

Direct Dialogues

| Issuer Name      | Issuer's Region | Initiative Trigger              | E-S-G       | Status at end 2025 | 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 Conviction             | Environment | Ongoing            | Inform(ed) Decision            |   |                                     | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| AAK AB           | Europe          | Thematic Conviction             | Environment | Closed             | Encourage More Info Disclosure | Fully achieved                                    | Reinforced Analyst's opinion        | UNGC_Environment, Biodiversity<br>STK - Land use & biodiversity<br>ContrAct - Palm Oil<br>BA - Resource Depletion  | 3. Good Health and Well-being<br>8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| ABB LTD          | Europe          | Thematic Conviction             | Governance  | Ongoing            | Inform(ed) Decision            |   |                                     | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| ABN AMRO BANK NV | Europe          | Investment Team / SRC's Request | Environment | Initiated          | Encourage More Info Disclosure |   |                                     | STK - Energy & climate, Governance & Disclosure  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>12. Responsible Consumption and Production<br>13. Climate Action  |  |
| ACCOR SA         | Europe          | Thematic Conviction             | Environment | Ongoing            | Influence Corp practice        |   |                                     | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| ADIDAS AG        | Europe          | Thematic Conviction             | Governance  | Ongoing            | Inform(ed) Decision            |   |                                     | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| ADIDAS AG        | Europe          | Thematic Conviction             | Social      | Closed             | Inform(ed) Decision            | Partially achieved                                | Reinforced Analyst's opinion        | STK - Labour @ suppliers - prevention/mitigation of potential impacts<br>UNGC_Human Rights<br>UNGC_Labour Rights, Child Labour<br>UNGC_Labour Rights, Freedom of Association<br>UNGC_Labour Rights, Discrimination<br>UNGC_Labour Rights, Forced Labour<br>UNGC_Labour Rights, Workers' safety<br>STK - Working Conditions - Fair remuneration, Living Wage<br>STK - Working Conditions - Health & Safety<br>STK - Working Conditions - Pace & Hours of work<br>STK - Labour @ suppliers - complaint management system | 1. No Poverty<br>2. Zero Hunger<br>3. Good Health and Well-being<br>5. Gender Equality<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality<br>16. Peace and Justice Strong Institutions  | PAI 10. Global Compact and OECD violation  |

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|----------------------------|---------------|--------------------------|-------------|-----------|---------------------|--------------|--|--|---|--|
| ADIDAS AG                  | Europe        | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision |              |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land      | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| ADVANCE AUTO PARTS INC     | North America | ESG Issue Planned Review | Mix ESG     | Initiated | Inform(ed) Decision |              |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>STK - Recruitment & retention - General<br>STK - Working Conditions - Health & Safety | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector                                   |
| ADVANCED MICRO DEVICES INC | North America | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision |              |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land      | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| ADYEN NV                   | Europe        | Thematic Conviction      | Governance  | Initiated | Inform(ed) Decision |              |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General                              |   | PAI 13. Board gender diversity   |
| AENA SME SA                | Europe        | Pre / Post AGM           | Mix ESG     | Closed    | Inform(ed) Decision | Not achieved |  | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action                                  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity |
| AGC INC                    | Pacific       | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision |              |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land      | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| AGILENT TECHNOLOGIES INC   | North America | Thematic Conviction      | Governance  | Ongoing   | Inform(ed) Decision |              |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General                              |   | PAI 13. Board gender diversity   |
| AIR LIQUIDE SA             | Europe        | ESG Issue Planned Review |             | No status | Inform(ed) Decision |              |  |  |   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 7. Activities endangering biodiversity                                  |

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|--------------------------------|---------------|---------------------------------|-------------|-----------|-------------------------|--------------|------------------------------|---|--|---|
| AIR LIQUIDE SA                 | Europe        | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |              |                              | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| AIR PRODUCTS AND CHEMICALS INC | North America | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |              |                              | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| AKZO NOBEL NV                  | Europe        | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision     |              |                              | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |
| ALLIANZ SE                     | Europe        | Exceptional Event / Controversy | Social      | Initiated | Inform(ed) Decision     |              |                              | <p>ContrAct - OppressiveRegimes<br/>                     UNGC_Human Rights</p>  | <p>16. Peace and Justice Strong Institutions</p>   | <p>PAI 10. Global Compact and OECD violation</p>  |
| ALSTOM SA                      | Europe        | Exceptional Event / Controversy | Social      | No status | Inform(ed) Decision     |              |                              | <p>ContrAct - OppressiveRegimes<br/>                     UNGC_Human Rights</p>  | <p>16. Peace and Justice Strong Institutions</p>   | <p>PAI 10. Global Compact and OECD violation</p>  |
| ALTAREA SCA                    | Europe        | Pre / Post AGM                  | Mix ESG     | Closed    | Inform(ed) Decision     | Not achieved |                              | <p>MGT reso - Audit related<br/>                     MGT reso - Director Election<br/>                     MGT reso - Remuneration<br/>                     MGT reso - Climate related</p>  | <p>7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>  | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 13. Board gender diversity</p>   |
| AMERESCO INC                   | North America | Pre / Post AGM                  | Mix ESG     | Closed    | Influence Corp practice | Not achieved | Reinforced Analyst's opinion | <p>MGT reso - Audit related<br/>                     MGT reso - Director Election<br/>                     MGT reso - Remuneration<br/>                     MGT reso - Climate related</p>  | <p>5. Gender Equality<br/>                     7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>  | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 13. Board gender diversity</p>   |

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| AMUNDI SA                  | Europe   | Pre / Post AGM                  | Mix ESG     | Closed               | Inform(ed) Decision     | Not achieved       |                              | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| ANHEUSER-BUSCH INBEV SA/NV | Europe   | Pre / Post AGM                  | Mix ESG     | Closed and Escalated | Influence Corp practive | Partially achieved | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| AP MOLLER - MAERSK A/S     | Europe   | Thematic Conviction             | Environment | No status            | Influence Corp practive |                    |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| AP MOLLER - MAERSK A/S     | Europe   | Exceptional Event / Controversy | Social      | No status            | Inform(ed) Decision     |                    |                              | ContrAct - OppressiveRegimes<br>UNGC_Human Rights  | 16. Peace and Justice Strong Institutions  | PAI 10. Global Compact and OECD violation  |
| APR CORP/KOREA             | Emerging | ESG Issue Planned Review        | Social      | No status            | Inform(ed) Decision     |                    |                              | STK - Staff relations<br>STK - Product / Sce Quality   |  | PAI 11. Lack of Global Compact processes   |
| ARDAGH METAL PACKAGING SA  | Europe   | Thematic Conviction             | Environment | Ongoing              | Influence Corp practive |                    |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |

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|-----------------|---------------|--------------------------|-------------|-----------|--------------------------------|--------------------|--|--|--|--|
| ARGENX SE       | Europe        | Pre / Post AGM           | Mix ESG     | Closed    | Influence Corp practice        | Partially achieved | Positive impact on Analyst's opinion and related ESG scoring | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| ARKEMA SA       | Europe        | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision            |                    |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| ASICS CORP      | Pacific       | Thematic Conviction      | Governance  | Ongoing   | Inform(ed) Decision            |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| ASML HOLDING NV | Europe        | Thematic Conviction      | Governance  | Ongoing   | Inform(ed) Decision            |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| ASML HOLDING NV | Europe        | Thematic Conviction      | Mix ESG     | Ongoing   | Encourage More Info Disclosure |                    |  | BA - Resource Depletion<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Product / Sce Safety<br>STK - Working Conditions - Health & Safety<br>BA - Interconnectivity<br>BA - Climate Change<br>STK - Labour @ suppliers - prevention/mitigation of potential impacts  | 7. Affordable and Clean Energy<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 11. Lack of Global Compact processes  |
| ASSA ABLOY AB   | Europe        | Client's Request         | Social      | Ongoing   | Inform(ed) Decision            |                    |  | STK - Recruitment & retention - General  | 8. Decent Work and Economic Growth<br>10. Reduced Inequality   |  |
| AT&T INC        | North America | ESG Issue Planned Review | Mix ESG     | Ongoing   | Inform(ed) Decision            |                    | Reinforced Analyst's opinion                                 | STK - Staff relations<br>STK - Recruitment & retention - General<br>STK - Community Relations - Tech & Data Privacy<br>STK - CGovernance - Effective Risk Management System<br>STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General   | 8. Decent Work and Economic Growth<br>10. Reduced Inequality<br>16. Peace and justice Strong Institutions  | PAI 11. Lack of Global Compact processes   |
| ATLAS COPCO AB  | Europe        | Thematic Conviction      | Governance  | Initiated | Inform(ed) Decision            |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| ATLAS COPCO AB  | Europe        | Thematic Conviction      | Environment | Ongoing   | Influence Corp practice        |                    |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |

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|-----------------|---------------|---------------------------------|-------------|-----------|-------------------------|--------------|--|---|--|---|
| AVANTOR INC     | North America | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |              |  | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| AVIVA PLC       | Europe        | Pre / Post AGM                  | Mix ESG     | Closed    | Inform(ed) Decision     | Not achieved |  | <p>MGT reso - Audit related<br/>                     MGT reso - Director Election<br/>                     MGT reso - Remuneration<br/>                     MGT reso - Climate related</p>  | <p>5. Gender Equality<br/>                     7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>  | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 13. Board gender diversity</p>   |
| AXA SA          | Europe        | Exceptional Event / Controversy | Social      | Initiated | Inform(ed) Decision     |              |  | <p>ContrAct - OppressiveRegimes<br/>                     UNGC_Human Rights</p>  | <p>1. No Poverty<br/>                     5. Gender Equality<br/>                     8. Decent Work and Economic Growth<br/>                     10. Reduced Inequality</p>   | <p>PAI 10. Global Compact and OECD violation</p>  |
| AZEK CO INC/THE | North America | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision     |              |  | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |
| BAIDU INC       | Emerging      | Exceptional Event / Controversy | Social      | No status | Inform(ed) Decision     |              |  | <p>UNGC_Human Rights<br/>                     STK - Community Relations - Tech &amp; Data Privacy</p>   | <p>1. No Poverty<br/>                     5. Gender Equality<br/>                     8. Decent Work and Economic Growth<br/>                     10. Reduced Inequality</p>   | <p>PAI 10. Global Compact and OECD violation</p>  |
| BARCLAYS PLC    | Europe        | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |              |  | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| BASF SE         | Europe        | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision     |              |  | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |

Direct Dialogues

|                             |        |                                 |             |         |                                |                |                              |  |   |  |   |
|-----------------------------|--------|---------------------------------|-------------|---------|--------------------------------|----------------|------------------------------|--|---|--|---|
| BAYERISCHE MOTOREN WERKE AG | Europe | Thematic Conviction             | Environment | Ongoing | Influence Corp practice        |                |                              |  | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>   | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| BAYERISCHE MOTOREN WERKE AG | Europe | Exceptional Event / Controversy | Mix ESG     | Ongoing | Inform(ed) Decision            |                |                              |  | <p>UNGC_Labour Rights, Forced Labour<br/>                     UNGC_Labour Rights, Forced Labour<br/>                     STK - Labour @ suppliers - Identification of adverse impacts<br/>                     STK - Labour @ suppliers - complaint management system<br/>                     STK - Environment @ suppliers - repairing<br/>                     STK - Labour @ suppliers - prevention/mitigation of potential impacts<br/>                     STK - Labour @ suppliers - stopping or minimising actual impacts</p>   | <p>1. No Poverty<br/>                     3. Good Health and Well-being<br/>                     5. Gender Equality<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     10. Reduced Inequality<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p> | <p>PAI 10. Global Compact and OECD violation</p>  |
| BEIERSDORF AG               | Europe | Thematic Conviction             | Environment | Ongoing | Inform(ed) Decision            |                |                              |  | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |
| BEIERSDORF AG               | Europe | Thematic Conviction             | Environment | Closed  | Encourage More Info Disclosure | Fully achieved | Reinforced Analyst's opinion |  | <p>UNGC_Environment, Biodiversity<br/>                     STK - Land use &amp; biodiversity<br/>                     ContrAct - Palm Oil<br/>                     BA - Resource Depletion</p>  | <p>3. Good Health and Well-being<br/>                     8. Decent Work and Economic Growth<br/>                     9. Industry, Innovation and Infrastructure<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>   | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |
| BEIERSDORF AG               | Europe | Pre / Post AGM                  | Mix ESG     | Closed  | Influence Corp practice        | Not achieved   | Reinforced Analyst's opinion |  | <p>MGT reso - Audit related<br/>                     MGT reso - Director Election<br/>                     MGT reso - Remuneration<br/>                     MGT reso - Climate related</p>  | <p>5. Gender Equality<br/>                     7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>  | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 13. Board gender diversity</p>   |
| BELIMO HOLDING AG           | Europe | Thematic Conviction             | Environment | Ongoing | Inform(ed) Decision            |                |                              |  | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |

Direct Dialogues

|                          |               |                                 |             |           |                                |                    |  |  |   |  |
|--------------------------|---------------|---------------------------------|-------------|-----------|--------------------------------|--------------------|--|--|---|--|
| BERRY GLOBAL GROUP INC   | North America | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision            |                    |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| BICYCLE THERAPEUTICS PLC | Europe        | Pre / Post AGM                  | Mix ESG     | Closed    | Influence Corp practice        | Partially achieved | Positive impact on Analyst's opinion and related ESG scoring | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| BNP PARIBAS SA           | Europe        | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice        |                    |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| BNP PARIBAS SA           | Europe        | Exceptional Event / Controversy | Social      | Initiated | Inform(ed) Decision            |                    |  | ContrAct - OppressiveRegimes<br>UNGC_Human Rights  | 16. Peace and Justice Strong Institutions   | PAI 10. Global Compact and OECD violation  |
| BP PLC                   | Europe        | Exceptional Event / Controversy | Environment | Ongoing   | Influence Corp practice        |                    |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector   |
| BRISTOL-MYERS SQUIBB CO  | North America | Thematic Conviction             | Governance  | Initiated | Inform(ed) Decision            |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |   | PAI 13. Board gender diversity   |
| BSE LTD                  | Emerging      | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision            |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |   | PAI 13. Board gender diversity   |
| BUNGE LTD                | North America | Thematic Conviction             | Environment | Closed    | Encourage More Info Disclosure | Not achieved       | Reinforced Analyst's opinion                                 | UNGC_Environment, Biodiversity<br>STK - Land use & biodiversity<br>ContrAct - Palm Oil<br>BA - Resource Depletion  | 3. Good Health and Well-being<br>8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| BURBERRY GROUP PLC       | Europe        | Thematic Conviction             | Social      | Closed    | Inform(ed) Decision            | Partially achieved | Reinforced Analyst's opinion                                 | STK - Staff relations<br>STK - Recruitment & retention - General   | 8. Decent Work and Economic Growth<br>10. Reduced Inequality  |  |

Direct Dialogues

|                              |               |                                 |             |         |                         |                    |                              |   |  |   |
|------------------------------|---------------|---------------------------------|-------------|---------|-------------------------|--------------------|------------------------------|---|--|---|
| BUREAU VERITAS SA            | Europe        | Thematic Conviction             | Social      | Closed  | Inform(ed) Decision     | Fully achieved     | Reinforced Analyst's opinion | <p>UNGC_Labour Rights, Child Labour</p> <p>UNGC_Labour Rights, Freedom of Association</p> <p>UNGC_Labour Rights, Forced Labour</p> <p>UNGC_Labour Rights, Workers' safety</p> <p>STK - Labour @ suppliers - prevention/mitigation of potential impacts</p> <p>UNGC_Human Rights</p> <p>UNGC_Labour Rights, Discrimination</p> <p>STK - Working Conditions - Fair remuneration, Living Wage</p> <p>STK - Working Conditions - Health &amp; Safety</p> <p>STK - Working Conditions - Pace &amp; Hours of work</p> <p>STK - Labour @ suppliers - complaint management system</p>                                     | <p>1. No Poverty</p> <p>2. Zero Hunger</p> <p>3. Good Health and Well-being</p> <p>5. Gender Equality</p> <p>8. Decent Work and Economic Growth</p> <p>10. Reduced Inequality</p> <p>16. Peace and Justice Strong Institutions</p>   | PAI 10. Global Compact and OECD violation   |
| BUREAU VERITAS SA            | Europe        | Pre / Post AGM                  | Mix ESG     | Closed  | Influence Corp practive | Not achieved       | Reinforced Analyst's opinion | <p>MGT reso - Audit related</p> <p>MGT reso - Director Election</p> <p>MGT reso - Remuneration</p> <p>MGT reso - Climate related</p>  | <p>5. Gender Equality</p> <p>7. Affordable and Clean Energy</p> <p>11. Sustainable Cities and Communities</p> <p>12. Responsible Consumption and Production</p> <p>13. Climate Action</p>  | <p>PAI 1. GHG emissions</p> <p>PAI 2. Carbon footprint</p> <p>PAI 3. Issuer GHG Intensity</p> <p>PAI 4. Exposure to fossil fuel sector</p> <p>PAI 5. High non renewable energy</p> <p>PAI 6. Energy intensity per impact sector</p> <p>PAI 13. Board gender diversity</p>   |
| BYD CO LTD                   | Emerging      | Exceptional Event / Controversy | Mix ESG     | Ongoing | Inform(ed) Decision     |                    |                              | <p>UNGC_Labour Rights, Forced Labour</p> <p>STK - Labour @ suppliers - Identification of adverse impacts</p> <p>STK - Labour @ suppliers - complaint management system</p> <p>STK - Environment @ suppliers - repairing</p> <p>STK - Labour @ suppliers - prevention/mitigation of potential impacts</p> <p>STK - Labour @ suppliers - stopping or minimising actual impacts</p>  | <p>1. No Poverty</p> <p>3. Good Health and Well-being</p> <p>5. Gender Equality</p> <p>6. Clean Water and Sanitation</p> <p>8. Decent Work and Economic Growth</p> <p>10. Reduced Inequality</p> <p>11. Sustainable Cities and Communities</p> <p>12. Responsible Consumption and Production</p> <p>14. Life Below Water</p> <p>15. Life on Land</p> | PAI 10. Global Compact and OECD violation   |
| CANADIAN NATIONAL RAILWAY CO | North America | Pre / Post AGM                  | Mix ESG     | Closed  | Inform(ed) Decision     | Partially achieved |                              | <p>MGT reso - Audit related</p> <p>MGT reso - Director Election</p> <p>MGT reso - Remuneration</p> <p>MGT reso - Climate related</p>  | <p>5. Gender Equality</p> <p>7. Affordable and Clean Energy</p> <p>11. Sustainable Cities and Communities</p> <p>12. Responsible Consumption and Production</p> <p>13. Climate Action</p>  | <p>PAI 1. GHG emissions</p> <p>PAI 2. Carbon footprint</p> <p>PAI 3. Issuer GHG Intensity</p> <p>PAI 4. Exposure to fossil fuel sector</p> <p>PAI 5. High non renewable energy</p> <p>PAI 6. Energy intensity per impact sector</p> <p>PAI 13. Board gender diversity</p>   |
| CARL ZEISS MEDITEC AG        | Europe        | Thematic Conviction             | Environment | Ongoing | Influence Corp practive |                    |                              | <p>BA - Climate Change</p> <p>STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition</p> <p>UNGC_Environment, Climate</p> <p>BA - Resource Depletion</p> <p>STK - Energy &amp; climate, LT targets</p> <p>STK - Energy &amp; climate, ST/MT targets</p> <p>STK - Energy &amp; climate, Accounting practices</p> <p>STK - Energy &amp; climate, Capital allocation</p> <p>STK - Energy &amp; climate, Decarbonisation strategy</p> <p>STK - Energy &amp; climate, Just Transition</p> <p>STK - Energy &amp; climate, Lobbying</p> <p>STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being</p> <p>7. Affordable and Clean Energy</p> <p>9. Industry, Innovation and Infrastructure</p> <p>10. Reduced Inequality</p> <p>12. Responsible Consumption and Production</p> <p>13. Climate Action</p> <p>14. Life Below Water</p> <p>15. Life on Land</p>   | <p>PAI 1. GHG emissions</p> <p>PAI 2. Carbon footprint</p> <p>PAI 3. Issuer GHG Intensity</p> <p>PAI 4. Exposure to fossil fuel sector</p> <p>PAI 5. High non renewable energy</p> <p>PAI 6. Energy intensity per impact sector</p> <p>PAI 7. Activities endangering biodiversity</p> <p>PAI 8. Emissions to water</p> <p>PAI 10. Global Compact and OECD violation</p> |

Direct Dialogues

|                          |        |                                 |             |           |                                |                    |  |  |  |  |
|--------------------------|--------|---------------------------------|-------------|-----------|--------------------------------|--------------------|--|--|--|--|
| CARMILA SA               | Europe | Pre / Post AGM                  | Mix ESG     | Closed    | Inform(ed) Decision            | Partially achieved |  | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| CARREFOUR SA             | Europe | Thematic Conviction             | Environment | Closed    | Encourage More Info Disclosure | Fully achieved     | Reinforced Analyst's opinion                                 | UNGC_Environment, Biodiversity<br>STK - Land use & biodiversity<br>ContrAct - Palm Oil<br>BA - Resource Depletion  | 3. Good Health and Well-being<br>8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| CARREFOUR SA             | Europe | Pre / Post AGM                  | Mix ESG     | Closed    | Influence Corp practice        | Partially achieved | Positive impact on Analyst's opinion and related ESG scoring | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| CARREFOUR SA             | Europe | Exceptional Event / Controversy | Social      | No status | Inform(ed) Decision            |                    |  | ContrAct - OppressiveRegimes<br>UNGC_Human Rights  | 1. No Poverty<br>5. Gender Equality<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality  | PAI 10. Global Compact and OECD violation  |
| CERES POWER HOLDINGS PLC | Europe | Pre / Post AGM                  | Mix ESG     | Closed    | Influence Corp practice        | Partially achieved | Reinforced Analyst's opinion                                 | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| CIE DE SAINT-GOBAIN SA   | Europe | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision            |                    |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| CIE DE SAINT-GOBAIN SA   | Europe | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice        |                    |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |

Direct Dialogues

|  |               |                          |             |           |                         |                |  |  |  |  |
|--|---------------|--------------------------|-------------|-----------|-------------------------|----------------|--|--|--|--|
| CIE DE SAINT-GOBAIN SA                       | Europe        | Pre / Post AGM           | Mix ESG     | Closed    | Influence Corp practice | Not achieved   | Negative impact on Analyst's opinion and related ESG scoring | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| CIE GENERALE DES ETABLISSEMENTS MICHELIN SCA | Europe        | Thematic Conviction      | Social      | Closed    | Inform(ed) Decision     | Fully achieved | Reinforced Analyst's opinion                                 | STK - Staff relations<br>STK - Recruitment & retention - General   | 8. Decent Work and Economic Growth<br>10. Reduced Inequality   |  |
| CIE GENERALE DES ETABLISSEMENTS MICHELIN SCA | Europe        | Thematic Conviction      | Environment | No status | Influence Corp practice |                |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and justice Strong Institutions                           | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| CINTAS CORP                                  | North America | ESG Issue Planned Review | Mix ESG     | Ongoing   | Inform(ed) Decision     |                |  | STK - Energy & climate, Governance & Disclosure<br>STK - CGovernance - Board Independence<br>STK - Water consumption & emissions<br>STK - Recruitment & retention - General  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>7. Affordable and Clean Energy<br>8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water  |
| COMMERZBANK AG                               | Europe        | Thematic Conviction      | Governance  | Ongoing   | Inform(ed) Decision     |                |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| COMMERZBANK AG                               | Europe        | Thematic Conviction      | Social      | Closed    | Inform(ed) Decision     | Fully achieved | Positive impact on Analyst's opinion and related ESG scoring | STK - Staff relations<br>STK - Recruitment & retention - General   | 8. Decent Work and Economic Growth<br>10. Reduced Inequality   |  |
| CONTINENTAL AG                               | Europe        | Thematic Conviction      | Social      | Closed    | Inform(ed) Decision     | Fully achieved | Reinforced Analyst's opinion                                 | STK - Staff relations<br>STK - Recruitment & retention - General   | 8. Decent Work and Economic Growth<br>10. Reduced Inequality   |  |
| CORTEVA INC                                  | North America | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision     |                |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |

Direct Dialogues

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|-------------------------|---------------|---------------------|-------------|---------|--------------------------------|----------------|--|--|--|--|
| COSTCO WHOLESALE CORP   | North America | Thematic Conviction | Environment | Closed  | Encourage More Info Disclosure | Not achieved   | Negative impact on Analyst's opinion and related ESG scoring | UNGC_Environment, Biodiversity<br>STK - Land use & biodiversity<br>ContrAct - Palm Oil<br>BA - Resource Depletion  | 3. Good Health and Well-being<br>8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| COVESTRO AG             | Europe        | Thematic Conviction | Environment | Ongoing | Inform(ed) Decision            |                |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| COWAY CO LTD            | Emerging      | Pre / Post AGM      | Mix ESG     | Closed  | Inform(ed) Decision            | Fully achieved | Reinforced Analyst's opinion                                 | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| CREDIT AGRICOLE SA      | Europe        | Thematic Conviction | Environment | Ongoing | Influence Corp practice        |                |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| CRH PLC                 | Europe        | Thematic Conviction | Environment | Ongoing | Influence Corp practice        |                |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| CRODA INTERNATIONAL PLC | Europe        | Thematic Conviction | Environment | Closed  | Encourage More Info Disclosure | Fully achieved | Reinforced Analyst's opinion                                 | UNGC_Environment, Biodiversity<br>STK - Land use & biodiversity<br>ContrAct - Palm Oil<br>BA - Resource Depletion  | 3. Good Health and Well-being<br>8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |

Direct Dialogues

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| DAIKIN INDUSTRIES LTD   | Pacific       | Thematic Conviction      | Environment | Ongoing | Inform(ed) Decision     |  |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity   | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| DANONE SA               | Europe        | ESG Issue Planned Review | Environment | Ongoing | Inform(ed) Decision     |  |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition   | 7. Affordable and Clean Energy<br>13. Climate Action  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector   |
| DANONE SA               | Europe        | Thematic Conviction      | Environment | Ongoing | Influence Corp practive |  |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure<br>STK - Raw materials & waste, Plastics | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| DARLING INGREDIENTS INC | North America | Thematic Conviction      | Environment | Ongoing | Influence Corp practive |  |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions                                  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| DASSAULT SYSTEMES SE    | Europe        | Thematic Conviction      | Governance  | Ongoing | Inform(ed) Decision     |  |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General   |   | PAI 13. Board gender diversity   |
| DEUTSCHE LUFTHANSA AG   | Europe        | Thematic Conviction      | Environment | Ongoing | Influence Corp practive |  |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Governance & Disclosure<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |

Direct Dialogues

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|-----------------------|---------------|---------------------|-------------|-----------|--------------------------------|--------------------|------------------------------|--|---|---|---|
| DSM-FIRMENICH AG      | Europe        | Thematic Conviction | Environment | Ongoing   | Influence Corp practice        |                    |                              |  | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| DUPONT DE NEMOURS INC | North America | Thematic Conviction | Environment | Ongoing   | Inform(ed) Decision            |                    |                              |  | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>   | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |
| EDENRED SE            | Europe        | Pre / Post AGM      | Mix ESG     | Closed    | Influence Corp practice        | Partially achieved | Reinforced Analyst's opinion |  | <p>MGT reso - Audit related<br/>                     MGT reso - Director Election<br/>                     MGT reso - Remuneration<br/>                     MGT reso - Climate related</p>  | <p>5. Gender Equality<br/>                     7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>   | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 13. Board gender diversity</p>   |
| EDP SA                | Europe        | Thematic Conviction | Environment | Ongoing   | Influence Corp practice        |                    |                              |  | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| EL.EN. SPA            | Europe        | Pre / Post AGM      | Mix ESG     | Closed    | Influence Corp practice        | Partially achieved | Reinforced Analyst's opinion |  | <p>MGT reso - Audit related<br/>                     MGT reso - Director Election<br/>                     MGT reso - Remuneration<br/>                     MGT reso - Climate related</p>  | <p>5. Gender Equality<br/>                     7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>   | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 13. Board gender diversity</p>   |
| ELI LILLY & CO        | North America | Thematic Conviction | Environment | Initiated | Encourage More Info Disclosure |                    |                              |  | <p>UNGC_Environment, Biodiversity<br/>                     STK - Land use &amp; biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     8. Decent Work and Economic Growth<br/>                     9. Industry, Innovation and Infrastructure<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 10. Global Compact and OECD violation</p>  |

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|---------------------|---------------|---------------------------------|-------------|-----------|-------------------------|--|------------------------------|---|---|---|
| ELI LILLY & CO      | North America | Thematic Conviction             | Environment | No status | Influence Corp practice |  |                              | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and justice Strong Institutions</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| EMERSON ELECTRIC CO | North America | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |  |                              | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and justice Strong Institutions</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| ENEL SPA            | Europe        | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision     |  |                              | <p>STK - CGovernance - Exec Remuneration, ESG Metrics<br/>                     STK - CGovernance - Board Diversity &amp; expertise<br/>                     STK - CGovernance - Exec Remuneration, General</p>  |   | <p>PAI 13. Board gender diversity</p>   |
| ENEL SPA            | Europe        | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |  |                              | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| ENEL SPA            | Europe        | Exceptional Event / Controversy | Mix ESG     | Ongoing   | Inform(ed) Decision     |  |                              | <p>UNGC_Labour Rights, Workers' safety<br/>                     STK - CGovernance - Effective Risk Management System<br/>                     STK - Working Conditions - Health &amp; Safety</p>  | <p>3. Good Health and Well-being<br/>                     8. Decent Work and Economic Growth</p>  | <p>PAI 10. Global Compact and OECD violation<br/>                     PAI 11. Lack of Global Compact processes</p>  |
| ENGIE SA            | Europe        | ESG Issue Planned Review        | Environment | No status | Inform(ed) Decision     |  | Reinforced Analyst's opinion | <p>STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     BA - Climate Change</p>  | <p>2. Zero Hunger<br/>                     6. Clean Water and Sanitation<br/>                     7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     13. Climate Action</p>  | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector</p>   |

Direct Dialogues

|                          |               |                                 |             |           |                         |                    |  |  |   |  |
|--------------------------|---------------|---------------------------------|-------------|-----------|-------------------------|--------------------|--|--|---|--|
| ENI SPA                  | Europe        | ESG Issue Planned Review        | Mix ESG     | Closed    | Inform(ed) Decision     | Partially achieved |  | STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>STK - Working Conditions - Health & Safety   | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector   |
| ENI SPA                  | Europe        | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |                    |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| ERSTE GROUP BANK AG      | Europe        | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision     |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |   | PAI 13. Board gender diversity   |
| ESSILORLUXOTTICA SA      | Europe        | Pre / Post AGM                  | Mix ESG     | Closed    | Influence Corp practice | Not achieved       | Negative impact on Analyst's opinion and related ESG scoring | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| ESSITY AB                | Europe        | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision     |                    |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| ESTEE LAUDER COS INC/THE | North America | Thematic Conviction             | Environment | Closed    | Inform(ed) Decision     | Fully achieved     | No impact at this stage                                      | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| EVONIK INDUSTRIES AG     | Europe        | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision     |                    |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| FANUC CORP               | Pacific       | Exceptional Event / Controversy | Social      | No status | Inform(ed) Decision     |                    |  | ContrAct - OppressiveRegimes<br>UNGC_Human Rights  | 1. No Poverty<br>5. Gender Equality<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality   | PAI 10. Global Compact and OECD violation  |

Direct Dialogues

|               |               |                                 |         |         |                     |                    |                              |  |   |  |
|---------------|---------------|---------------------------------|---------|---------|---------------------|--------------------|------------------------------|--|---|--|
| FERROVIAL SE  | Europe        | Pre / Post AGM                  | Mix ESG | Closed  | Inform(ed) Decision | Not achieved       |                              | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity |
| FORD MOTOR CO | North America | Thematic Conviction             | Social  | Closed  | Inform(ed) Decision | Partially achieved | Reinforced Analyst's opinion | STK - Staff relations<br>STK - Recruitment & retention - General   | 8. Decent Work and Economic Growth<br>10. Reduced Inequality  |  |
| FORD MOTOR CO | North America | Exceptional Event / Controversy | Mix ESG | Ongoing | Inform(ed) Decision |                    |                              | UNGC_Labour Rights, Forced Labour<br>UNGC_Labour Rights, Forced Labour<br>STK - Labour @ suppliers - Identification of adverse impacts<br>STK - Labour @ suppliers - complaint management system<br>STK - Environment @ suppliers - repairing<br>STK - Labour @ suppliers - prevention/mitigation of potential impacts<br>STK - Labour @ suppliers - stopping or minimising actual impacts | 1. No Poverty<br>3. Good Health and Well-being<br>5. Gender Equality<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land | PAI 10. Global Compact and OECD violation  |

Direct Dialogues

|                                    |                 |  |                    |                  |                                       |                     |                                     |  |  |  |
|------------------------------------|-----------------|--|--------------------|------------------|---------------------------------------|---------------------|-------------------------------------|--|--|--|
| <p>FSN E-COMMERCE VENTURES LTD</p> | <p>Emerging</p> | <p>ESG Issue Planned Review</p>        | <p>Mix ESG</p>     | <p>Ongoing</p>   | <p>Inform(ed) Decision</p>            |                     |                                     | <p>BA - Climate Change<br/>                 BA - Demographic Evolution<br/>                 BA - Resource Depletion<br/>                 BA - Health Wellness<br/>                 BA - Interconnectivity<br/>                 STK - Training &amp; career management<br/>                 STK - Access to products/services - Education<br/>                 STK - Access to products/services - Technology<br/>                 STK - CGovernance - Exec Remuneration, General<br/>                 STK - Access to products/services - Healthcare<br/>                 STK - Access to products/services - Housing &amp; Sanitation<br/>                 STK - Access to products/services - Transport<br/>                 STK - Energy &amp; climate, Lobbying<br/>                 STK - Environmental impact @ Product Use<br/>                 STK - Recruitment &amp; retention - General<br/>                 STK - Food Product / Nutritional Quality<br/>                 STK - Raw materials &amp; waste, Hazardous Waste<br/>                 STK - CGovernance - Board Diversity &amp; expertise<br/>                 STK - Recruitment &amp; retention - General<br/>                 UNGC_Labour Rights, Freedom of Association<br/>                 UNGC_Labour Rights, Child Labour<br/>                 STK - Access to products/services - Food<br/>                 STK - CGovernance - Audit<br/>                 STK - Product / Sce Quality<br/>                 STK - Environment @ suppliers - repairing<br/>                 STK - Access to products/services - Finance<br/>                 STK - Staff relations<br/>                 STK - Water consumption &amp; emissions<br/>                 STK - Energy &amp; climate, LT targets<br/>                 STK - Working Conditions - Health &amp; Safety<br/>                 STK - Product disposal and recycling<br/>                 STK - Raw materials &amp; waste, General<br/>                 STK - Product / Sce Safety<br/>                 STK - Energy &amp; climate, ST/MT targets<br/>                 STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                 UNGC_Human Rights<br/>                 STK - Recruitment &amp; retention - Equal pay<br/>                 STK - Public Authority Relations - Bribery and corruption<br/>                 STK - Community Relations - Tech &amp; Data Privacy<br/>                 STK - Recruitment &amp; retention - Diversity and inclusion<br/>                 UNGC_Labour Rights, Child Labour</p> | <p>1. No Poverty<br/>                 2. Zero Hunger<br/>                 3. Good Health and Well-being<br/>                 4. Quality Education<br/>                 5. Gender Equality<br/>                 6. Clean Water and Sanitation<br/>                 7. Affordable and Clean Energy<br/>                 8. Decent Work and Economic Growth<br/>                 9. Industry, Innovation and Infrastructure<br/>                 10. Reduced Inequality<br/>                 11. Sustainable Cities and Communities<br/>                 12. Responsible Consumption and Production<br/>                 13. Climate Action<br/>                 14. Life Below Water<br/>                 15. Life on Land</p> | <p>PAI 1. GHG emissions<br/>                 PAI 2. Carbon footprint<br/>                 PAI 3. Issuer GHG Intensity<br/>                 PAI 4. Exposure to fossil fuel sector<br/>                 PAI 5. High non renewable energy<br/>                 PAI 6. Energy intensity per impact sector<br/>                 PAI 7. Activities endangering biodiversity<br/>                 PAI 8. Emissions to water<br/>                 PAI 9. Hazardous waste ratio<br/>                 PAI 10. Global Compact and OECD violation<br/>                 PAI 11. Lack of Global Compact processes<br/>                 PAI 12. Unadjusted gender pay gap<br/>                 PAI 13. Board gender diversity</p> |
| <p>FUJI OIL CO LTD /OSAKA</p>      | <p>Pacific</p>  | <p>Thematic Conviction</p>             | <p>Environment</p> | <p>Closed</p>    | <p>Encourage More Info Disclosure</p> | <p>Not achieved</p> | <p>Reinforced Analyst's opinion</p> | <p>UNGC_Environment, Biodiversity<br/>                 STK - Land use &amp; biodiversity<br/>                 ContrAct - Palm Oil<br/>                 BA - Resource Depletion</p>   | <p>3. Good Health and Well-being<br/>                 8. Decent Work and Economic Growth<br/>                 9. Industry, Innovation and Infrastructure<br/>                 11. Sustainable Cities and Communities<br/>                 12. Responsible Consumption and Production<br/>                 14. Life Below Water<br/>                 15. Life on Land</p>   | <p>PAI 7. Activities endangering biodiversity<br/>                 PAI 8. Emissions to water<br/>                 PAI 10. Global Compact and OECD violation</p>  |
| <p>GENERALI</p>                    | <p>Europe</p>   | <p>Investment Team / SRC's Request</p> | <p>Environment</p> | <p>Initiated</p> | <p>Encourage More Info Disclosure</p> |                     |                                     | <p>STK - Energy &amp; climate, Governance &amp; Disclosure</p>   | <p>3. Good Health and Well-being<br/>                 7. Affordable and Clean Energy<br/>                 12. Responsible Consumption and Production<br/>                 13. Climate Action</p>   |  |

## Direct Dialogues

|                              |               |                                 |             |           |                         |                    |                              |   |  |  |
|------------------------------|---------------|---------------------------------|-------------|-----------|-------------------------|--------------------|------------------------------|---|--|--|
| GENMAB A/S                   | Europe        | Pre / Post AGM                  | Mix ESG     | Closed    | Influence Corp practice | Partially achieved | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related                                       |  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity |
| GEVERNOVA INC                | North America | Thematic Conviction             | Governance  | Initiated | Inform(ed) Decision     |                    |                              | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General |  | PAI 13. Board gender diversity   |
| GIANT BIOGENE HOLDING CO LTD | Emerging      | Pre / Post AGM                  | Mix ESG     | Closed    | Influence Corp practice | Not achieved       | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related                                       | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity |
| GIVAUDAN SA                  | Europe        | ESG Issue Planned Review        | Environment | No status | Inform(ed) Decision     |                    |                              | STK - Energy & climate, ST/MT targets<br>STK - Raw materials & waste, General   | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>12. Responsible Consumption and Production<br>13. Climate Action | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 7. Activities endangering biodiversity                                  |
| GIVAUDAN SA                  | Europe        | Thematic Conviction             | Environment | Initiated | Inform(ed) Decision     |                    |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity   | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land                     | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| HALMA PLC                    | Europe        | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision     |                    | Reinforced Analyst's opinion | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General |  | PAI 13. Board gender diversity   |
| HANA FINANCIAL GROUP INC     | Emerging      | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision     |                    |                              | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General |  | PAI 13. Board gender diversity   |
| HEIDELBERG MATERIALS AG      | Europe        | Exceptional Event / Controversy | Social      | No status | Inform(ed) Decision     |                    |                              | ContrAct - OppressiveRegimes<br>UNGC_Human Rights   | 16. Peace and Justice Strong Institutions  | PAI 10. Global Compact and OECD violation  |

Direct Dialogues

|                               |               |                     |             |           |                                |                    |                              |   |   |   |
|-------------------------------|---------------|---------------------|-------------|-----------|--------------------------------|--------------------|------------------------------|---|---|---|
| HENKEL AG & CO KGAA           | Europe        | Thematic Conviction | Environment | Ongoing   | Influence Corp practice        |                    |                              | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| HERMES INTERNATIONAL SCA      | Europe        | Thematic Conviction | Social      | Closed    | Inform(ed) Decision            | Partially achieved | Reinforced Analyst's opinion | <p>STK - Labour @ suppliers - prevention/mitigation of potential impacts<br/>                     UNGC_Human Rights<br/>                     UNGC_Labour Rights, Child Labour<br/>                     UNGC_Labour Rights, Freedom of Association<br/>                     UNGC_Labour Rights, Discrimination<br/>                     UNGC_Labour Rights, Forced Labour<br/>                     UNGC_Labour Rights, Workers' safety<br/>                     STK - Working Conditions - Fair remuneration, Living Wage<br/>                     STK - Working Conditions - Health &amp; Safety<br/>                     STK - Working Conditions - Pace &amp; Hours of work<br/>                     STK - Labour @ suppliers - complaint management system</p>   | <p>1. No Poverty<br/>                     2. Zero Hunger<br/>                     3. Good Health and Well-being<br/>                     5. Gender Equality<br/>                     8. Decent Work and Economic Growth<br/>                     10. Reduced Inequality<br/>                     16. Peace and Justice Strong Institutions</p>  | <p>PAI 10. Global Compact and OECD violation</p>  |
| HEXAGON AB                    | Europe        | Thematic Conviction | Governance  | Ongoing   | Inform(ed) Decision            |                    |                              | <p>STK - CGovernance - Exec Remuneration, ESG Metrics<br/>                     STK - CGovernance - Board Diversity &amp; expertise<br/>                     STK - CGovernance - Exec Remuneration, General</p>  |   | <p>PAI 13. Board gender diversity</p>   |
| HILTON WORLDWIDE HOLDINGS INC | North America | Thematic Conviction | Environment | Initiated | Encourage More Info Disclosure |                    |                              | <p>UNGC_Environment, Biodiversity<br/>                     STK - Land use &amp; biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     8. Decent Work and Economic Growth<br/>                     9. Industry, Innovation and Infrastructure<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 10. Global Compact and OECD violation</p>  |
| HILTON WORLDWIDE HOLDINGS INC | North America | Thematic Conviction | Environment | Initiated | Influence Corp practice        |                    |                              | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| HORNBACH HOLDING AG & CO KGAA | Europe        | Pre / Post AGM      | Mix ESG     | Closed    | Influence Corp practice        | Partially achieved | Reinforced Analyst's opinion | <p>MGT reso - Audit related<br/>                     MGT reso - Director Election<br/>                     MGT reso - Remuneration<br/>                     MGT reso - Climate related</p>  | <p>7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>   | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 13. Board gender diversity</p>   |

Direct Dialogues

|                   |          |                          |             |           |                         |                |                         |  |  |  |
|-------------------|----------|--------------------------|-------------|-----------|-------------------------|----------------|-------------------------|--|--|--|
| HOYA CORP         | Pacific  | Thematic Conviction      | Governance  | Ongoing   | Inform(ed) Decision     |                |                         | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| HSBC HOLDINGS PLC | Europe   | Thematic Conviction      | Environment | Ongoing   | Influence Corp practice |                |                         | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| HUGEL INC         | Emerging | ESG Issue Planned Review | Social      | Initiated | Inform(ed) Decision     |                |                         | STK - Staff relations<br>STK - Product / Sce Quality   | 8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>12. Responsible Consumption and Production   | PAI 11. Lack of Global Compact processes   |
| HUHTAMAKI OYJ     | Europe   | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision     |                |                         | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| IBERDROLA SA      | Europe   | Thematic Conviction      | Environment | Ongoing   | Influence Corp practice |                |                         | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| ICADE             | Europe   | Pre / Post AGM           | Mix ESG     | Closed    | Inform(ed) Decision     | Fully achieved |                         | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| IMMATICS NV       | Europe   | Pre / Post AGM           | Mix ESG     | Closed    | Influence Corp practice | Not achieved   | No impact at this stage | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |

Direct Dialogues

|                                      |               |                                 |             |         |                         |                    |                              |  |  |  |
|--------------------------------------|---------------|---------------------------------|-------------|---------|-------------------------|--------------------|------------------------------|--|--|--|
| INFINEON TECHNOLOGIES AG             | Europe        | Thematic Conviction             | Environment | Ongoing | Inform(ed) Decision     |                    |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| INFINEON TECHNOLOGIES AG             | Europe        | Thematic Conviction             | Environment | Ongoing | Influence Corp practice |                    | Reinforced Analyst's opinion | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| INFRASTRUTTURE WIRELESS ITALIANE SPA | Europe        | Pre / Post AGM                  | Mix ESG     | Closed  | Inform(ed) Decision     | Not achieved       |                              | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| INTEL CORP                           | North America | Thematic Conviction             | Environment | Ongoing | Inform(ed) Decision     |                    |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| INTERCOS SPA                         | Europe        | Pre / Post AGM                  | Mix ESG     | Closed  | Influence Corp practice | Partially achieved | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| INTERNATIONAL MONETARY FUND          |               | Investment Team / SRC's Request | Mix ESG     | Closed  | Inform(ed) Decision     | Not achieved       | Not relevant anymore         | SOV - Energy Transition<br>SOV - GHG emissions and carbon footprint<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>STK - Access to products/services - Energy  | 1. No Poverty<br>3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 15. Sovereign GHG intensity  |
| INTESA SANPAOLO SPA                  | Europe        | Thematic Conviction             | Social      | Closed  | Inform(ed) Decision     | Fully achieved     | Reinforced Analyst's opinion | STK - Staff relations<br>STK - Recruitment & retention - General   | 8. Decent Work and Economic Growth<br>10. Reduced Inequality   |  |

Direct Dialogues

|                                    |               |                          |             |           |                         |                    |  |  |  |  |
|------------------------------------|---------------|--------------------------|-------------|-----------|-------------------------|--------------------|--|--|--|--|
| INTESA SANPAOLO SPA                | Europe        | Thematic Conviction      | Environment | Ongoing   | Influence Corp practice |                    |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| IONIS PHARMACEUTICALS INC          | North America | Pre / Post AGM           | Mix ESG     | Closed    | Influence Corp practice | Partially achieved | Positive impact on Analyst's opinion and related ESG scoring | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| JD.COM INC                         | Emerging      | Thematic Conviction      | Governance  | Initiated | Inform(ed) Decision     |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| JIANGSU CNANO TECHNOLOGY CO LTD    | Emerging      | ESG Issue Planned Review | Social      | Initiated | Inform(ed) Decision     |                    |  | STK - Staff relations<br>STK - Product / Sce Quality   |  | PAI 11. Lack of Global Compact processes   |
| JOHNSON CONTROLS INTERNATIONAL PLC | North America | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision     |                    |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| JPMORGAN CHASE & CO                | North America | Thematic Conviction      | Environment | Ongoing   | Influence Corp practice |                    |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| JPMORGAN CHASE & CO                | North America | Pre / Post AGM           | Mix ESG     | Closed    | Influence Corp practice | Not achieved       | Negative impact on Analyst's opinion and related ESG scoring | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  |  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |

Direct Dialogues

|                    |               |                                 |             |         |                                |                    |                              |  |  |  |
|--------------------|---------------|---------------------------------|-------------|---------|--------------------------------|--------------------|------------------------------|--|--|--|
| KELLANOVA          | North America | Investment Team / SRC's Request | Environment | Closed  | Encourage More Info Disclosure | Not achieved       |                              | STK - Energy & climate, Governance & Disclosure  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>12. Responsible Consumption and Production<br>13. Climate Action  |  |
| KERING SA          | Europe        | Thematic Conviction             | Governance  | Ongoing | Inform(ed) Decision            |                    | Reinforced Analyst's opinion | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| KERING SA          | Europe        | Thematic Conviction             | Social      | Closed  | Inform(ed) Decision            | Fully achieved     | Reinforced Analyst's opinion | STK - Labour @ suppliers - prevention/mitigation of potential impacts<br>UNGC_Human Rights<br>UNGC_Labour Rights, Child Labour<br>UNGC_Labour Rights, Freedom of Association<br>UNGC_Labour Rights, Discrimination<br>UNGC_Labour Rights, Forced Labour<br>UNGC_Labour Rights, Workers' safety<br>STK - Working Conditions - Fair remuneration, Living Wage<br>STK - Working Conditions - Health & Safety<br>STK - Working Conditions - Pace & Hours of work<br>STK - Labour @ suppliers - complaint management system | 1. No Poverty<br>2. Zero Hunger<br>3. Good Health and Well-being<br>5. Gender Equality<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality<br>16. Peace and Justice Strong Institutions  | PAI 10. Global Compact and OECD violation  |
| KERING SA          | Europe        | Pre / Post AGM                  | Mix ESG     | Closed  | Inform(ed) Decision            | Partially achieved | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| KERRY GROUP PLC    | Europe        | Thematic Conviction             | Environment | Ongoing | Influence Corp practice        |                    |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| KINGSPAN GROUP PLC | Europe        | Thematic Conviction             | Environment | Ongoing | Inform(ed) Decision            |                    |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| KINGSPAN GROUP PLC | Europe        | Pre / Post AGM                  | Mix ESG     | Closed  | Inform(ed) Decision            | Fully achieved     | Reinforced Analyst's opinion | MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related<br>MGT reso - Audit related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |

Direct Dialogues

|                               |               |                          |             |           |                                |                    |                              |  |  |  |
|-------------------------------|---------------|--------------------------|-------------|-----------|--------------------------------|--------------------|------------------------------|--|--|--|
| KLABIN SA                     | Emerging      | Thematic Conviction      | Environment | Ongoing   | Influence Corp practice        |                    |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| KONINKLIJKE AHOLD DELHAIZE NV | Europe        | ESG Issue Planned Review | Environment | No status | Inform(ed) Decision            |                    | Reinforced Analyst's opinion | STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>BA - Climate Change  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>12. Responsible Consumption and Production<br>13. Climate Action  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector   |
| L'OREAL SA                    | Europe        | ESG Issue Planned Review | Environment | Ongoing   | Inform(ed) Decision            |                    |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition  | 7. Affordable and Clean Energy<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector   |
| L'OREAL SA                    | Europe        | Thematic Conviction      | Environment | Closed    | Encourage More Info Disclosure | Partially achieved | Reinforced Analyst's opinion | UNGC_Environment, Biodiversity<br>STK - Land use & biodiversity<br>ContrAct - Palm Oil<br>BA - Resource Depletion  | 3. Good Health and Well-being<br>8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| LANXESS AG                    | Europe        | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision            |                    |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| LENNOX INTERNATIONAL INC      | North America | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision            |                    |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| LEONARDO SPA                  | Europe        | Client's Request         | Mix ESG     | Initiated | Influence Corp practice        |                    |                              | STK - Energy & climate, LT targets<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Governance & Disclosure<br>STK - Energy & climate, Capital allocation<br>STK - CGovernance - Exec Remuneration, ESG Metrics  |  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy  |

Direct Dialogues

|                                     |               |                     |             |           |                                |              |                              |   |   |   |
|-------------------------------------|---------------|---------------------|-------------|-----------|--------------------------------|--------------|------------------------------|---|---|---|
| LINDE PLC                           | North America | Thematic Conviction | Environment | Ongoing   | Influence Corp practice        |              |                              | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| LONZA GROUP AG                      | Europe        | Thematic Conviction | Governance  | Ongoing   | Inform(ed) Decision            |              |                              | <p>STK - CGovernance - Exec Remuneration, ESG Metrics<br/>                     STK - CGovernance - Board Diversity &amp; expertise<br/>                     STK - CGovernance - Exec Remuneration, General</p>  |   | <p>PAI 13. Board gender diversity</p>   |
| LONZA GROUP AG                      | Europe        | Thematic Conviction | Environment | Initiated | Encourage More Info Disclosure |              |                              | <p>UNGC_Environment, Biodiversity<br/>                     STK - Land use &amp; biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     8. Decent Work and Economic Growth<br/>                     9. Industry, Innovation and Infrastructure<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 10. Global Compact and OECD violation</p>  |
| LULULEMON ATHLETICA INC             | North America | Thematic Conviction | Social      | Closed    | Inform(ed) Decision            | Not achieved | Reinforced Analyst's opinion | <p>STK - Labour @ suppliers - prevention/mitigation of potential impacts<br/>                     UNGC_Human Rights<br/>                     UNGC_Labour Rights, Child Labour<br/>                     UNGC_Labour Rights, Freedom of Association<br/>                     UNGC_Labour Rights, Discrimination<br/>                     UNGC_Labour Rights, Forced Labour<br/>                     UNGC_Labour Rights, Workers' safety<br/>                     STK - Working Conditions - Fair remuneration, Living Wage<br/>                     STK - Working Conditions - Health &amp; Safety<br/>                     STK - Working Conditions - Pace &amp; Hours of work<br/>                     STK - Labour @ suppliers - complaint management system</p>   | <p>1. No Poverty<br/>                     2. Zero Hunger<br/>                     3. Good Health and Well-being<br/>                     5. Gender Equality<br/>                     8. Decent Work and Economic Growth<br/>                     10. Reduced Inequality<br/>                     16. Peace and Justice Strong Institutions</p>  | <p>PAI 10. Global Compact and OECD violation</p>  |
| LVMH MOET HENNESSY LOUIS VUITTON SE | Europe        | Thematic Conviction | Environment | Ongoing   | Inform(ed) Decision            |              |                              | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>   | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |
| LVMH MOET HENNESSY LOUIS VUITTON SE | Europe        | Pre / Post AGM      | Mix ESG     | Closed    | Influence Corp practice        | Not achieved | Reinforced Analyst's opinion | <p>MGT reso - Audit related<br/>                     MGT reso - Director Election<br/>                     MGT reso - Remuneration<br/>                     MGT reso - Climate related</p>  | <p>5. Gender Equality<br/>                     7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>   | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 13. Board gender diversity</p>   |

Direct Dialogues

|                        |               |                                 |             |         |                         |                    |                              |  |  |  |
|------------------------|---------------|---------------------------------|-------------|---------|-------------------------|--------------------|------------------------------|--|--|--|
| MAGNERA CORP           | North America | Thematic Conviction             | Environment | Ongoing | Influence Corp practice |                    |                              | <ul style="list-style-type: none"> <li>BA - Climate Change</li> <li>STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition</li> <li>UNGC_Environment, Climate</li> <li>BA - Resource Depletion</li> <li>STK - Energy &amp; climate, LT targets</li> <li>STK - Energy &amp; climate, ST/MT targets</li> <li>STK - Energy &amp; climate, Capital allocation</li> <li>STK - Energy &amp; climate, Accounting practices</li> <li>STK - Energy &amp; climate, Decarbonisation strategy</li> <li>STK - Energy &amp; climate, Just Transition</li> <li>STK - Energy &amp; climate, Lobbying</li> <li>STK - Energy &amp; climate, Governance &amp; Disclosure</li> </ul> | <ul style="list-style-type: none"> <li>3. Good Health and Well-being</li> <li>7. Affordable and Clean Energy</li> <li>9. Industry, Innovation and Infrastructure</li> <li>10. Reduced Inequality</li> <li>12. Responsible Consumption and Production</li> <li>13. Climate Action</li> <li>14. Life Below Water</li> <li>15. Life on Land</li> <li>16. Peace and justice Strong Institutions</li> </ul>   | <ul style="list-style-type: none"> <li>PAI 1. GHG emissions</li> <li>PAI 2. Carbon footprint</li> <li>PAI 3. Issuer GHG Intensity</li> <li>PAI 4. Exposure to fossil fuel sector</li> <li>PAI 5. High non renewable energy</li> <li>PAI 6. Energy intensity per impact sector</li> <li>PAI 7. Activities endangering biodiversity</li> <li>PAI 8. Emissions to water</li> <li>PAI 10. Global Compact and OECD violation</li> </ul> |
| MERCEDES-BENZ GROUP AG | Europe        | Thematic Conviction             | Social      | Closed  | Inform(ed) Decision     | Partially achieved | Reinforced Analyst's opinion | <ul style="list-style-type: none"> <li>STK - Staff relations</li> <li>STK - Recruitment &amp; retention - General</li> </ul>   | <ul style="list-style-type: none"> <li>8. Decent Work and Economic Growth</li> <li>10. Reduced Inequality</li> </ul>   |  |
| MERCEDES-BENZ GROUP AG | Europe        | Thematic Conviction             | Environment | Ongoing | Influence Corp practice |                    |                              | <ul style="list-style-type: none"> <li>BA - Climate Change</li> <li>STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition</li> <li>UNGC_Environment, Climate</li> <li>BA - Resource Depletion</li> <li>STK - Energy &amp; climate, LT targets</li> <li>STK - Energy &amp; climate, ST/MT targets</li> <li>STK - Energy &amp; climate, Accounting practices</li> <li>STK - Energy &amp; climate, Capital allocation</li> <li>STK - Energy &amp; climate, Decarbonisation strategy</li> <li>STK - Energy &amp; climate, Just Transition</li> <li>STK - Energy &amp; climate, Lobbying</li> <li>STK - Energy &amp; climate, Governance &amp; Disclosure</li> </ul> | <ul style="list-style-type: none"> <li>3. Good Health and Well-being</li> <li>7. Affordable and Clean Energy</li> <li>9. Industry, Innovation and Infrastructure</li> <li>10. Reduced Inequality</li> <li>12. Responsible Consumption and Production</li> <li>13. Climate Action</li> <li>14. Life Below Water</li> <li>15. Life on Land</li> <li>16. Peace and Justice Strong Institutions</li> </ul>   | <ul style="list-style-type: none"> <li>PAI 1. GHG emissions</li> <li>PAI 2. Carbon footprint</li> <li>PAI 3. Issuer GHG Intensity</li> <li>PAI 4. Exposure to fossil fuel sector</li> <li>PAI 5. High non renewable energy</li> <li>PAI 6. Energy intensity per impact sector</li> <li>PAI 7. Activities endangering biodiversity</li> <li>PAI 8. Emissions to water</li> <li>PAI 10. Global Compact and OECD violation</li> </ul> |
| MERCEDES-BENZ GROUP AG | Europe        | Exceptional Event / Controversy | Mix ESG     | Ongoing | Inform(ed) Decision     |                    |                              | <ul style="list-style-type: none"> <li>UNGC_Labour Rights, Forced Labour</li> <li>UNGC_Labour Rights, Forced Labour</li> <li>STK - Labour @ suppliers - Identification of adverse impacts</li> <li>STK - Labour @ suppliers - complaint management system</li> <li>STK - Environment @ suppliers - repairing</li> <li>STK - Labour @ suppliers - prevention/mitigation of potential impacts</li> <li>STK - Labour @ suppliers - stopping or minimising actual impacts</li> </ul>   | <ul style="list-style-type: none"> <li>1. No Poverty</li> <li>3. Good Health and Well-being</li> <li>5. Gender Equality</li> <li>6. Clean Water and Sanitation</li> <li>8. Decent Work and Economic Growth</li> <li>10. Reduced Inequality</li> <li>11. Sustainable Cities and Communities</li> <li>12. Responsible Consumption and Production</li> <li>14. Life Below Water</li> <li>15. Life on Land</li> <li>16. Peace and Justice Strong Institutions</li> </ul> | <ul style="list-style-type: none"> <li>PAI 10. Global Compact and OECD violation</li> </ul>  |
| MERCK KGAA             | Europe        | Thematic Conviction             | Environment | Ongoing | Inform(ed) Decision     |                    |                              | <ul style="list-style-type: none"> <li>UNGC_Environment, Water</li> <li>UNGC_Environment, Biodiversity</li> </ul>  | <ul style="list-style-type: none"> <li>3. Good Health and Well-being</li> <li>6. Clean Water and Sanitation</li> <li>8. Decent Work and Economic Growth</li> <li>12. Responsible Consumption and Production</li> <li>14. Life Below Water</li> <li>15. Life on Land</li> </ul>   | <ul style="list-style-type: none"> <li>PAI 7. Activities endangering biodiversity</li> <li>PAI 8. Emissions to water</li> <li>PAI 10. Global Compact and OECD violation</li> </ul>   |
| MERUS NV               | Europe        | Pre / Post AGM                  | Mix ESG     | Closed  | Influence Corp practice | Not achieved       | Reinforced Analyst's opinion | <ul style="list-style-type: none"> <li>MGT reso - Audit related</li> <li>MGT reso - Director Election</li> <li>MGT reso - Remuneration</li> <li>MGT reso - Climate related</li> </ul>  | <ul style="list-style-type: none"> <li>5. Gender Equality</li> <li>7. Affordable and Clean Energy</li> <li>11. Sustainable Cities and Communities</li> <li>12. Responsible Consumption and Production</li> <li>13. Climate Action</li> </ul>   | <ul style="list-style-type: none"> <li>PAI 1. GHG emissions</li> <li>PAI 2. Carbon footprint</li> <li>PAI 3. Issuer GHG Intensity</li> <li>PAI 4. Exposure to fossil fuel sector</li> <li>PAI 5. High non renewable energy</li> <li>PAI 6. Energy intensity per impact sector</li> <li>PAI 13. Board gender diversity</li> </ul>   |

Direct Dialogues

|                                   |               |                          |             |           |                         |                    |   |   |   |
|-----------------------------------|---------------|--------------------------|-------------|-----------|-------------------------|--------------------|---|---|---|
| MICROSOFT CORP                    | North America | Thematic Conviction      | Environment | Initiated | Influence Corp practice |                    | <ul style="list-style-type: none"> <li>BA - Climate Change</li> <li>STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition</li> <li>UNGC_Environment, Climate</li> <li>BA - Resource Depletion</li> <li>STK - Energy &amp; climate, LT targets</li> <li>STK - Energy &amp; climate, ST/MT targets</li> <li>STK - Energy &amp; climate, Capital allocation</li> <li>STK - Energy &amp; climate, Accounting practices</li> <li>STK - Energy &amp; climate, Decarbonisation strategy</li> <li>STK - Energy &amp; climate, Just Transition</li> <li>STK - Energy &amp; climate, Lobbying</li> <li>STK - Energy &amp; climate, Governance &amp; Disclosure</li> </ul>  | <ul style="list-style-type: none"> <li>3. Good Health and Well-being</li> <li>7. Affordable and Clean Energy</li> <li>9. Industry, Innovation and Infrastructure</li> <li>10. Reduced Inequality</li> <li>12. Responsible Consumption and Production</li> <li>13. Climate Action</li> <li>14. Life Below Water</li> <li>15. Life on Land</li> <li>16. Peace and Justice Strong Institutions</li> </ul>  | <ul style="list-style-type: none"> <li>PAI 1. GHG emissions</li> <li>PAI 2. Carbon footprint</li> <li>PAI 3. Issuer GHG Intensity</li> <li>PAI 4. Exposure to fossil fuel sector</li> <li>PAI 5. High non renewable energy</li> <li>PAI 6. Energy intensity per impact sector</li> <li>PAI 7. Activities endangering biodiversity</li> <li>PAI 8. Emissions to water</li> <li>PAI 10. Global Compact and OECD violation</li> </ul>  |
| MONCLER SPA                       | Europe        | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision     |                    | <ul style="list-style-type: none"> <li>UNGC_Environment, Water</li> <li>UNGC_Environment, Biodiversity</li> </ul>   | <ul style="list-style-type: none"> <li>3. Good Health and Well-being</li> <li>6. Clean Water and Sanitation</li> <li>8. Decent Work and Economic Growth</li> <li>12. Responsible Consumption and Production</li> <li>14. Life Below Water</li> <li>15. Life on Land</li> </ul>  | <ul style="list-style-type: none"> <li>PAI 7. Activities endangering biodiversity</li> <li>PAI 8. Emissions to water</li> <li>PAI 10. Global Compact and OECD violation</li> </ul>  |
| MRS BECTORS FOOD SPECIALITIES LTD | Emerging      | ESG Issue Planned Review | Mix ESG     | Closed    | Inform(ed) Decision     | Partially achieved | <ul style="list-style-type: none"> <li>BA - Climate Change</li> <li>BA - Demographic Evolution</li> <li>BA - Resource Depletion</li> <li>BA - Health Wellness</li> <li>BA - Interconnectivity</li> <li>STK - Access to products/services - Education</li> <li>STK - Access to products/services - Technology</li> <li>STK - CGovernance - Exec Remuneration, General</li> <li>STK - Access to products/services - Healthcare</li> <li>STK - Access to products/services - Housing &amp; Sanitation</li> <li>STK - Access to products/services - Transport</li> <li>STK - Energy &amp; climate, Lobbying</li> <li>STK - Training &amp; career management</li> <li>STK - Access to products/services - Food</li> <li>STK - CGovernance - Audit</li> <li>STK - Product / Sce Quality</li> <li>STK - Environment @ suppliers - repairing</li> <li>STK - Access to products/services - Finance</li> <li>STK - Working Conditions - Health &amp; Safety</li> <li>STK - Staff relations</li> <li>STK - Water consumption &amp; emissions</li> <li>STK - Energy &amp; climate, LT targets</li> <li>STK - Product disposal and recycling</li> <li>STK - Environmental impact @ Product Use</li> <li>STK - Recruitment &amp; retention - General</li> <li>STK - Food Product / Nutritional Quality</li> <li>STK - Raw materials &amp; waste, Hazardous Waste</li> <li>STK - CGovernance - Board Diversity &amp; expertise</li> <li>STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition</li> <li>STK - Recruitment &amp; retention - General</li> <li>UNGC_Labour Rights, Freedom of Association</li> <li>UNGC_Human Rights</li> <li>STK - Recruitment &amp; retention - Equal pay</li> <li>UNGC_Labour Rights, Child Labour</li> <li>UNGC_Labour Rights, Child Labour</li> <li>STK - Recruitment &amp; retention - Diversity and inclusion</li> <li>STK - Raw materials &amp; waste, General</li> <li>STK - Product / Sce Safety</li> <li>STK - Energy &amp; climate, ST/MT targets</li> <li>STK - Public Authority Relations - Bribery and corruption</li> <li>STK - Community Relations - Tech &amp; Data Privacy</li> </ul> | <ul style="list-style-type: none"> <li>1. No Poverty</li> <li>2. Zero Hunger</li> <li>3. Good Health and Well-being</li> <li>4. Quality Education</li> <li>5. Gender Equality</li> <li>6. Clean Water and Sanitation</li> <li>7. Affordable and Clean Energy</li> <li>8. Decent Work and Economic Growth</li> <li>9. Industry, Innovation and Infrastructure</li> <li>10. Reduced Inequality</li> <li>11. Sustainable Cities and Communities</li> <li>12. Responsible Consumption and Production</li> <li>13. Climate Action</li> <li>14. Life Below Water</li> <li>15. Life on Land</li> </ul> | <ul style="list-style-type: none"> <li>PAI 1. GHG emissions</li> <li>PAI 2. Carbon footprint</li> <li>PAI 3. Issuer GHG Intensity</li> <li>PAI 4. Exposure to fossil fuel sector</li> <li>PAI 5. High non renewable energy</li> <li>PAI 6. Energy intensity per impact sector</li> <li>PAI 7. Activities endangering biodiversity</li> <li>PAI 8. Emissions to water</li> <li>PAI 9. Hazardous waste ratio</li> <li>PAI 10. Global Compact and OECD violation</li> <li>PAI 11. Lack of Global Compact processes</li> <li>PAI 12. Unadjusted gender pay gap</li> <li>PAI 13. Board gender diversity</li> </ul> |

Direct Dialogues

|                   |               |                          |             |         |                         |                    |  |   |   |  |
|-------------------|---------------|--------------------------|-------------|---------|-------------------------|--------------------|--|---|---|--|
| MUNTERS GROUP AB  | Europe        | Thematic Conviction      | Environment | Ongoing | Inform(ed) Decision     |                    |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity   | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| NASPERS LTD       | Emerging      | ESG Issue Planned Review | Social      | Closed  | Inform(ed) Decision     | Partially achieved |  | STK - Staff relations<br>STK - Product / Sce Quality  | 9. Industry, Innovation and Infrastructure<br>12. Responsible Consumption and Production  | PAI 11. Lack of Global Compact processes   |
| NATERA INC        | North America | Pre / Post AGM           | Mix ESG     | Closed  | Influence Corp practice | Not achieved       | Negative impact on Analyst's opinion and related ESG scoring | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related   | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| NATWEST GROUP PLC | Europe        | Thematic Conviction      | Governance  | Ongoing | Inform(ed) Decision     |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General   |   | PAI 13. Board gender diversity   |
| NATWEST GROUP PLC | Europe        | Thematic Conviction      | Environment | Ongoing | Influence Corp practice |                    |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure<br>STK - Raw materials & waste, Plastics | 3. Good Health and Well-being<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| NEMETSCHKE SE     | Europe        | Thematic Conviction      | Governance  | Ongoing | Inform(ed) Decision     |                    | Negative impact on Analyst's opinion and related ESG scoring | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General   |   | PAI 13. Board gender diversity   |
| NESTE OYJ         | Europe        | Thematic Conviction      | Governance  | Ongoing | Inform(ed) Decision     |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General   |   | PAI 13. Board gender diversity   |
| NESTLE SA         | Europe        | Thematic Conviction      | Governance  | Ongoing | Inform(ed) Decision     |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General   |   | PAI 13. Board gender diversity   |
| NESTLE SA         | Europe        | Thematic Conviction      | Environment | Ongoing | Influence Corp practice |                    |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure<br>STK - Raw materials & waste, Plastics | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |

Direct Dialogues

|                       |               |                          |             |           |                                |              |                              |  |  |  |
|-----------------------|---------------|--------------------------|-------------|-----------|--------------------------------|--------------|------------------------------|--|--|--|
| NESTLE SA             | Europe        | Pre / Post AGM           | Mix ESG     | Closed    | Encourage More Info Disclosure | Not achieved | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| NEXTERA ENERGY INC    | North America | Thematic Conviction      | Environment | Ongoing   | Influence Corp practice        |              |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| NINEBOT LTD           | Emerging      | ESG Issue Planned Review | Social      | Initiated | Inform(ed) Decision            |              |                              | STK - Staff relations<br>STK - Product / Sce Quality   | 8. Decent Work and Economic Growth   | PAI 11. Lack of Global Compact processes   |
| NOVELIS CORP          | North America | Thematic Conviction      | Environment | Initiated | Influence Corp practice        |              |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| NVIDIA CORP           | North America | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision            |              |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| NXP SEMICONDUCTORS NV | Europe        | Thematic Conviction      | Environment | Ongoing   | Inform(ed) Decision            |              |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |

