressiveRegimes	16. Peace and Justice Strong Institutions	
TRILLIUM THERAPEUTICS INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

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UCB SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Effective Risk Management System STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - Product / Sce Quality STK - Access to products/services - Healthcare	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	PAI 11. Lack of Global Compact processes
UNICORE SA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making	Fully achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
UNIBAIL-RODAMCO-WESTFIELD	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
UNIBAIL-RODAMCO-WESTFIELD	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
UNICREDIT SPA	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, innovation and infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
UNICREDIT SPA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration STK - CGovernance - Board Diversity & expertise	5. Gender Equality	PAI 13. Board gender diversity
UNICREDIT SPA	Europe	Exceptional Event / Controversy	Social	Closed	Encourage Improved ESG Disclosure	Partially achieved	Reinforced Analyst's opinion	UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
UNICREDIT SPA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making	Fully achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
UNILEVER PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
UNITEDHEALTH GROUP INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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UNITE GROUP PLC/THE	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
UNITE GROUP PLC/THE	Europe	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
UPM-KYMMENE OYJ	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
VALEO	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth	
VARTA AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - Diversity and inclusion STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality 3. Good Health and Well-being 4. Quality Education 5. Gender Equality	
VAT GROUP AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	10. Reduced inequality 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth	
VEOLIA ENVIRONNEMENT SA	Europe	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
VEOLIA ENVIRONNEMENT SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
VERISURE HOLDING AB	Europe	Investment team's demand	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Board Diversity & expertise STK - Community Relations - Tech & Data Privacy STK - CGovernance - Board Independence STK - Energy & climate, Governance & Disclosure STK - Recruitment & retention - General	3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 13. Board gender diversity
VESTAS WIND SYSTEMS A/S	Europe	Thematic	Environment	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Environmental impact @ Product Use STK - Energy & climate, Decarbonisation strategy	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, innovation and infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
VF CORP	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
VINCI SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
VINCI SA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision-making	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety	3. Good Health and Well-being 8. Decent Work and Economic Growth	

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VISA INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Equal pay		
								STK - CGovernance - Board Diversity & expertise		
								STK - Recruitment & retention - Diversity and inclusion		
VOLKSWAGEN AG	Europe	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition		
								UNGC_Environment, Climate		
								BA - Resource Depletion		
								STK - Energy & climate, LT targets		
								STK - Energy & climate, ST/MT targets		
								STK - Energy & climate, Accounting practices		
								STK - Energy & climate, Capital allocation		
								STK - Energy & climate, Decarbonisation strategy		
								STK - Energy & climate, Just Transition		
STK - Energy & climate, Lobbying										
VOLVO AB	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making	Fully achieved		Contract - OppressiveRegimes	16. Peace and justice Strong institutions	
VONOVIA SE	Europe	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition		
								UNGC_Environment, Climate		
								BA - Resource Depletion		
								STK - Energy & climate, LT targets		
								STK - Energy & climate, ST/MT targets		
								STK - Energy & climate, Accounting practices		
								STK - Energy & climate, Capital allocation		
								STK - Energy & climate, Decarbonisation strategy		
								STK - Energy & climate, Just Transition		
STK - Energy & climate, Lobbying										
WALT DISNEY CO/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General	5. Gender Equality	PAI 12. Unadjusted gender pay gap
								STK - Recruitment & retention - Equal pay		
								STK - CGovernance - Board Diversity & expertise		
								STK - Recruitment & retention - Diversity and inclusion		
WASTE CONNECTIONS INC	North America	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition		
								UNGC_Environment, Climate		
								BA - Resource Depletion		
								STK - Energy & climate, LT targets		
								STK - Energy & climate, ST/MT targets		
								STK - Energy & climate, Accounting practices		
								STK - Energy & climate, Capital allocation		
								STK - Energy & climate, Decarbonisation strategy		
								STK - Energy & climate, Just Transition		
STK - Energy & climate, Lobbying										
WASTE MANAGEMENT INC	North America	Thematic	Environment	Ongoing	Influence Corporate practice			BA - Climate Change	3. Good Health and Well-being	PAI 1. GHG emissions
								STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition		
								UNGC_Environment, Climate		
								BA - Resource Depletion		
								STK - Energy & climate, LT targets		
								STK - Energy & climate, ST/MT targets		
								STK - Energy & climate, Accounting practices		
								STK - Energy & climate, Capital allocation		
								STK - Energy & climate, Decarbonisation strategy		
								STK - Energy & climate, Just Transition		
STK - Energy & climate, Lobbying										
WESTERN UNION CO/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Product / Sce Safety	1. No Poverty	PAI 11. Lack of Global Compact processes
								BA - Demographic Evolution		
								STK - Environmental impact @ Product Use		
								STK - Access to products/services - Education		
WEST PHARMACEUTICAL SERVICES INC	North America	Thematic	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise	5. Gender Equality	PAI 13. Board gender diversity
								MGT reso - Director Election		

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WORLDLINE SA/FRANCE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
WORLDLINE SA/FRANCE	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision-making	Fully achieved		Contract - OppressiveRegimes	16. Peace and justice Strong institutions	
WW GRAINGER INC	North America	Thematic	Mix ESG	Closed	Support Investment decision-making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
XINYI SOLAR HOLDINGS LTD	Emerging	Thematic	Environment	Initiated	Influence Corporate practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
YAMAHA CORP	Pacific	Thematic	Mix ESG	Closed	Support Investment decision-making	Fully achieved	Reinforced Analyst's opinion	STK - Product / Sce Safety BA - Demographic Evolution STK - Environmental impact @ Product Use STK - Access to products/services - Education	1. No Poverty 3. Good Health and Well-being 4. Quality Education 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production	PAI 11. Lack of Global Compact processes
YARA INTERNATIONAL ASA	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-making			MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity