

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
AAK AB	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			UNGC - Environment, Biodiversity STK - Land use & biodiversity Contract - Palm Oil	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
ACEA SPA	Europe	Investment team's demand	Environment	Closed	Encourage More Info Disclosure	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Energy & climate, Governance & Disclosure	3. Good Health and Well-being 7. Affordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action	
ACEA SPA	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Encourage More Info Disclosure	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Energy & climate, Governance & Disclosure	3. Good Health and Well-being 7. Affordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action	
ADIDAS AG	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social STK - Staff relations	5. Gender Equality	PAI 13. Board gender diversity
ADMIRAL GROUP PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially achieved	Reinforced Analyst's opinion	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	
ADVANCED MICRO DEVICES INC	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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
ADVANTEST CORP	Asia Pacific	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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
AEDIFICA SA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	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 10. Reduced Inequality	
AEROPORTS DE PARIS SA	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	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	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	BA - Climate Change UNGC - Environment, Climate STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Energy & climate, Governance & Disclosure STK - Governance - Board Diversity & expertise	3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 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 PAI 10. Global Compact and OECD violation PAI 13. Board gender diversity
AIR LIQUIDE SA	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Energy & climate, Decarbonisation strategy BA - Climate Change	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 PAI 6. Energy intensity per impact sector

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AIRTEL AFRICA PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	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
AKZO NOBEL NV	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK – Energy & climate, Decarbonisation strategy BA – Climate Change	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 PAI 6. Energy intensity per impact sector
ALCON INC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso – Director Election	5. Gender Equality	PAI 13. Board gender diversity
ALFEN N.V.	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially 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	
ALLIANZ SE	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	Contract – OppressiveRegimes	16. Peace and Justice Strong Institutions	
ALSTOM SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK – Energy & climate, Decarbonisation strategy BA – Climate Change STK – Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK – Working Conditions – Pace & Hours of work	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 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 PAI 6. Energy intensity per impact sector
ALSTOM SA	Europe	Exceptional Event / Controversy	Social	Ongoing	Inform(ed) Decision			Contract – OppressiveRegimes Contract – OppressiveRegimes UNGC – Human Rights	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
AMPLIFON SPA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially achieved	Reinforced Analyst's opinion	STK – Recruitment & retention – General STK – Recruitment & retention – Diversity and inclusion STK – Working Conditions – Health & Safety STK – Training & career management STK – Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
ANALOG DEVICES INC	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	BA – Climate Change	7. Affordable and Clean Energy 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
ANDRITZ AG	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso – Director Election SH reso – Other Social	5. Gender Equality	PAI 13. Board gender diversity
ANTIN INFRASTRUCTURE PARTNERS SA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	STK – Recruitment & retention – General STK – Recruitment & retention – Diversity and inclusion STK – Working Conditions – Health & Safety STK – Training & career management STK – Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
APPLE INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	STK – Environment @ suppliers – prevention/mitigation of potential impacts STK – Working Conditions – Pace & Hours of work	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
APPLIED MATERIALS INC	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA – Climate Change	7. Affordable and Clean Energy 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
ARCELORMITTAL SA	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	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
ARCELORMITTAL SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	STK – Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK – Working Conditions – Health & Safety	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 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

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ARDAGH METAL PACKAGING SA	Europe	Thematic	Environment	Ongoing	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying STK - Energy & climate, Governance & Disclosure 	<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
ARROWHEAD PHARMACEUTICALS INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> 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 - CGovernance - Board Independence 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
ARVINAS INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
ASSA ABLOY AB	Europe	Client's demand	Social	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> STK - Recruitment & retention - General 	<ul style="list-style-type: none"> 8. Decent Work and Economic Growth 10. Reduced Inequality 	
ASSA ABLOY AB	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<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
COMPANY A	Europe	Thematic	Environment	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Water consumption & emissions 	<ul style="list-style-type: none"> 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 17. No Poverty 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 8. Emissions to water
ATACADAO SA	Emerging Mark	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
ATLAS COPCO AB	Europe	Exceptional Event / Controversy	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> ContrAct - OppressiveRegimes 	<ul style="list-style-type: none"> 16. Peace and Justice Strong Institutions 	
AURUBIS AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Raw materials & waste, General BA - Climate Change STK - Working Conditions - Health & Safety STK - Commercial Practices BA - Resource Depletion 	<ul style="list-style-type: none"> 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 	<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
AUTOSTORE HOLDINGS LTD	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Energy & climate, Governance & Disclosure STK - CGovernance - Board Independence STK - Recruitment & retention - General 	<ul style="list-style-type: none"> 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 	

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AVANTOR INC	North America	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure 	<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
BACHEM HOLDING AG	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations 	<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 	
BACHEM HOLDING AG	Europe	Investment team's demand	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, General STK - CGovernance - Effective Risk Management System STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Training & career management STK - Public Authority Relations - Tax, Subsidies STK - Land use & biodiversity BA - Climate Change STK - Environment @ suppliers - Identification of adverse impacts STK - Product / Sce Quality STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Working Conditions - Fair remuneration, Living Wage 	<ul style="list-style-type: none"> 2. Zero Hunger 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 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 	<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 9. Hazardous waste ratio PAI 11. Lack of Global Compact processes
BANCO BILBAO VIZCAYA ARGENTARIA S	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence STK - CGovernance - Board Independence 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
BANCO DO BRASIL SA	Emerging Mark	Investment team's demand	Environment	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Energy & climate, Governance & Disclosure 	<ul style="list-style-type: none"> 3. Good Health and Well-being 7. Affordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action 	
BANKINTER SA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<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 	
BARCLAYS PLC	Europe	Thematic	Environment	Initiated	Influence Corp 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 STK - Energy & climate, Governance & Disclosure 	<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

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BARCO NV	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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 9. Decent Work and Economic Growth 10. Reduced Inequality	
BASF SE	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	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 3. Good Health and Well-being	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
BATH & BODY WORKS INC	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	ContrAct - Palm Oil STK - Raw materials & waste, General	6. Clean Water and Sanitation 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 15. Life on Land	PAI 7. Activities endangering biodiversity
BAYER AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Inform(ed) Decision			UNGC - Corruption UNGC - Environment, Biodiversity UNGC - Human Rights	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 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 10. Global Compact and OECD violation
BAYERISCHE MOTOREN WERKE AG	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
BAYERISCHE MOTOREN WERKE AG	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			UNGC - Labour Rights, Forced Labour UNGC - Labour Rights, Forced Labour STK - Labour @ suppliers - identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - repairing STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimising actual impacts	1. No Poverty 3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 9. 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 10. Global Compact and OECD violation
BAYERISCHE MOTOREN WERKE AG	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure 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 - 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	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
BB SEGURIDADE PARTICIPACOES SA	Emerging Mark	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso - Director Election 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	5. Gender Equality	PAI 13. Board gender diversity
BEIERSDORF AG	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
BEIERSDORF AG	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			UNGC - Environment, Biodiversity STK - Land use & biodiversity ContrAct - Palm Oil	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
BEIERSDORF AG	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
BEIGENE LTD	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso - Director Election STK - Staff relations	5. Gender Equality	PAI 13. Board gender diversity
BFF BANK SPA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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 STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
BICO GROUP AB	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially 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	
BID CORP LTD	Emerging Mark	Investment team's demand	Mix ESG	Ongoing	Inform(ed) Decision		Negative impact on Analyst's opinion and related ESG scoring	BA - Health Wellness UNGC - Labour rights, Workers' safety STK - Energy & climate, Decarbonisation strategy BA - Climate Change	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 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 PAI 6. Energy intensity per impact sector PAI 10. Global Compact and OECD violation
BIG YELLOW GROUP PLC	Europe	Investment team's demand	Social	Closed and Escalate	Encourage More Info Disclosure	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	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 16. Poverty	
BIM BIRLESIK MAGAZALAR AS	Emerging Mark	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Recruitment & retention - Diversity and inclusion STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Product / Svc Quality STK - Working Conditions - Pace & Hours of work STK - Working Conditions - Health & Safety STK - Environment @ suppliers - Identification of adverse impacts STK - Environment @ suppliers - prevention/mitigation of potential impacts BA - Health Wellness STK - Labour @ suppliers - Identification of adverse impacts STK - Working Conditions - Fair remuneration, Living Wage	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, Justice Strong Institutions	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 11. Lack of Global Compact processes
BIOATLA INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp 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 MGT reso - Director Election STK - Staff relations	5. Gender Equality	PAI 13. Board gender diversity
BIOMERIEUX	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - CGovernance - Exec Remuneration, ESG Metrics	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 11. No Poverty	
BIONTECH SE	Europe	Thematic	Mix ESG	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	MGT reso - Remuneration STK - Access to products/services - Healthcare	3. Good Health and Well-being 10. Reduced Inequality 11. No Poverty	
COMPANY B	North America	Thematic	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Product / Svc Safety BA - Demographic Evolution STK - Environmental impact @ Product Use STK - Access to products/services - Education	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
BLUEPRINT MEDICINES CORP	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

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BNP PARIBAS SA	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
BP PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	ContrAct - OppressiveRegimes	16. Peace and Justice Strong Institutions 3. Good Health and Well-being	
BUNGE LTD	North America	Thematic	Environment	Initiated	Encourage More Info Disclosure			UNGC - Environment, Biodiversity STK - Land Use & biodiversity ContrAct - Palm Oil	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
BUREAU VERITAS SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
CAPGEMINI SE	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Training & career management BA - Climate Change STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Interconnectivity	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 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
CARBIOS SACA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	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 MGT reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
CARLSBERG AS	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and Inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
CARL ZEISS MEDITEC AG	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially 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 STK - Energy & climate, Governance & Disclosure	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
CARL ZEISS MEDITEC AG	Europe	Thematic	Environment	Initiated	Influence Corp practice			STK - Product / See Safety STK - Product / See Safety STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Environmental impact @ Product Use	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 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 11. Lack of Global Compact processes
CARREFOUR SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion			

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
CARREFOUR SA	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			UNGC - Environment, Biodiversity STK - Land use & biodiversity ContrAct - Palm Oil	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
CELLAVISION AB	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
CELLAVISION AB	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	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	
CHARGEURS SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - CoGovernance - Board Independence STK - CoGovernance - Audit STK - CoGovernance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Remuneration STK - CoGovernance - Exec Remuneration, General STK - CoGovernance - Exec Remuneration, ESG Metrics MGT reso - Audit related MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
COMPANY C	North America	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Demographic Evolution BA - Demographic Evolution STK - Access to products/services - Education STK - Environmental impact @ Product Use STK - Product / Scc 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
CHINA MENGNIU DAIRY CO LTD	Emerging Mark	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	STK - CoGovernance - Board Independence STK - CoGovernance - Audit STK - CoGovernance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Remuneration STK - CoGovernance - Exec Remuneration, General STK - CoGovernance - Exec Remuneration, ESG Metrics MGT reso - Audit related MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
CHINA YANGTZE POWER CO LTD	Emerging Mark	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	STK - Land use & biodiversity STK - Community Relations - Social License to operate STK - Labour @ suppliers - prevention/mitigation of potential impacts 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 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
CHR HANSEN HOLDING A/S	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially 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	
CIE DE SAINT-GOBAIN SA	Europe	Exceptional Event / Controversy	Environment	Ongoing	Inform(ed) Decision			UNGC - Environment, Water	3. Good Health and Well-being 8. Clean Water and Sanitation 8. Decent Work and Economic Growth 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
CIE DE SAINT-GOBAIN SA	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition BA - Climate Change	3. Good Health and Well-being 7. Affordable and Clean Energy 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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
CIE DE SAINT-GOBAIN SA	Europe	Thematic	Environment	Initiated	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
CIE PLASTIC OMNIUM SE	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	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	
CLOSE BROTHERS GROUP PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially 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	
COCA-COLA CO/THE	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
COLRUYT GROUP N.V	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Energy & climate, Governance & Disclosure STK - Product / See Quality STK - Recruitment & retention - General STK - Working Conditions - Health & Safety	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 11. Lack of Global Compact processes
COSTCO WHOLESALE CORP	North America	Thematic	Environment	Initiated	Encourage More Info Disclosure			UNGC - Environment, Biodiversity STK - Land use & biodiversity Contract - Palm Oil	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
COTY INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Environment @ suppliers - stopping or minimising actual impacts STK - Raw materials & waste, General STK - Training & career management STK - Water consumption & emissions STK - Product / See Safety STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Board Independence	3. Good Health and Well-being 4. Quality Education 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 11. Lack of Global Compact processes
COUPANG INC	Emerging Mark	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	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	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	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
CRAYON GROUP HOLDING ASA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
CREDIT AGRICOLE SA	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure 	<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
CRH PLC	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure 	<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
CRH PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
CRISPR THERAPEUTICS AG	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> MGT reso - Director Election 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 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
CRODA INTERNATIONAL PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially achieved	Reinforced Analyst's opinion	<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 	
CRODA INTERNATIONAL PLC	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNGC - Environment, Biodiversity STK - Land use & biodiversity ContrAct - Palm Oil 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 10. Global Compact and OECD violation
DAEJOO ELECTRONIC MATERIALS CO LTD	Emerging Mark	Investment team's demand	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Environment @ suppliers - prevention/mitigation of potential impacts UNGC - Labour Rights, Workers' safety 	<ul style="list-style-type: none"> 1. No Poverty 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 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 10. Global Compact and OECD violation
DANONE SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
DANONE SA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	<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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
DANONE SA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	ContrAct - OppressiveRegimes	16. Peace and Justice Strong Institutions	
DANONE SA	Europe	Thematic	Environment	Ongoing	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying STK - Energy & climate, Governance & Disclosure	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
DANONE SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Raw materials & waste, General STK - Training & career management STK - Water consumption & emissions STK - Product / S/c Safety	3. Good Health and Well-being 4. Quality Education 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
DARLING INGREDIENTS INC	North America	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
DASSAULT SYSTEMES SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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
DERMAPHARM HOLDING SE	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	MGT reso - Director Election STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
DERMAPHARM HOLDING SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	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
DEUTSCHE BANK AG	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
DEUTSCHE LUFTHANSA AG	Europe	Thematic	Environment	Ongoing	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Governance & Disclosure 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
DEUTSCHE POST AG	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity

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DIGITAL REALTY TRUST INC	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Encourage More Info Disclosure	Partially achieved	Reinforced Analyst's opinion	STK - Energy & climate, Governance & Disclosure	3. Good Health and Well-being 7. Affordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action	
DISC MEDICINE INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Inform(ed) Decision			STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, General STK - Training & career management	4. Quality Education 8. Decent Work and Economic Growth	
DOLLAR TREE INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Governance & Disclosure STK - Product / See Quality STK - Recruitment & retention - General STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Working Conditions - Health & Safety	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 12. Responsible Consumption and Production 13. Climate Action 16. Peace and Justice Strong Institutions	PAI II. Lack of Global Compact processes
DSM-FIRMENICH AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Decarbonisation strategy STK - Recruitment & retention - General STK - CGovernance - Board Diversity & expertise	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	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 13. Board gender diversity
DSM-FIRMENICH AG	Europe	Thematic	Environment	Initiated	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
DUERR AG	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
E.ON SE	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Decarbonisation strategy BA - Climate Change	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 PAI 6. Energy intensity per impact sector
E.SUN FINANCIAL HOLDING CO LTD	Emerging Mark	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	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
E.SUN FINANCIAL HOLDING CO LTD	Emerging Mark	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
EDP - ENERGIAS DE PORTUGAL SA	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
ELECTRICITE DE FRANCE SA	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	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 Corp 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 STK - Energy & climate, Governance & Disclosure	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
ENAGAS SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Inform(ed) Decision			STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Working Conditions - Health & Safety	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 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
ENEL SPA	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
COMPANY D	North America	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Climate Change BA - Resource Depletion BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 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
ENGIE SA	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	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
ENI SPA	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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	Mix ESG	Ongoing	Inform(ed) Decision			STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Working Conditions - Health & Safety	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 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
ERSTE GROUP BANK AG	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
ESKER SA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	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 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
ESSILORLUXOTTICA SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
ESSITY AB	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	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
EVONIK INDUSTRIES AG	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	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
FINECOBANK BANCA FINECO SPA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
FINECOBANK BANCA FINECO SPA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
FOCUS MEDIA INFORMATION TECHNOLO	Emerging Mark	Investment team's demand	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	BA - Climate Change STK - Working Conditions - Pace & Hours of work STK - Recruitment & retention - Diversity and inclusion STK - Product / Sce Quality	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	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
FORD MOTOR CO	North America	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			UNGC - Labour Rights, Forced Labour UNGC - Labour Rights, Forced Labour STK - Labour @ suppliers - Identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - repairing STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimising actual impacts	1. no poverty 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 10. Global Compact and OECD violation
FOXCONN INDUSTRIAL INTERNET CO LTD	Emerging Mark	Investment team's demand	Social	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	UNGC - Labour Rights, Discrimination UNGC - Labour Rights, Freedom of Association STK - Working Conditions - Fair remuneration, Living Wage	1. No Poverty 2. Zero Hunger 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
FRESENIUS SE & CO KGAA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Training & career management BA - Health Wellness STK - Product / Sce Safety STK - CGovernance - Exec Remuneration, ESG Metrics	3. Good Health and Well-being 4. Quality Education 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production	PAI 11. Lack of Global Compact processes
FUJI OIL HOLDINGS INC	Asia Pacific	Thematic	Environment	Ongoing	Encourage More Info Disclosure			UNGC - Environment, Biodiversity STK - Land use & biodiversity ContAct - Palm Oil	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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
GANFENG LITHIUM GROUP CO LTD	Emerging Mark	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	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. Partnerships 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 Corp practice	Partially 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
GIVAUDAN SA	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	3. Good Health and Well-being 7. Affordable and Clean Energy 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
GRAINGER PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	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
GRAND CITY PROPERTIES SA	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	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	
GREENCORE GROUP PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	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	
GSK PLC	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Access to products/services - Healthcare STK - CGovernance - Board Independence STK - Land use & biodiversity STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - CGovernance - Exec Remuneration, General STK - Product / Use Safety STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition 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 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 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 11. Lack of Global Compact processes
GUARDANT HEALTH INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
HALMA PLC	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	BA - Climate Change BA - Climate Change	7. Affordable and Clean Energy 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
HALMA PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially 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	

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HARVIA OYJ	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
HARVIA OYJ	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	BA - Resource Depletion STK - Environmental impact @ Product Use 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 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water
HARVIA OYJ	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
HEIDELBERG MATERIALS AG	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
HELLOFRESH SE	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
HENKEL AG & CO KGAA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
HENKEL AG & CO KGAA	Europe	Thematic	Environment	Ongoing	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying STK - Energy & climate, Governance & Disclosure	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
HEXAGON AB	Europe	Exceptional Event / Controversy	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Bribery, Corruption & Collusion with Business partners STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, General	12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 11. Lack of Global Compact processes
COMPANY E	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity BA - Health Wellness BA - Resource Depletion BA - Climate Change	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 4. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water
HILTON WORLDWIDE HOLDINGS INC	North America	Thematic	Environment	Ongoing	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying STK - Energy & climate, Governance & Disclosure	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 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
HOLCIM AG	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	3. Good Health and Well-being 7. Affordable and Clean Energy 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
HON HAI PRECISION INDUSTRY CO LTD	Emerging Mark	Exceptional Event / Controversy	Social	Ongoing	Inform(ed) Decision			UNGC - Labour Rights, Workers' safety UNGC - Labour Rights, Freedom of Association STK - Working Conditions - Health & Safety	3. Good Health and Well-being 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and Justice Strong Institutions	PAI 10. Global Compact and OECD violation
HSBC HOLDINGS PLC	Europe	Thematic	Environment	Ongoing	Influence Corp 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
HYPERA SA	Emerging Mark	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	STK - Energy & climate, Governance & Disclosure STK - CGovernance - Board independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
IBERDROLA SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Decarbonisation strategy STK - CGovernance - Board Independence	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
IBERDROLA SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Board independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
IBERDROLA SA	Europe	Thematic	Environment	Ongoing	Influence Corp 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
IGM BIOSCIENCES INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Inform(ed) Decision			STK - Training & career management STK - CGovernance - Exec Remuneration, General STK - Recruitment & retention - General	4. Quality Education 8. Decent Work and Economic Growth 10. Reduced Inequality	
ILLIMITY BANK SPA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
IMMUNOCORE HOLDINGS PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Initiated	Inform(ed) Decision			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
IMMUTEP LTD	Asia Pacific	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Exec Remuneration, General STK - CGovernance - Audit STK - Recruitment & retention - General	8. Decent Work and Economic Growth 10. Reduced Inequality	

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INDUSTRIA DE DISEÑO TEXTIL SA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	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
INDUSTRIE DE NORA SPA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Staff relations 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	
INFINEON TECHNOLOGIES AG	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
INTEL CORP	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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
INTERCOS SPA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
INTERTEK GROUP PLC	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
INTESA SANPAOLO SPA	Europe	Thematic	Environment	Initiated	Influence Corp 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 STK - Energy & climate, Governance & Disclosure STK - CGovernance - Board independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise	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
IOVANCE BIOTHERAPEUTICS INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	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
ITEOS THERAPEUTICS INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	MGT reso - Director Election 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	5. Gender Equality	PAI 13. Board gender diversity
JD.COM INC	Emerging Markets	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	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
JUMIAOJIU INTERNATIONAL HOLDINGS LTD	Emerging Markets	Pre/Post AGM Engagement	Governance	Closed	Influence Corp 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
JM AB	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
JOHNSON MATTHEY PLC	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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
JOHNSON MATTHEY PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
JPMORGAN CHASE & CO	North America	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
JULIUS BAER GROUP LTD	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
KARDEX HOLDING AG	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	ContrAct - OppressiveRegimes	16. Peace and Justice Strong Institutions	
KERING SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise MGT reso - Capitalization STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence STK - CGovernance - Board Independence	5. Gender Equality	PAI 13. Board gender diversity
KERRY GROUP PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Independence STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	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 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
KONINKLIJKE AHOLD DELHAIZE NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Governance & Disclosure STK - Product / Sce Quality STK - Recruitment & retention - General	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action	PAI II. Lack of Global Compact processes
KONINKLIJKE PHILIPS NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	BA - Resource Depletion STK - Product / Sce Safety STK - Access to products/services - Healthcare STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	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 14. Life Below Water 15. Life on Land	PAI I. 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 II. Lack of Global Compact processes
KONINKLIJKE PHILIPS NV	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Bribery, Corruption & Collusion with Business partners UNGC - Human Rights STK - Training & career management STK - Product / Sce Safety	1. No Poverty 3. Good Health and Well-being 4. Quality Education 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	PAI 10. Global Compact and OECD violation PAI II. Lack of Global Compact processes
L'OREAL SA	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			UNGC - Environment, Biodiversity STK - Land use & biodiversity Contract - Palm Oil	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
LA FRANCAISE DES JEUX SAEM	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
LANXESS AG	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	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 I. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
LECTRA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
LEROY SEAFOOD GROUP ASA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Raw materials & waste, General STK - Raw materials & waste, General STK - Training & career management STK - Raw materials & waste, General STK - Training & career management STK - Water consumption & emissions STK - Raw materials & waste, General STK - Raw materials & waste, General STK - Raw materials & waste, General STK - Training & career management STK - Raw materials & waste, General STK - Raw materials & waste, General STK - Training & career management STK - Water consumption & emissions	3. Good Health and Well-being 4. Quality Education 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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 II. Lack of Global Compact processes
LINDE PLC/OLD	Europe	Thematic	Environment	Ongoing	Influence Corp practice			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 STK - Energy & climate, Governance & Disclosure	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 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
LINDSAY CORP	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	UNGC - Environment, Climate STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition BA - Climate Change	3. Good Health and Well-being 7. Affordable and Clean Energy 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 PAI 10. Global Compact and OECD violation
LINEA DIRECTA ASEGURADORA SA CIA DI	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	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	
COMPANY F	Asia Pacific	Thematic	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	BA - Demographic Evolution STK - Access to products/services - Education STK - Environmental impact @ Product Use STK - Product / See 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 II. Lack of Global Compact processes
LOCALIZA RENT A CAR SA	Emerging Mark	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
COMPANY G	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	BA - Demographic Evolution STK - Access to products/services - Education STK - Environmental impact @ Product Use STK - Product / See 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 II. Lack of Global Compact processes
LOGITECH INTERNATIONAL SA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
LONZA GROUP AG	Europe	Investment team's demand	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	STK - Working Conditions - Fair remuneration, Living Wage STK - CGovernance - Exec Remuneration, General	1. No Poverty 2. Zero Hunger 8. Decent Work and Economic Growth 10. Reduced Inequality	
LOTUS BAKERIES NV	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially 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	
LVMH MOET HENNESSY LOUIS VUITTON S	Europe	Pre/Post AGM Engagement	Governance	Ongoing	Influence Corp practice		Reinforced Analyst's opinion	STK - CGovernance - Board independence MGT reso - Remuneration STK - CGovernance - Board Diversity & expertise	5. Gender Equality	PAI 13. Board gender diversity
MARRIOTT INTERNATIONAL INC/MD	North America	Thematic	Environment	Ongoing	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying STK - Energy & climate, Governance & Disclosure	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 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
MARRIOTT VACATIONS WORLDWIDE CO	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Staff relations STK - Water consumption & emissions STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Land use & biodiversity STK - Recruitment & retention - General STK - Product / S/c Quality STK - Working Conditions - Fair remuneration, Living Wage 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 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 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 	<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 11. Lack of Global Compact processes
MARVELL TECHNOLOGY INC	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> BA - Climate Change 	<ul style="list-style-type: none"> 7. Affordable and Clean Energy 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 PAI 6. Energy intensity per impact sector
MEDIATEK INC	Emerging Mark	ESG issue(r) planned review / Follow Up	Social	Ongoing	Inform(ed) Decision			<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 	<ul style="list-style-type: none"> PAI 10. Global Compact and OECD violation
MEDLINE INDUSTRIES INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Product / S/c 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 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 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 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 11. Lack of Global Compact processes PAI 13. Board gender diversity
MELEXIS NV	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> 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"> 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 	
MERCEDES-BENZ GROUP AG	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure 	<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
MERCEDES-BENZ GROUP AG	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNGC - Labour Rights, Forced Labour UNGC - Labour Rights, Forced Labour STK - Labour @ suppliers - identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - repairing STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimising actual impacts 	<ul style="list-style-type: none"> 1. No Poverty 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 	<ul style="list-style-type: none"> PAI 10. Global Compact and OECD violation
MERCK KGAA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Access to products/services - Healthcare STK - CGovernance - Exec Remuneration, ESG Metrics STK - Product / S/c Safety STK - CGovernance - Board Diversity & expertise STK - Training & career management STK - CGovernance - Board Independence STK - Energy & climate, Decarbonisation strategy 	<ul style="list-style-type: none"> 1. No Poverty 3. Good Health and Well-being 4. Quality Education 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 	<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 PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
MERSANA THERAPEUTICS INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
MICRON TECHNOLOGY INC	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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
MIPS AB	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
MONCLER SPA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
MORPHIC HOLDING INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
MORPHOSYS AG	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	Fully 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
MOTOROLA SOLUTIONS INC	North America	Exceptional Event / Controversy	Social	Ongoing	Inform(ed) Decision			ContrAct - OppressiveRegimes ContrAct - OppressiveRegimes UNGC - Human Rights	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
MOWI ASA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully 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
MUNTERS GROUP AB	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety 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	
NEMETSCHKE SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	STK - Staff relations 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	5. Gender Equality	PAI 13. Board gender diversity
NEMETSCHKE SE	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	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	
NESTE OYJ	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	ContrAct - OppressiveRegimes	16. Peace and Justice Strong Institutions	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
NESTLE SA	Europe	Exceptional Event / Controversy	Social	Ongoing	Influence Corp practice			BA - Health Wellness STK - Food Product / Nutritional Quality	2. Zero Hunger 3. Good Health and Well-being 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production	
NESTLE SA	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
NESTLE SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Raw materials & waste, General STK - Training & career management STK - Water consumption & emissions STK - Product / See Safety	3. Good Health and Well-being 4. Quality Education 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
NEXITY SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Land use & biodiversity STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Governance - Board Diversity & expertise BA - Climate Change STK - Recruitment & retention - Diversity and inclusion	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	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 13. Board gender diversity
NEXTERA ENERGY INC	North America	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
NORDEA BANK ABP	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
NOVARTIS AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Access to products/services - Healthcare STK - Recruitment & retention - Diversity and inclusion STK - Product / See Safety STK - Bribery, Corruption & Collusion with Business partners STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	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 12. Responsible Consumption and Production 13. Climate Action 16. Peace and Justice Strong Institutions 17. Partnerships 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 11. Lack of Global Compact processes
NOVELIS CORP	North America	Thematic	Environment	Initiated	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying STK - Energy & climate, Governance & Disclosure	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 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
NOVO NORDISK A/S	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit BA - Resource Depletion STK - Bribery, Corruption & Collusion with Business partners STK - Access to products/services - Healthcare STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	1. No Poverty 3. Good Health and Well-being 7. Affordable and Clean Energy 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 17. Partnerships 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
NVIDIA CORP	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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
NXP SEMICONDUCTORS NV	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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
O-I GLASS INC	North America	Thematic	Environment	Initiated	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
ORSTED AS	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Independence 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
ORTHOPEDIATRICS CORP	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
OUTOKUMPU OYJ	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	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 10. Global Compact and OECD violation
OWENS CORNING	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corp 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

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PIGEON CORP	Asia Pacific	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Product disposal and recycling STK - CGovernance - Exec Remuneration, General STK - CGovernance - Board Independence STK - Recruitment & retention - General	8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production	
PIRELLI & C SPA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	ContrAct - OppressiveRegimes	16. Peace and Justice Strong Institutions	
POST HOLDINGS INC	North America	Investment team's demand	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Energy & climate, ST/MT targets STK - Energy & climate, LT targets STK - Energy & climate, Governance & Disclosure BA - Resource Depletion STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, General STK - CGovernance - Board Diversity & expertise BA - Climate Change	3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 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 13. Board gender diversity
COMPANY H	North America	Thematic	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	BA - Demographic Evolution STK - Access to products/services - Education STK - Environmental impact @ Product Use STK - Product / Sce 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 II. Lack of Global Compact processes
PRIMARY HEALTH PROPERTIES PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
PROCTER & GAMBLE CO/THE	North America	Thematic	Environment	Initiated	Encourage More Info Disclosure			UNGC - Environment, Biodiversity STK - Land use & biodiversity ContrAct - Palm Oil	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
PROSUS NV	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	ContrAct - OppressiveRegimes	16. Peace and Justice Strong Institutions	
QUALCOMM INC	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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	Closed	Encourage More Info Disclosure	Partially 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	
RECKITT BENCKISER GROUP PLC	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Product / Sce Safety STK - Product / Sce Safety STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Environmental impact @ Product Use	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 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 11. Lack of Global Compact processes
RECKITT BENCKISER GROUP PLC	Europe	Thematic	Environment	Ongoing	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying STK - Energy & climate, Governance & Disclosure	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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RECORDATI INDUSTRIA CHIMICA E FARM	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	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
RECORDATI INDUSTRIA CHIMICA E FARM	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	Contract - OppressiveRegimes	16. Peace and Justice Strong Institutions	
RECTICEL SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	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	5. Gender Equality	PAI 13. Board gender diversity
RENAULT SA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Partially 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
RENAULT SA	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			UNGC - Labour Rights, Forced Labour UNGC - Labour Rights, Forced Labour STK - Labour @ suppliers - Identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - repairing STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimising actual impacts	1.No Poverty 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 10. Global Compact and OECD violation
RENTOKIL INITIAL PLC	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	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	
REPSOL SA	Europe	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Inform(ed) Decision			STK - Energy & climate, Governance & Disclosure UNGC - Environment, Biodiversity	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity PAI 10. Global Compact and OECD violation
REPSOL SA	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			UNGC - Environment, Biodiversity STK - Land use & biodiversity STK - Public Authority Relations - Disaster prevention STK - Raw materials & waste, Hazardous Waste	1.No Poverty 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 9. Hazardous waste ratio PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes
REPSOL SA	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
REPSOL SA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	Contract - OppressiveRegimes	16. Peace and Justice Strong Institutions	
REXEL SA	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	UNGC - Environment, Climate UNGC - Environment, Climate STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition BA - Climate Change	3. Good Health and Well-being 7. Affordable and Clean Energy 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 PAI 10. Global Compact and OECD violation

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RIO TINTO PLC	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNGC - Environment, Water UNGC - Environment, Water STK - Water consumption & emissions UNGC - Environment, Water UNGC - Environment, Water STK - Water consumption & emissions UNGC - Environment, Biodiversity UNGC - Environment, Water UNGC - Environment, Water STK - Water consumption & emissions UNGC - Environment, Water UNGC - Environment, Water STK - Water consumption & emissions UNGC - Environment, Biodiversity 	<ul style="list-style-type: none"> 3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
RVRC HOLDING AB	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	<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 	
RWE AG	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Energy & climate, Decarbonisation strategy BA - Climate Change 	<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 PAI 6. Energy intensity per impact sector
SAMSUNG ELECTRONICS CO LTD	Emerging Mark	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> STK - Public Authority Relations - Bribery and corruption STK - CGovernance - Board Independence 	<ul style="list-style-type: none"> 12. Responsible Consumption and Production 16. Peace and Justice Strong Institutions 	
SAMSUNG SDI CO LTD	Emerging Mark	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
SANOFISA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Access to products/services - Healthcare STK - Energy & climate, Decarbonisation strategy STK - Community Relations - Social License to operate STK - Land use & biodiversity STK - Water consumption & emissions 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 6. Clean Water and Sanitation 7. Affordable and Clean Energy 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 	<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 8. Emissions to water
SANOFISA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> 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 - CGovernance - Board Independence 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
SANTOS LTD	Asia Pacific	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
SAP SE	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Training & career management BA - Climate Change STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Interconnectivity 	<ul style="list-style-type: none"> 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 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 6. Energy intensity per impact sector PAI 11. Lack of Global Compact processes

