

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
3M CO	North America	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
AAK AB	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			UNSDG_Environment_Biodiversity STK - Land use & biodiversity Contract - Palm Oil BA - Resource Depletion	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 8. Emissions to water PAI 10. Global Compact and OECD violation
ACCOR SA	Europe	Thematic	Environment	Ongoing	Influence Corp practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSDG_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
ADIDAS AG	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
AENA SME SA	Europe	Pre/Post AGM Engagement	Environment	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	NOT met - Climate related	7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
AGC INC	Asia Pacific	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
AIR LIQUIDE SA	Europe	Thematic	Environment	Ongoing	Influence Corp practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSDG_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 LIQUIDE SA	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Energy & climate, Decarbonisation strategy 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 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

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AIR PRODUCTS AND CHEMICALS INC	North America	Thematic	Environment	Ongoing	Influence Corp practice			<ul style="list-style-type: none"> SA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate SA - 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, Labelling 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
AKZO NOBEL NV	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNGC_Environment, Water 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 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
ALKERMES PLC	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board Independence MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
ALSTOM SA	Europe	Exceptional Event / Controversy	Social	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> Contract - Oppressiveness/Injures UNGC_Human Rights 	<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
ALTAREA SCA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board Independence MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
AMBARELLA INC	North America	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board Independence MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
ADVANCED MICRO DEVICES INC	North America	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNGC_Environment, Water 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 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
AMUNDI SA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board Independence MDT neo - Director Election MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
ANALOG DEVICES INC	North America	ESG issue(s) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> SA - 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

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APOLLO HOSPITALS ENTERPRISE LTD	Emerging Markets	Exceptional Event / Controversy	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	Contract - Oppressive regimes BA - Health Wellness STK - Bribery, Corruption & Collusion with Business partners	3. Good Health and Well-being 12. Responsible Consumption and Production 16. Peace and Justice Strong Institutions 17. Partnership to achieve the Goal	PAI 11. Lack of Global Compact processes
ARCADIS NV	Europe	Thematic	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	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
ARDAGH METAL PACKAGING SA	Europe	Thematic	Environment	Ongoing	Influence Corp practice			BA - Climate Change STK - Energy & climate: Net GHG Emission by 2050 (or sooner) Ambition UNSDG_Environment, Climate BA - Resource Depletion STK - Energy & climate: 17 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
ARKEMA SA	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment, Water UNSDG_Environment, Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
ASSA ABLDY AB	Europe	Pre/Post AGM Engagement	Environment	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	MDT neo - Climate related	7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
ASSA ABLDY AB	Europe	Client's demand	Social	Ongoing	Inform(ed) Decision			STK - Recruitment & retention - Gender	8. Decent Work and Economic Growth 10. Reduced Inequality	
AVANTOR INC	North America	Thematic	Environment	Ongoing	Influence Corp practice			BA - Climate Change STK - Energy & climate: Net GHG Emission by 2050 (or sooner) Ambition UNSDG_Environment, Climate BA - Resource Depletion STK - Energy & climate: 17 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
AVIVA PLC	Europe	Pre/Post AGM Engagement	Environment	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	MDT neo - Climate related	7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
AZEK CO INC/THE	North America	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment, Water UNSDG_Environment, Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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

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BAKKA Frost P/F	Emerging Markets	ESG issue(s) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Land use & biodiversity	3. Good Health and Well-being 6. 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
BANCO BILBAO VIZCAYA ARGENTARIA SA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Governance - Board Independence MDT neo - Remuneration STK - Governance - Board Diversity & expertise MDT neo - Capitalisation MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related	5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 13. Board gender diversity
BANK OF NINGBO CO LTD	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - Governance - Exec, Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying	1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
BARCLAYS PLC	Europe	Thematic	Environment	Ongoing	Influence Corp practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSDG_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
BARITO RENEWABLES ENERGY TBK PT	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - Governance - Exec, Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying	1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
BASF SE	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment, Water UNSDG_Environment, Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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

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BAYERISCHE MOTOREN WERKE AG	Europe	Thematic	Environment	Ongoing	Influence Corp practice			<ul style="list-style-type: none"> SA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) ambition UNSDG_Environment, Climate SA - 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
BAYERISCHE MOTOREN WERKE AG	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Labour Rights, Forced Labour UNSDG_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 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
BEIERSDORF AG	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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
BEIERSDORF AG	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNSDG_Environment, Biodiversity STK - Land use & biodiversity Conflict - Palm Oil SA - Resource Depletion 	<ul style="list-style-type: none"> 3. Good Health and Well-being 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
BEIGENE LTD	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 MDT neo - Capitalisation MDT neo - Remuneration STK - CGovernance - Exec Remuneration, General STK - CGovernance - Exec Remuneration, ESG Metrics MDT neo - Audit related MDT neo - Director Election 	<ul style="list-style-type: none"> 5. Gender Equality 	<ul style="list-style-type: none"> PAI 13. Board gender diversity
BELMO HOLDING AG	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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
BERRY GLOBAL GROUP INC	North America	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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
BIOMERIEUX	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board independence SA - Health Wellness SA - Climate Change STK - Energy & climate, Decarbonisation strategy SA - Resource Depletion 	<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 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

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BNP PARIBAS 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 UNSDG_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
BUNGE LTD	North America	Thematic	Environment	Initiated	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNSDG_Environment, Biodiversity STK - Land use & biodiversity Context - Palm Oil BA - Resource Depletion 	<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 8. Emissions to water PAI 10. Global Compact and OECD violation
BUREAU VERITAS SA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Governance - Board independence MDT neo - Remuneration STK - Governance - Board Diversity & expertise MDT neo - Capitalisation MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
BYD CO LTD	Emerging Markets	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) decision			<ul style="list-style-type: none"> UNSDG_Labour Rights, Forced labour STK - Labour @ suppliers - Identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - reporting 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
CAPGEMINI SE	Europe	ESG issue(s) planned review / Follow Up	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 - Recruitment & retention - General STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition BA - Interconnectivity 	<ul style="list-style-type: none"> 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 	<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
CARL ZEISS MEDITEC 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 UNSDG_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 - Recruitment & retention - Diversity and inclusion 	<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
CARL ZEISS MEDITEC AG	Europe	Investment team's demand	Social	Closed	Inform(ed) decision	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Training & career management STK - Staff relations STK - Working Conditions - Health & Safety 	<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 	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
CARREFOUR SA	Europe	Thematic	Environment	Closed	Encourage More Info Disclosure	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> UNGC_Environment, Biodiversity STK - Land use & biodiversity Contact - Palm Oil BA - Resource Depletion 	<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 8. Emissions to water PAI 10. Global Compact and OECD violation
CATERPILLAR INC	North America	Exceptional Event / Controversy	Social	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> Contact - OppressiveRegimes UNGC_Human Rights 	<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
CELAVISION AB	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Recruitment & retention - Diversity and Inclusion STK - Recruitment & retention - Gender STK - Training & career management STK - Staff relations STK - Working Conditions - Health & Safety 	<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 	
CERES POWER HOLDINGS PLC	Europe	ESG issue(s) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> Contact - OppressiveRegimes UNGC_Human Rights SDV - Human Rights & Civil Liberties 	<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 PAI 16. SDV Social violation countries
CIE DE SAINT-GOBAIN SA	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNGC_Environment, Water 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 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
CIE DE SAINT-GOBAIN 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
COCA-COLA HBC AG	Europe	ESG issue(s) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> Contact - OppressiveRegimes UNGC_Human Rights SDV - Human Rights & Civil Liberties 	<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 PAI 16. SDV Social violation countries
COGENT BIOSCIENCES INC	North America	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MDT reso - Capitalization STK - CGovernance - Board Independence MDT reso - Remuneration STK - CGovernance - Board Diversity & Separation MDT reso - Audit related MDT reso - Director Election MDT reso - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
COLRUYT GROUP NV	Europe	ESG issue(s) planned review / Follow Up	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 - Energy & climate, Governance & Disclosure STK - Product / Soc Quality STK - Recruitment & retention - Gender STK - Working Conditions - Health & Safety 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> PAI 11. Lack of Global Compact processes

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CORTEVA INC	North America	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
COSTCO WHOLESALE CORP	North America	Thematic	Environment	Ongoing	Encourage More Info Disclosure			UNSDG_Environment_Biodiversity STK - Land use & biodiversity Contact - Palm Oil BA - Resource Depletion	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 8. Emissions to water PAI 10. Global Compact and OECD violation
COVESTRO AG	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
CREDIT AGRICOLE SA	Europe	Thematic	Environment	Ongoing	Influence Corp practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSDG_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, Decarbonization strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
CRH PLC	North America	Thematic	Environment	Ongoing	Influence Corp practice			STK - Energy & climate, Governance & Disclosure BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSDG_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, Decarbonization 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
CRODA INTERNATIONAL PLC	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			UNSDG_Environment_Biodiversity STK - Land use & biodiversity Contact - Palm Oil BA - Resource Depletion	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 8. Emissions to water PAI 10. Global Compact and OECD violation
DAIKIN INDUSTRIES LTD	Asia Pacific	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
DANONE 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 UNSDG_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
DANONE SA	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 - Land use & biodiversity STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Raw materials & waste, Plastics STK - Access to products/services - Healthcare 	<ul style="list-style-type: none"> 1. No Poverty 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 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity
DARLING INGREDIENTS 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 UNSDG_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 - Recruitment & retention - Diversity and Inclusion 	<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
DERMAPHARM HOLDING SE	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Fully achieved	Negative Impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Recruitment & retention - Gender STK - Training & career management STK - Staff relations STK - Working Conditions - Health & Safety 	<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 	
DEUTSCHE BOERSE AG	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> Contract - Oppressive regimes UNSDG_Human Rights SOV - Human Rights & Civil Liberties 	<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 PAI 16. SOV Social violation countries
DEUTSCHE LUFTHANSA 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 UNSDG_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 STK - C-Governance - 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 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
DISC MEDICINE 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	<ul style="list-style-type: none"> STK - C-Governance - Exec Remuneration, General STK - Training & career management 	<ul style="list-style-type: none"> 4. Quality Education 8. Decent Work and Economic Growth 	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
DSM-FIRMENICH 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 UNDC_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
DSM-FIRMENICH AG	Europe	Thematic	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	<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 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 8. Emissions to water
DYNE THERAPEUTICS INC	North America	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Governance - Board Independence MGF neo - Remuneration STK - Governance - Board Diversity & expertise MGF neo - Capitalization MGF neo - Audit related MGF neo - Director Election MGF neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
E.ON SE	Europe	Thematic	Environment	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> UNDC_Environment, Biodiversity STK - Land use & biodiversity 	<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
E.ON SE	Europe	ESG issue(s) 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
EDP 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 UNDC_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
EDP SA	Europe	ESG issue(s) 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
ELEN SPA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Governance - Board Independence MGF neo - Remuneration STK - Governance - Board Diversity & expertise MGF neo - Capitalization MGF neo - Audit related MGF neo - Director Election MGF neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
EU LILLY & CO	North America	Thematic	Environment	Initiated	Encourage More Info Disclosure			UNGC_Environment_Biodiversity STK - Land use & biodiversity	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
ENAGAS SA	Europe	ESG issue(s) 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
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
ENEL SPA	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			UNGC_Labour Rights_Workers safety STK - CoGovernance - Effective Risk Management System STK - Working Conditions - Health & Safety	3. Good Health and Well-being 8. Decent Work and Economic Growth 16. Peace and Justice Strong Institutions	PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes
ENEL SPA	Europe	ESG issue(s) 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(s) 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
ENI SPA	Europe	ESG issue(s) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	BA - Climate Change STK - energy & climate, ST/MT targets STK - energy & climate, Decarbonisation strategy STK - energy & climate, Capital allocation	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
ESSITY AB	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			UNGC_Environment_Water UNGC_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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

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ESTEE LAUDER COS INC/THE	North America	Thematic	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	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
ESTEE LAUDER COS INC/THE	North America	Thematic	Environment	Initiated	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
EVONIK INDUSTRIES AG	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
FERROVIAL SA	Europe	Pre/Post AGM Engagement	Environment	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	MGT reso - Climate related	7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
FINCOBANK BANCA FINECO SPA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Encourage More Info Disclosure	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Independence MGT reso - Remuneration STK - CGovernance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Audit related MGT reso - Director Election MGT reso - Climate related	5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 13. Board gender diversity
LUXYS BELGIUM SA	Europe	ESG issue(s) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	Contract - Oppression/Bribe UNSDG_Human Rights SOV - Human Rights & Civil Liberties	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 PAI 16. SOV Social violation countries
FORD MOTOR CO	North America	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			UNSDG_Labour Rights, Forced Labour UNSDG_Labour Rights, Forced Labour STK - Labour @ suppliers - identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - reporting STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimizing 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
FSN E-COMMERCE VENTURES LTD	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Ongoing	Inform(ed) Decision			BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Training & career management STK - Access to products/services - Education STK - Access to products/services - Technology STK - CGovernance - Exec. Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport	1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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FUJI OIL HOLDINGS INC	Asia Pacific	Thematic	Environment	Ongoing	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNGC_Environment, Biodiversity STK - Land Use & Biodiversity Contact - Palm Oil BA - Resource Depletion 	<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 8. Emissions to water PAI 10. Global Compact and OECD violation
GEA GROUP AG	Europe	Pre/Post AGM Engagement	Environment	Closed	Influence Corp practice	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MDT neo - Climate related 	<ul style="list-style-type: none"> 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
GECINA SA	Europe	Pre/Post AGM Engagement	Environment	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MDT neo - Climate related 	<ul style="list-style-type: none"> 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
GIVAUDAN SA	Europe	Thematic	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	<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 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 8. Emissions to water
GIVAUDAN SA	Europe	ESG issue(s) 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
GIVAUDAN SA	Europe	Thematic	Environment	Initiated	Inform(ed) Decision			<ul style="list-style-type: none"> UNGC_Environment, Water 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 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
GRAND CITY PROPERTIES SA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board independence MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
GRAND CITY PROPERTIES SA	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Recruitment & retention - Diversity and inclusion STK - Recruitment & retention - Gender STK - training & career management STK - Staff relations STK - Working Conditions - Health & Safety 	<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 	
GSK PLC	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board independence BA - Health Wellness STK - Environment @ suppliers - Identification of adverse impacts STK - Product / Soc Safety STK - Access to products/services - Healthcare BA - Climate Change STK - Energy & climate, Decarbonisation strategy BA - Resource Depletion 	<ul style="list-style-type: none"> 1. No Poverty 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 9. Hazardous waste ratio PAI 11. Lack of Global Compact processes

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HAVELLS INDIA LTD	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - CGovernance - Exec Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying STK - Training & career management 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
HENKEL AG & CO KGAA	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 UNSDG_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
HERMES INTERNATIONAL SCA	Europe	Thematic	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Raw materials & waste, General STK - Commercial Practices BA - Resource Depletion 	<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 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 8. Emissions to water
HEWLETT PACKARD ENTERPRISE CO	North America	Exceptional Event / Controversy	Social	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> Contract - Oppression/Injuria UNSDG_Human Rights 	<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
HILTON WORLDWIDE HOLDINGS INC	North America	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 UNSDG_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
HILTON WORLDWIDE HOLDINGS INC	North America	Thematic	Environment	Initiated	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNSDG_Environment, Biodiversity STK - Land use & biodiversity 	<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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis, BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
HOLOGIC INC	North America	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	STK - Governance - Board Independence MDT neo - Remuneration STK - Governance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related BA - Climate Change	5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 13. Board gender diversity
HSBC HOLDINGS PLC	Europe	Thematic	Environment	Ongoing	Influence Corp practice			STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSDG_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
HUNTAMAKI OYJ	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment, Water UNSDG_Environment, Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
IBERDROLA SA	Europe	Thematic	Environment	Ongoing	Influence Corp practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSDG_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
IBERDROLA SA	Europe	ESG issue(s) 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
ICADE	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	Stress - Other Environment, Biodiversity	14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity
ICADE	Europe	Pre/Post AGM Engagement	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	MDT neo - Climate related	7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
IGM BIOSCIENCES INC	North America	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	STK - Training & career management STK - Governance - Exec Remuneration, General STK - Recruitment & retention - General	4. Quality Education 8. Decent Work and Economic Growth 10. Reduced Inequality	
ILLUMITY BANK SPA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Governance - Board Independence MDT neo - Remuneration STK - Governance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related	5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
IMMUNOCORE HOLDINGS PLC	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Governance - Board Independence MDT neo - Remuneration STK - Governance - Board Diversity & expertise STK - Governance - Capitalisation MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related BA - Climate Change 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
INDIAN HOTELS CO LTD/THE	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - Governance - Exec. Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying STK - Training & career management 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
INFINEON TECHNOLOGIES AG	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment_Water UNSDG_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 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
INFINEON TECHNOLOGIES AG	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Labour & suppliers - prevention/mitigation of potential impacts 	<ul style="list-style-type: none"> 1. No Poverty 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 	<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
INTEL CORP	North America	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment_Water UNSDG_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 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
INTERNATIONAL BUSINESS MACHINES CORP	North America	Exceptional Event / Controversy	Social	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> Contract - Oppressive/Regimes UNSDG_Human Rights 	<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
INTERTEK GROUP PLC	Europe	ESG issue(s) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Training & career management STK - Bribery, Corruption & Collusion with Business partners STK - Working Conditions - Health & Safety STK - Community Relations - Tech & Data Privacy 	<ul style="list-style-type: none"> 3. Good Health and Well-being 4. Quality Education 8. Decent Work and Economic Growth 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal 	<ul style="list-style-type: none"> PAI 11. Lack of Global Compact processes
INTERTEK GROUP PLC	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Recruitment & retention - Diversity and Inclusion STK - Recruitment & retention - General STK - Training & career management STK - Staff relations STK - Working Conditions - Health & Safety 	<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 	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
INTESA SANPAOLO SPA	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
INTESA SANPAOLO SPA	Europe	ESG issue(s) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> UNGC_Environment, Biodiversity STK - Land use & biodiversity 	<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
IPSO SA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Covernance - Board independence MDT neo - Remuneration STK - Covernance - Board Diversity & expertise MDT neo - Capitalisation MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
JOHNSON CONTROLS INTERNATIONAL PLC	North America	Thematic	Environment	Initiated	Inform(ed) Decision			<ul style="list-style-type: none"> UNGC_Environment, Water 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 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
JPMORGAN CHASE & CO	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
KBC GROUP NV	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MDT neo - Remuneration STK - Covernance - Board Diversity & expertise MDT neo - Capitalisation MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
KB FINANCIAL GROUP INC	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> BA - Health/ Wellness STK - Recruitment & retention - General BA - Climate Change BA - Demographic Evolution BA - Resource Depletion STK - Access to products/services - Transport BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Healthcare STK - Access to products/services - Food STK - Access to products/services - Technology STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Finance 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
KERING SA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Encourage More Info Disclosure	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MDT neo - Climate related MDT neo - Director & Audit related MDT neo - Director other MDT neo - Director Election 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
KERRY GROUP 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 UNSDG_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, Decarbonization strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying STK - Energy & climate, Governance & Disclosure STK - CGovernance - Board Independence MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<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
KINEPOLIS GROUP NV	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Energy & climate, Governance & Disclosure STK - CGovernance - Board Independence MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
KINGSPAN GROUP PLC	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment_Water UNSDG_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 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
KINGSPAN GROUP PLC	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and Inclusion STK - Training & career management STK - Energy & climate, Decarbonization strategy 	<ul style="list-style-type: none"> 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

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KLABIN SA	Emerging Markets	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 UNSDG_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
KONINKLIJKE AHOLD DELHAIZE NV	Europe	ESG issue(s) planned review / Follow Up	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 - Energy & climate, Decarbonisation strategy STK - Product / Sex Quality STK - Land use & biodiversity STK - Raw materials & waste, Plastics 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 11. Lack of Global Compact processes
KONINKLIJKE PHILIPS NV	Europe	ESG issue(s) planned review / Follow Up	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 - Governance - Board independence BA - Health Wellness BA - Climate Change STK - Energy & climate, Decarbonisation strategy BA - Resource Depletion 	<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 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
KONINKLIJKE PHILIPS NV	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Governance - Board independence BA - Health Wellness STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Recruitment & retention - General STK - Product / Sex Safety BA - Climate Change STK - Energy & climate, Decarbonisation strategy BA - Resource Depletion 	<ul style="list-style-type: none"> 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 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
KRIT TECHNOLOGIES LTD	Emerging Markets	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Governance - Board independence MDT neo - Remuneration STK - Governance - Board Diversity & expertise MDT neo - Capitalisation MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
L'OREAL SA	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNSDG_Environment, Biodiversity STK - Land use & biodiversity Contract - Palm Oil BA - Resource Depletion 	<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 8. Emissions to water PAI 10. Global Compact and OECD violation
LANKSSE AG	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
LENOX INTERNATIONAL INC	North America	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNDC_Environment, Water UNDC_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 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
LEROY SEAFOOD GROUP ASA	Europe	ESG issue(s) planned review / Follow Up	Environment	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Land use & biodiversity 	<ul style="list-style-type: none"> 3. Good Health and Well-being 8. 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
LINDE PLC	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 UNDC_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 - Recruitment & retention - Diversity and Inclusion 	<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 OECD violation
LINEA DIRECTA ASEGURADORA SA CIA DE SEGUROS Y REASEGUROS	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - General STK - Training & career management STK - Staff relations STK - Working Conditions - Health & Safety 	<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 	
LONZA GROUP AG	Europe	Investment team's demand	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Working Conditions - Fair remuneration, Living Wage STK - CGovernance - Basic Remuneration, General 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 8. Decent Work and Economic Growth 10. Reduced inequality 	
LONZA GROUP AG	Europe	Thematic	Environment	Initiated	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNDC_Environment, Biodiversity STK - Land use & biodiversity 	<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
LOTES CO LTD	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - CGovernance - Basic Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - energy & climate, Lobbying STK - Training & career management 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
LVMH MOET HENNESSY LOUIS VUITTON SE	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNDC_Environment, Water UNDC_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 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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
LVMH MOET HENNESSY LOUIS VUITTON SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	STK - Governance - Board independence MDT neo - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
MERCEDES-BENZ GROUP AG	Europe	Thematic	Environment	Ongoing	Influence Corp practice			STK - Governance - Board Diversity & expertise BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSDG_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 8. 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
MERCEDES-BENZ GROUP AG	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) decision			UNSDG_Labour Rights, Forced Labour UNSDG_Labour Rights, Forced Labour STK - Labour @ suppliers - identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - reporting 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
MERCEDES-BENZ GROUP AG	Europe	Thematic	Environment	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	UNSDG_Environment, Biodiversity STK - Land use & biodiversity	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
MERCK KGAA	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment, Water UNSDG_Environment, Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
MICROSOFT CORP	North America	Thematic	Environment	Initiated	Influence Corp practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSDG_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 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
MONCLER SPA	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ea) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Community Relations - Social License to operate STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Environment @ suppliers - Identification of adverse impacts STK - Labour @ suppliers - Identification of adverse impacts 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
MONCLER SPA	Europe	Thematic	Environment	Ongoing	Inform(ea) Decision			<ul style="list-style-type: none"> UNDC_Environment_Water UNDC_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 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
MONDI PLC	Europe	ESG issue(s) planned review / Follow Up	Social	Closed	Inform(ea) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> Contract - Oppressivestigmen UNDC_Human Rights SOV - Human Rights & Civil Liberties 	<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 PAI 16. SOV Social violation countries
MRS SECTORS FOOD SPECIALITIES LTD	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Initiated	Inform(ea) Decision			<ul style="list-style-type: none"> BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - Governance - Exec Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying STK - Training & career management 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 	<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. Hazardous waste ratio PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
MUNTERS GROUP AB	Europe	Thematic	Environment	Initiated	Inform(ea) Decision			<ul style="list-style-type: none"> UNDC_Environment_Water UNDC_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 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
NATIONAL GRID PLC	Europe	Pre/Post AGM Engagement	Environment	Closed	Influence Corp practice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> MOF 160 - Climate related 	<ul style="list-style-type: none"> 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
NAVIGATOR CO SA/THE	Europe	ESG issue(s) planned review / Follow Up	Social	Closed	Inform(ea) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> Contract - Oppressivestigmen UNDC_Human Rights SOV - Human Rights & Civil Liberties 	<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 PAI 16. SOV Social violation countries
NESTLE SA	Europe	Pre/Post AGM Engagement	Environment	Closed	Inform(ea) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MOF 160 - Climate related 	<ul style="list-style-type: none"> 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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

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NESTLE 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 UNSDG_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
NESTLE SA	Europe	Exceptional Event / Controversy	Social	Closed and Escalated	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> BA - Health Wellness STK - Food Product / Nutritional Quality 	<ul style="list-style-type: none"> 2. Zero Hunger 3. Good Health and Well-being 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 	
NESTLE SA	Europe	Exceptional Event / Controversy	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Commercial Practices STK - Public Authority Relations - Lobbying STK - Product / Soc Quality 	<ul style="list-style-type: none"> 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and Justice Strong Institutions 	PAI 11. Lack of Global Compact processes
NEUMORA THERAPEUTICS INC	North America	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board Independence BA - Health Wellness BA - Climate Change STK - Energy & climate, Decarbonisation strategy BA - Resource Depletion 	<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 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
NEXTERA ENERGY 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 UNSDG_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
NOVARTIS AG	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board Independence BA - Health Wellness STK - Access to products/services - Healthcare STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition STK - Product / Soc Safety STK - Recruitment & retention - Gender STK - Recruitment & retention - Equal pay STK - Land use & biodiversity BA - Climate Change STK - Energy & climate, Decarbonisation strategy BA - Resource Depletion 	<ul style="list-style-type: none"> 1. No Poverty 3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 	<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 PAI 12. Unadjusted gender pay gap

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NOVELIS CORP	North America	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 UNSDG_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
NOVO NORDISK A/S	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Governance - Board Independence BA - Health Wellness BA - Climate Change STK - Energy & climate, Decarbonisation strategy BA - Resource Depletion 	<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 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
NU HOLDINGS LTD/CAYMAN ISLANDS	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> BA - Health Wellness STK - Energy & climate, Governance & Disclosure BA - Climate Change BA - Demographic Evolution BA - Resource Depletion STK - Access to products/services - Transport BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Healthcare STK - Access to products/services - Food STK - Access to products/services - Technology STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Finance 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
NURIX THERAPEUTICS INC	North America	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Governance - Board Independence MDT neo - Remuneration STK - Governance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
NVIDIA CORP	North America	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment_Water UNSDG_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 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
NXP SEMICONDUCTORS NV	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment_Water UNSDG_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 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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
O-I GLASS INC	North America	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 UNSDG_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
ON SEMICONDUCTOR CORP	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 UNSDG_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
ORIZON VALORIZACAO DE RESIDUOS SA	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ea) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - Governance - Exec Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying STK - Training & Career management 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. 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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
OWENS CORNING	North America	Thematic	Environment	Closed	Inform(ea) Decision	Not achieved	Reinforced Analyst's opinion	<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 8. 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
OWENS CORNING	North America	Thematic	Environment	Initiated	Inform(ea) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
PB FINTECH LTD	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health & Wellness BA - Interconnectivity STK - Training & crew management STK - Access to products/services - Education STK - Access to products/services - Technology STK - CGovernance - Basic Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
PHREESIA INC	North America	Pre/Post AGM Engagement	Mix ESG	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 MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalisation MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
PLIANT THERAPEUTICS INC	North America	Pre/Post AGM Engagement	Environment	Closed	Influence Corp practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> MDT neo - Climate related 	<ul style="list-style-type: none"> 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
PROCTER & GAMBLE CO/THE	North America	Thematic	Environment	Initiated	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNDC_Environment, Biodiversity STK - Land use & biodiversity Contact - Palm Oil BA - Resource Depletion 	<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 8. Emissions to water PAI 10. Global Compact and OECD violation
PUBLICIS GROUPE SA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board independence MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalisation MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
PUMA SE	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNDC_Environment, Water UNDC_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 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
RECKITT BENCKISER GROUP 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 UNDC_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

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RECORDATI INDUSTRIA CHIMICA E FARMACEUTICA SPA	Europe	ESG issue(s) planned review / Follow Up	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	Contract - Oppressive wages UNGC_Human Rights SDV - Human Rights & Civil Liberties	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 PAI 16. SDV Social violation countries
RECTICEL SA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board independence MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related	5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 13. Board gender diversity
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 - reporting STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimizing 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
RENTOKILINITIAL PLC	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - Diversity and inclusion STK - Recruitment & retention - Gender STK - training & career management STK - Staff relations STK - Working Conditions - health & safety STK - CGovernance - Board independence	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
REPLIMUNE GROUP INC	North America	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related BA - Climate Change	5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 13. Board gender diversity
REPSOL SA	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
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

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REPSOL SA	Europe	ESG issue(s) planned review / Follow Up	Environment	Ongoing	Inform(ed) Decision			STK - Energy & climate, Governance & Disclosure UNSDG_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
RIO TINTO PLC	Europe	Thematic	Environment	Ongoing	Encourage More Info Disclosure			UNSDG_Environment, Water UNSDG_Environment, Water STK - Water consumption & emissions UNSDG_Environment, Water UNSDG_Environment, Water STK - Water consumption & emissions UNSDG_Environment, Biodiversity UNSDG_Environment, Water UNSDG_Environment, Water STK - Water consumption & emissions UNSDG_Environment, Water UNSDG_Environment, Water STK - Water consumption & emissions	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	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ROCHE HOLDING AG	Europe	Thematic	Environment	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	UNSDG_Environment, Biodiversity STK - Land use & biodiversity	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
ROCKWOOL A/S	Europe	ESG issue(s) planned review / Follow Up	Social	Closed and Escalated	Inform(ed) Decision	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	Contract - Oppressive/illegal UNSDG_Human Rights SDV - Human Rights & Civil Liberties	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 PAI 18. SOV Social violation countries
RVRC HOLDING AB	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Recruitment & retention - Diversity and inclusion STK - Recruitment & retention - Gender STK - Training & career management STK - Staff relations 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	
SABIC CAPITAL BV	Europe	Thematic	Environment	Initiated	Inform(ed) Decision			UNSDG_Environment, Water UNSDG_Environment, Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
SAMSUNG ELECTRONICS CO LTD	Emerging Markets	Thematic	Environment	Initiated	Inform(ed) Decision			UNSDG_Environment, Water UNSDG_Environment, Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
SAMSUNG ELECTRONICS CO LTD	Emerging Markets	Exceptional Event / Controversy	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	STK - Public Authority Relations - Bribery and corruption STK - Governance - Board independence	12. Responsible Consumption and Production 16. Peace and Justice Strong Institutions	
SANDO GROUP AG	Europe	Pre/Post AGM Engagement	Environment	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	MSF neo - Climate related	7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 8. Energy intensity per impact sector

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
SAP SE	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Governance - Board Independence MDT neo - Remuneration STK - Governance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related BA - Climate Change 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
SCHNEIDER ELECTRIC SE	Europe	Thematic	Environment	Ongoing	Influence Corp practice			<ul style="list-style-type: none"> STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSDG_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
SDITECH AB	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Recruitment & retention - Diversity and inclusion STK - Recruitment & retention - Gender STK - Training & career management STK - Staff relations STK - Working Conditions - Health & Safety 	<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 	
SEB SA	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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
SHELL 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 UNSDG_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 	<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
SHERWIN-WILLIAMS CO/THE	North America	Thematic	Environment	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> UNSDG_Environment, Biodiversity STK - Land use & Biodiversity 	<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
SHERWIN-WILLIAMS CO/THE	North America	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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
SHURGARD SELF STORAGE LTD	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - Diversity and inclusion STK - Recruitment & retention - Gender STK - Training & career management STK - Staff relations STK - Working Conditions - Health & Safety 	<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 	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
SIEMENS AG	Europe	ESG issue(s) planned review / Follow Up	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNDC_Environment, Climate STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition 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 	<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 10. Global Compact and OECD violation
SIEMENS HEALTHINEERS AG	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board Independence BA - Health Wellness STK - Bribery, Corruption & Collusion with Business partners STK - Access to products/services - Healthcare STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition BA - Climate Change STK - Energy & climate, Decarbonisation strategy BA - Resource Depletion 	<ul style="list-style-type: none"> 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 16. Peace and Justice Strong Institutions 17. Partnership to achieve the Goal 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 11. Lack of Global Compact processes
SIG GROUP AG	Europe	Thematic	Environment	Initiated	Inform(ed) Decision			<ul style="list-style-type: none"> UNDC_Environment, Water UNDC_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 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
SIKA AG	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNDC_Environment, Water UNDC_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 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
SIKA AG	Europe	Thematic	Environment	Closed	Encourage More Info Disclosure	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> UNDC_Environment, Biodiversity STK - Land use & biodiversity 	<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
SIMPLY GOOD FOODS CO/THE	North America	ESG issue(s) 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 STK - Water consumption & emissions STK - Product / Use Safety STK - Training & career management STK - Environment @ suppliers - prevention/mitigation of potential impacts 	<ul style="list-style-type: none"> 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 	<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
SOCIETE GENERALE 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 UNDC_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 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholders)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
SOLVAY SA	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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
SOLVAY 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 UNSDG_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, C1/NT 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
SPIE SA	Europe	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Working Conditions - Health & Safety STK - Energy & climate, Decarbonisation strategy BA - Climate Change STK - Recruitment & retention - Gender STK - Energy & climate, Governance & Disclosure 	<ul style="list-style-type: none"> 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 	<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
SSE PLC	Europe	Pre/Post AGM Engagement	Environment	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MDT neo - Climate related 	<ul style="list-style-type: none"> 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
STABILUS SE	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> MDT neo - Capitalization STK - CGovernance - Board independence MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related STK - Recruitment & retention - Diversity and inclusion 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
STABILUS SE	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Recruitment & retention - Gender STK - Training & career management STK - Staff relations STK - Working Conditions - Health & Safety 	<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 	
DUPONT DE NEMOURS INC	North America	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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
STELLANTIS NV	Europe	Exceptional Event / Controversy	Mix ESG	Initiated	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Labour Rights, Forced Labour UNSDG_Labour Rights, Forced Labour STK - Labour @ suppliers - Identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - reporting 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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
STORA ENSO OYJ	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
STRYKER CORP	North America	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	STK - Governance - Board Independence BA - Health Welfare BA - Climate Change STK - Energy & climate, Decarbonisation strategy 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
SYENQO SA	Europe	Exceptional Event / Controversy	Social	Closed and Escalated	Inform(ed) Decision	Fully achieved	Reinforced Analyst's opinion	Contract - Oppressive wages UNSDG_Human Rights	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 18. Peace and Justice Strong Institutions	PAI 10. Global Compact and OECD violation
SYENQO SA	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
SYNDAX PHARMACEUTICALS INC	North America	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	STK - Governance - Board Independence MGT neo - Remuneration STK - Governance - Board Diversity & expertise MGT neo - Capitalization MGT neo - Audit related MGT neo - Director Election MGT neo - Climate related	5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 13. Board gender diversity
TAG IMMOBILIEN AG	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	STK - Governance - Board Independence MGT neo - Remuneration STK - Governance - Board Diversity & expertise MGT neo - Capitalization MGT neo - Audit related MGT neo - Director Election MGT neo - Climate related	5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 13. Board gender diversity
TAIWAN SEMICONDUCTOR MANUFACTURING CO LTD	Emerging Markets	Thematic	Environment	Ongoing	Inform(ed) Decision			UNSDG_Environment_Water UNSDG_Environment_Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 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
TAIWAN SEMICONDUCTOR MANUFACTURING CO LTD	Emerging Markets	Thematic	Environment	Ongoing	Influence Corp practice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) emission UNSDG_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 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
TECHNOGYM SPA	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MDT neo - Capitalization STK - Governance - Board Independence MDT neo - Remuneration STK - Governance - Board Diversity & expertise MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related BA - Climate Change 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
TECHTRONIC INDUSTRIES CO LTD	Asia Pacific	ESG issue(s) planned review / Follow Up	Mix ESG	Initiated	Inform(ed) Decision			<ul style="list-style-type: none"> BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - Governance - Exec. Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying STK - Training & career management 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
TENNET HOLDING BV	Europe	Thematic	Environment	Initiated	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNDC_Environment, Biodiversity STK - Land use & biodiversity 	<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
TESLA INC	North America	Exceptional Event / Controversy	Mix ESG	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNDC_Labour Rights, Forced Labour UNDC_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
TEVA PHARMACEUTICAL INDUSTRIES LTD	Europe	Investment team's demand	Mix ESG	Ongoing	Encourage More Info Disclosure			<ul style="list-style-type: none"> STK - Access to products/services - Healthcare STK - Product / Sex Safety STK - Bribery, Corruption & Collusion with Business partners STK - Governance - Effective Risk Management System 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> PAI 11. Lack of Global Compact processes
THERMAX LTD	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - Governance - Exec. Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
TOTALENERGIES 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 UNSDG_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 MDT neo - Capitalization 	<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
TOTALENERGIES SE	Europe	Pre/Post AGM Engagement	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - CGovernance - Board independence MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Climate related MDT neo - Audit related MDT neo - Director Election 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
TOYOTA MOTOR CORP	Asia Pacific	Exceptional Event / Controversy	Mix ESG	Initiated	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Labour Rights, Forced Labour UNSDG_Labour Rights, Forced Labour STK - Labour @ suppliers - Identification of adverse impacts STK - Labour @ suppliers - complaint management system STK - Environment @ suppliers - repaling STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimizing 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
TRANE TECHNOLOGIES PLC	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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
TRENT LTD	Emerging Markets	ESG issue(s) 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"> BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - CGovernance - Exec Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying STK - Training & career management 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
TREX CO INC	North America	Thematic	Environment	Initiated	Inform(ed) Decision			<ul style="list-style-type: none"> UNSDG_Environment, Water UNSDG_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 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