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
SAP SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	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	5. Gender Equality	PAI 13. Board gender diversity
SARTORIUS AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - CGovernance - Exec Remuneration, General STK - Recruitment & retention - Diversity and inclusion STK - Raw materials & waste, Hazardous Waste STK - Environment @ suppliers - prevention/mitigation of potential impacts	2. Just transition to net-zero energy 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 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
SASOL LTD	Emerging Mark	Thematic	Environment	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	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 STK - Energy & climate, Governance & Disclosure	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
SCHNEIDER ELECTRIC SE	Europe	Thematic	Environment	Ongoing	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying STK - Energy & climate, Governance & Disclosure	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
SDIPTTECH AB	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Recruitment & retention - General STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
SEB SA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	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	
SHELL PLC	Europe	Thematic	Environment	Ongoing	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Lobbying STK - Energy & climate, Just Transition	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
SHELL PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	ContiAct - OppressiveRegimes	16. Peace and Justice Strong Institutions	
SHURGARD SELF STORAGE LTD	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	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 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
SIEMENS AG	Europe	Exceptional Event / Controversy	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	UNGC – Human Rights UNGC – Labour Rights, Forced Labour	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 10. Global Compact and OECD violation
SIEMENS LTD	Emerging Mark	Investment team's demand	Governance	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	MGT reso – Other Governance		
SIG GROUP AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	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
SIG GROUP AG	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	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	
SIKA AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	STK – Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK – Working Conditions – Health & Safety	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 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
SIMCORP A/S	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	MGT reso – Director Election SH reso – Other Social	5. Gender Equality	PAI 13. Board gender diversity
SIMPLY GOOD FOODS CO/THE	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Inform(ed) Decision			STK – Raw materials & waste, General STK – Water consumption & emissions STK – Product / Svc Safety STK – Training & career management STK – Environment @ suppliers – prevention/mitigation of potential impacts	3. Good Health and Well-being 4. Quality Education 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 8. Hazardous waste ratio PAI 11. Lack of Global Compact processes
SKAN GROUP AG	Europe	Investment team's demand	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	STK – Working Conditions – Fair remuneration, Living Wage STK – CGovernance – Exec Remuneration, General	1. No Poverty 2. Zero Hunger 8. Decent Work and Economic Growth 10. Reduced Inequality	
SMURFIT KAPPA GROUP PLC	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	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 8. Hazardous waste ratio
SOCIETE GENERALE SA	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK – Energy & climate, Governance & Disclosure	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
SODEXO SA	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso – Director Election SH reso – Other Social	5. Gender Equality	PAI 13. Board gender diversity

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SODEXO SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Product / Sse Safety STK - Product / Sse Safety STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Environmental impact @ Product Use 	<ul style="list-style-type: none"> 1. 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 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 11. Lack of Global Compact processes
SOLVAY SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise STK - CGovernance - Board Independence STK - CGovernance - Board Independence BA - Climate Change 	<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 Corp practice			<ul style="list-style-type: none"> 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 STK - Energy & climate, Governance & Disclosure STK - CGovernance - Board Independence 	<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 18. 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 O&C violation
SPIE SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
SPIRAX-SARCO ENGINEERING PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Partially achieved	Reinforced Analyst's opinion	<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 	
SSE PLC	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> 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
STABILUS SE	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	<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 	

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STELLANTIS NV	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			UNGC - Labour Rights, Forced Labour UNGC - Labour Rights, Forced Labour STK - Labour @ suppliers - identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - repairing STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimising actual impacts	1.No poverty 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 10. Global Compact and OECD violation
STRATEC SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	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	5. Gender Equality	PAI 13. Board gender diversity
SUNOPTA INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	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
SWECO AB	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
SYMRISE AG	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
TAIWAN SEMICONDUCTOR MANUFACTU	Emerging Mark	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
TEAM17 GROUP PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
TECAN GROUP AG	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
TECAN GROUP AG	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	Fully 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 MGT reso - Director Election STK - CGovernance - Board Independence	5. Gender Equality	PAI 13. Board gender diversity
TECHNOGYM SPA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	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	5. Gender Equality	PAI 13. Board gender diversity