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2024	Primary Objective	Primary Objective Achievement Level (when closed)	Impact on ESG opinion (when closed)	Topics of Dialogue (linked to ESG analysis: BA for Business Activities, STK for Stakeholder)	UNSDG (linked to the dialogue)	PAI (linked to the dialogue)
TRIP.COM GROUP LTD	Emerging Markets	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Training & career management STK - Access to products/services - Education STK - Access to products/services - Technology STK - CGovernance - Exec Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
UCB SA	Europe	Pre/Post AGM Engagement	Environment	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MGT neo - Climate related 	<ul style="list-style-type: none"> 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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
UNICREDIT SPA	Europe	Thematic	Environment	Ongoing	Influence Corp practice			<ul style="list-style-type: none"> BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (for scenario) Ambition UNDC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying 	<ul style="list-style-type: none"> 3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and Justice Strong Institutions 	<ul style="list-style-type: none"> PAI 1. GHG emissions PAI 2. Carbon footprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
UNILEVER PLC	Europe	Thematic	Environment	Ongoing	Influence Corp practice			<ul style="list-style-type: none"> STK - Energy & climate, Governance & Disclosure BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (for scenario) Ambition UNDC_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 	<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
VAT GROUP AG	Europe	Investment team's demand	Social	Closed	Inform(ed) Decision	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	<ul style="list-style-type: none"> STK - Energy & climate, Governance & Disclosure STK - Recruitment & retention - Diversity and Inclusion STK - Training & career management STK - Staff relations STK - Working Conditions - Health & Safety 	<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 	
VEOLIA ENVIRONNEMENT SA	Europe	Thematic	Environment	Ongoing	Influence Corp practice			<ul style="list-style-type: none"> STK - Energy & climate, NZ GHG Emission by 2050 (for scenario) Ambition UNDC_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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VEOLIA ENVIRONNEMENT SA	Europe	Thematic	Environment	Initiated	Encourage More Info Disclosure			<ul style="list-style-type: none"> UNGC_Environment_Biodiversity STK - Land use & biodiversity 	<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
VERACYTE INC	North America	Pre/Post AGM Engagement	Mix ESG	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 MDT neo - Remuneration STK - CGovernance - Board Diversity & expertise MDT neo - Capitalization MDT neo - Audit related MDT neo - Director Election MDT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
VERALLIA SA	Europe	Exceptional Event / Controversy	Social	Closed	Inform(ed) Decision	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	<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
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
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 - reporting STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimizing 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
VOVOLUTION GROUP PLC	Europe	Thematic	Environment	Ongoing	Inform(ed) Decision			<ul style="list-style-type: none"> UNGC_Environment_Water 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 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
VOLVO AB	Europe	Exceptional Event / Controversy	Social	Closed	Inform(ed) Decision	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> Contract - Oppressive wages UNGC_Human Rights 	<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

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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 UNSDG_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
WASTE CONNECTIONS 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 UNSDG_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
WASTE MANAGEMENT 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 UNSDG_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
WK KILLOGG CO	North America	ESG issue(s) planned review / Follow Up	Mix ESG	Closed	Inform(ed) Decision	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Raw materials & waste, General STK - Water consumption & emissions STK - Product / Site Safety STK - Training & career management 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 11. Lack of Global Compact processes
WOODSIDE ENERGY GROUP LTD	Asia Pacific	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Not achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> MGT non - Climate related STK - C-Governance - Board independence MGT non - Remuneration STK - C-Governance - Board Diversity & expertise MGT non - Capitalization MGT non - Audit related MGT non - Director Election 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity

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XENCOR INC	North America	Pre/Post AGM Engagement	Mix ESG	Closed	Influence Corp practice	Partially achieved	Reinforced Analyst's opinion	<ul style="list-style-type: none"> STK - Governance - Board Independence MGT neo - Remuneration STK - Governance - Board Diversity & expertise MGT neo - Capitalization MGT neo - Audit related MGT neo - Director Election MGT neo - Climate related 	<ul style="list-style-type: none"> 5. Gender Equality 7. Affordable and Clean Energy 11. Sustainable Cities and Communities 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 PAI 13. Board gender diversity
XINYI SOLAR HOLDINGS LTD	Emerging Markets	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 UNSDG_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 8. 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
XP INC	Emerging Markets	ESG issue(s) 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"> BA - Climate Change BA - Demographic Evolution BA - Resource Depletion BA - Health Wellness BA - Interconnectivity STK - Access to products/services - Education STK - Access to products/services - Technology STK - Governance - Exec Remuneration, General STK - Access to products/services - Healthcare STK - Access to products/services - Housing & Sanitation STK - Access to products/services - Transport STK - Energy & climate, Lobbying STK - Training & Career management 	<ul style="list-style-type: none"> 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions 	<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 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
YPSOMED HOLDING AG	Europe	ESG issue(s) 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 - Oppressive wages UNSDG_Human Rights SOV - Human Rights & Civil Liberties 	<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 PAI 16. SOV Social violation countries