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TECHNOGYM SPA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	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	
TELEPERFORMANCE SE	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social 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	5. Gender Equality	PAI 13. Board gender diversity
TENCENT HOLDINGS LTD	Emerging Mark	ESG issue(r) planned review / Follow Up	Social	Closed	Encourage More Info Disclosure	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	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 1. No poverty	PAI 11. Lack of Global Compact processes
TESLA INC	North America	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			UNGC - Labour Rights, Forced Labour UNGC - Labour Rights, Forced Labour STK - Labour @ suppliers - Identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - repairing STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimising actual impacts	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 10. Global Compact and OECD violation
TEVA PHARMACEUTICAL INDUSTRIES LTD	Europe	Investment team's demand	Mix ESG	Ongoing	Encourage More Info 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
TEXAS INSTRUMENTS INC	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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
THULE GROUP AB	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	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	
TK ELEVATOR MIDCO GMBH	Europe	Exceptional Event / Controversy	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	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 11. Lack of Global Compact processes
TOKYO ELECTRON LTD	Asia Pacific	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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
TOMRA SYSTEMS ASA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
TOMRA SYSTEMS ASA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	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	
TOPDANMARK AS	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
TOTALENERGIES SE	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	ContrAct - OppressiveRegimes	16. Peace and Justice Strong Institutions	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
TOTALENERGIES SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	Partially 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 MGT reso - Director Election BA - Climate Change	5. Gender Equality	PAI 13. Board gender diversity
TOTALENERGIES SE	Europe	Thematic	Environment	Ongoing	Influence Corp practice			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 STK - Energy & climate, Governance & Disclosure	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
TOYOTA MOTOR CORP	Asia Pacific	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			UNGC - Labour Rights, Forced Labour UNGC - Labour Rights, Forced Labour STK - Labour @ suppliers - identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - repairing STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimising actual impacts	1. No Poverty 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 10. Global Compact and OECD violation
COMPANY I	North America	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Health Wellness BA - Resource Depletion BA - Climate Change	3. Good Health and Well-being 7. Affordable and Clean Energy 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
TVS MOTOR CO LTD	Emerging Mark	Investment team's demand	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	STK - Energy & climate, Decarbonisation strategy BA - Climate Change	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 PAI 6. Energy intensity per impact sector
UCB SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Exec Remuneration, General STK - CGovernance - Board Independence STK - Product / See Safety STK - Access to products/services - Healthcare STK - Recruitment & retention - General	1. No Poverty 3. Good Health and Well-being 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production	PAI 11. Lack of Global Compact processes
UMICORE SA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	ContrAct - OppressiveRegimes	16. Peace and Justice Strong Institutions	
UNIBAIL-RODAMCO-WESTFIELD SE	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Raw materials & waste, Hazardous Waste STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Land use & biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 7. Affordable and Clean Energy 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. Hazardous waste ratio
UNICREDIT SPA	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
UNICREDIT SPA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	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
UNICREDIT SPA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	Contract - OppressiveRegimes	16. Peace and Justice Strong Institutions	
UNICREDIT SPA	Europe	Pre/Post AGM Engagement	Governance	Closed	Inform(ed) Decision	Partially 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 MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
UNILEVER PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	Contract - OppressiveRegimes UNGC - Human Rights	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
UNILEVER PLC	Europe	Thematic	Environment	Initiated	Influence Corp 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, Capital allocation STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying STK - Energy & climate, Governance & Disclosure	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
UNITE GROUP PLC/THE	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully 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	
COMPANY J	Europe	Thematic	Environment	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Water consumption & emissions	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
VARUN BEVERAGES LTD	Emerging Mark	Investment team's demand	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	UNGC - Labour Rights, Forced Labour UNGC - Labour Rights, Workers' safety BA - Climate Change	1. No Poverty 3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 10. Reduced Inequality 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 PAI 10. Global Compact and OECD violation
VAT GROUP AG	Europe	Investment team's demand	Social	Closed and Escalated	Encourage More Info Disclosure	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	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	
VEOLIA ENVIRONNEMENT SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	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	5. Gender Equality	PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
VEOLIA ENVIRONNEMENT SA	Europe	Thematic	Environment	Initiated	Influence Corp 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 STK - Energy & climate, Governance & Disclosure 	<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
VERALLIA SA	Europe	Exceptional Event / Controversy	Social	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNGC - Human Rights UNGC - Labour Rights, Workers' safety STK - Working Conditions - Health & Safety 	<ul style="list-style-type: none"> 1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 	<ul style="list-style-type: none"> PAI 10. Global Compact and OECD violation
COMPANY K	North America	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> BA - Health Wellness BA - Resource Depletion BA - Climate Change 	<ul style="list-style-type: none"> 3. Good Health and Well-being 7. Affordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 	<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
VITASOY INTERNATIONAL HOLDINGS LTD	Asia Pacific	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Land use & biodiversity STK - Energy & climate, Climate Change Adaptation STK - CGovernance - Board Independence STK - Food Product / Nutritional Quality STK - Working Conditions - Fair remuneration, Living Wage STK - Recruitment & retention - General STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - CGovernance - Exec Remuneration, ESG Metrics 	<ul style="list-style-type: none"> 1. No Poverty 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 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 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity
VOLKSWAGEN AG	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNGC - Labour Rights, Forced Labour UNGC - Labour Rights, Forced Labour STK - Labour @ suppliers - identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - repairing STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimising actual impacts 	<ul style="list-style-type: none"> 1. No Poverty 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 	<ul style="list-style-type: none"> PAI 10. Global Compact and OECD violation
VOLKSWAGEN AG	Europe	Thematic	Environment	Initiated	Influence Corp 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 STK - Energy & climate, Governance & Disclosure 	<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
VOLVO AB	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> ContrAct - OppressiveRegimes 	<ul style="list-style-type: none"> 16. Peace and Justice Strong Institutions 	
VONOVIA SE	Europe	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure 	<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 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
COMPANY L	North America	Thematic	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	BA – Resource Depletion BA – Climate Change BA – Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 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
WACKER CHEMIE AG	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	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
WAREHOUSES DE PAUW CVA	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
WASTE CONNECTIONS INC	North America	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
WASTE MANAGEMENT INC	North America	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
WAVESTONE	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	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 - Recruitment & retention - General	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	PAI 13. Board gender diversity
WAVESTONE	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	MGT reso - Inclusion related STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
WISE PLC	Europe	Investment team's demand	Social	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Diversity and inclusion STK - Working Conditions - Health & Safety STK - Training & career management STK - Staff relations	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality	
WORLDLINE SA/FRANCE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	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	5. Gender Equality	PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2023	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to the ESG analysis: BA for Business Activities, STK for Stakeholder)	UN SDGs (linked to the dialogue)	PAIs (linked to the dialogue)
WORLDLINE SA/FRANCE	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Training & career management BA - Climate Change STK - Governance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Interconnectivity	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 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
WORLDLINE SA/FRANCE	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	ContrAct - OppressiveRegimes	16. Peace and Justice Strong Institutions	
WUXI BIOLOGICS CAYMAN INC	Emerging Mark	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	STK - Governance - Board independence STK - Governance - Audit STK - Governance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Remuneration STK - Governance - Exec Remuneration, General STK - Governance - Exec Remuneration, ESG Metrics MGT reso - Audit related MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
XINYI SOLAR HOLDINGS LTD	Emerging Mark	Thematic	Environment	Ongoing	Influence Corp 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 STK - Energy & climate, Governance & Disclosure	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
COMPANY M	North America	Thematic	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	BA - Resource Depletion BA - Health Wellness BA - Climate Change	3. Good Health and Well-being 7. Affordable and Clean Energy 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
YARA INTERNATIONAL ASA	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
YPSOMED HOLDING AG	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	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
ZEBRA TECHNOLOGIES CORP	North America	ESG issue(r) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	BA - Climate Change	7. Affordable and Clean Energy 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