Direct Dialogues

|                                  |               |                          |             |           |                         |              |                              |   |   |   |
|----------------------------------|---------------|--------------------------|-------------|-----------|-------------------------|--------------|------------------------------|---|---|---|
| O-I GLASS INC                    | North America | Thematic Conviction      | Environment | Closed    | Influence Corp practice | Not achieved | Reinforced Analyst's opinion | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| ONE 97 COMMUNICATIONS LTD        | Emerging      | ESG Issue Planned Review | Social      | Initiated | Inform(ed) Decision     |              |                              | <p>STK - Staff relations<br/>                     STK - Product / Sce Quality</p>   | <p>8. Decent Work and Economic Growth</p>   | <p>PAI 11. Lack of Global Compact processes</p>   |
| ON HOLDING AG                    | Europe        | Thematic Conviction      | Social      | Closed    | Inform(ed) Decision     | Not achieved | No impact at this stage      | <p>STK - Labour @ suppliers - prevention/mitigation of potential impacts<br/>                     UNGC_Human Rights<br/>                     UNGC_Labour Rights, Child Labour<br/>                     UNGC_Labour Rights, Freedom of Association<br/>                     UNGC_Labour Rights, Discrimination<br/>                     UNGC_Labour Rights, Forced Labour<br/>                     UNGC_Labour Rights, Workers' safety<br/>                     STK - Working Conditions - Fair remuneration, Living Wage<br/>                     STK - Working Conditions - Health &amp; Safety<br/>                     STK - Working Conditions - Pace &amp; Hours of work<br/>                     STK - Labour @ suppliers - complaint management system</p>   | <p>1. No Poverty<br/>                     2. Zero Hunger<br/>                     3. Good Health and Well-being<br/>                     5. Gender Equality<br/>                     8. Decent Work and Economic Growth<br/>                     10. Reduced Inequality<br/>                     16. Peace and Justice Strong Institutions</p>  | <p>PAI 10. Global Compact and OECD violation</p>  |
| ON SEMICONDUCTOR CORP            | North America | Thematic Conviction      | Environment | Ongoing   | Influence Corp practice |              |                              | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| ORANGE SA                        | Europe        | Thematic Conviction      | Governance  | Ongoing   | Inform(ed) Decision     |              | Reinforced Analyst's opinion | <p>STK - CGovernance - Exec Remuneration, ESG Metrics<br/>                     STK - CGovernance - Board Diversity &amp; expertise<br/>                     STK - CGovernance - Exec Remuneration, General</p>  |   | <p>PAI 13. Board gender diversity</p>   |
| OWENS CORNING                    | North America | Thematic Conviction      | Environment | Initiated | Inform(ed) Decision     |              |                              | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>   | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |
| PAYPAL HOLDINGS INC              | North America | Thematic Conviction      | Governance  | Initiated | Inform(ed) Decision     |              |                              | <p>STK - CGovernance - Exec Remuneration, ESG Metrics<br/>                     STK - CGovernance - Board Diversity &amp; expertise<br/>                     STK - CGovernance - Exec Remuneration, General</p>  |   | <p>PAI 13. Board gender diversity</p>   |
| POP MART INTERNATIONAL GROUP LTD | Emerging      | ESG Issue Planned Review | Social      | Initiated | Inform(ed) Decision     |              |                              | <p>STK - Staff relations<br/>                     STK - Product / Sce Quality</p>   | <p>9. Industry, Innovation and Infrastructure<br/>                     12. Responsible Consumption and Production</p>   | <p>PAI 11. Lack of Global Compact processes</p>   |

Direct Dialogues

|                             |               |                          |             |         |                                |                    |  |  |   |  |
|-----------------------------|---------------|--------------------------|-------------|---------|--------------------------------|--------------------|--|--|---|--|
| PROCTER & GAMBLE CO/THE     | North America | Thematic Conviction      | Environment | Closed  | Encourage More Info Disclosure | Not achieved       | Reinforced Analyst's opinion                                 | UNGC_Environment, Biodiversity<br>STK - Land use & biodiversity<br>Contract - Palm Oil<br>BA - Resource Depletion  | 3. Good Health and Well-being<br>8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| PROSUS NV                   | Europe        | ESG Issue Planned Review | Mix ESG     | Closed  | Inform(ed) Decision            | Fully achieved     |  | BA - Interconnectivity<br>STK - Working Conditions - Fair remuneration, Living Wage<br>STK - Community Relations - Tech & Democracy<br>STK - CGovernance - Effective Risk Management System  | 1. No Poverty<br>2. Zero Hunger<br>8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>16. Peace and justice Strong Institutions  | PAI 11. Lack of Global Compact processes   |
| PRUDENTIAL PLC              | Pacific       | Thematic Conviction      | Governance  | Ongoing | Inform(ed) Decision            |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |   | PAI 13. Board gender diversity   |
| PRYSMIAN SPA                | Europe        | Thematic Conviction      | Governance  | Ongoing | Inform(ed) Decision            |                    | Positive impact on Analyst's opinion and related ESG scoring | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |   | PAI 13. Board gender diversity   |
| PUBLICIS GROUPE SA          | Europe        | Thematic Conviction      | Governance  | Ongoing | Inform(ed) Decision            |                    | No impact at this stage                                      | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |   | PAI 13. Board gender diversity   |
| PUMASE                      | Europe        | Thematic Conviction      | Social      | Closed  | Inform(ed) Decision            | Partially achieved | Reinforced Analyst's opinion                                 | STK - Labour @ suppliers - prevention/mitigation of potential impacts<br>UNGC_Human Rights<br>UNGC_Labour Rights, Child Labour<br>UNGC_Labour Rights, Freedom of Association<br>UNGC_Labour Rights, Discrimination<br>UNGC_Labour Rights, Forced Labour<br>UNGC_Labour Rights, Workers' safety<br>STK - Working Conditions - Fair remuneration, Living Wage<br>STK - Working Conditions - Health & Safety<br>STK - Working Conditions - Pace & Hours of work<br>STK - Labour @ suppliers - complaint management system | 1. No Poverty<br>2. Zero Hunger<br>3. Good Health and Well-being<br>5. Gender Equality<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality<br>16. Peace and Justice Strong Institutions   | PAI 10. Global Compact and OECD violation  |
| PUMASE                      | Europe        | Thematic Conviction      | Environment | Ongoing | Inform(ed) Decision            |                    |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| QUEST DIAGNOSTICS INC       | North America | Thematic Conviction      | Governance  | Ongoing | Inform(ed) Decision            |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |   | PAI 13. Board gender diversity   |
| RECKITT BENCKISER GROUP PLC | Europe        | Thematic Conviction      | Governance  | Ongoing | Inform(ed) Decision            |                    |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |   | PAI 13. Board gender diversity   |

Direct Dialogues

|                             |               |                                 |             |         |                         |              |  |   |   |   |
|-----------------------------|---------------|---------------------------------|-------------|---------|-------------------------|--------------|--|---|---|---|
| RECKITT BENCKISER GROUP PLC | Europe        | Thematic Conviction             | Environment | Ongoing | Influence Corp practive |              |  | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p>   | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| RECTICEL SA                 | Europe        | Pre / Post AGM                  | Mix ESG     | Closed  | Influence Corp practive | Not achieved | No impact at this stage                                      | <p>MGT reso - Audit related<br/>                     MGT reso - Director Election<br/>                     MGT reso - Remuneration<br/>                     MGT reso - Climate related</p>  | <p>5. Gender Equality<br/>                     7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>   | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 13. Board gender diversity</p>   |
| RELAY THERAPEUTICS INC      | North America | Pre / Post AGM                  | Mix ESG     | Closed  | Influence Corp practive | Not achieved | Negative impact on Analyst's opinion and related ESG scoring | <p>MGT reso - Audit related<br/>                     MGT reso - Director Election<br/>                     MGT reso - Remuneration<br/>                     MGT reso - Climate related</p>  | <p>5. Gender Equality<br/>                     7. Affordable and Clean Energy<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>   | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 13. Board gender diversity</p>   |
| RENAULT SA                  | Europe        | Exceptional Event / Controversy | Mix ESG     | Ongoing | Inform(ed) Decision     |              |  | <p>UNGC_Labour Rights, Forced Labour<br/>                     UNGC_Labour Rights, Forced Labour<br/>                     STK - Labour @ suppliers - Identification of adverse impacts<br/>                     STK - Labour @ suppliers - complaint management system<br/>                     STK - Environment @ suppliers - repairing<br/>                     STK - Labour @ suppliers - prevention/mitigation of potential impacts<br/>                     STK - Labour @ suppliers - stopping or minimising actual impacts</p>   | <p>1. No Poverty<br/>                     3. Good Health and Well-being<br/>                     5. Gender Equality<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     10. Reduced Inequality<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p> | <p>PAI 10. Global Compact and OECD violation</p>  |
| REPSOL SA                   | Europe        | ESG Issue Planned Review        | Environment | Ongoing | Inform(ed) Decision     |              |  | <p>STK - Energy &amp; climate, Governance &amp; Disclosure<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 10. Global Compact and OECD violation</p>  |

Direct Dialogues

|                  |        |                                 |             |           |                         |              |                         |   |  |   |
|------------------|--------|---------------------------------|-------------|-----------|-------------------------|--------------|-------------------------|---|--|---|
| REPSOL SA        | Europe | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |              |                         | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p>    | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| REPSOL SA        | Europe | Exceptional Event / Controversy | Mix ESG     | Ongoing   | Inform(ed) Decision     |              |                         | <p>UNGC_Environment, Biodiversity<br/>                     STK - Land use &amp; biodiversity<br/>                     STK - Public Authority Relations - Disaster prevention<br/>                     STK - Raw materials &amp; waste, Hazardous Waste</p>  | <p>1. No Poverty<br/>                     3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     9. Industry, Innovation and Infrastructure<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p> | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 9. Hazardous waste ratio<br/>                     PAI 10. Global Compact and OECD violation<br/>                     PAI 11. Lack of Global Compact processes</p>  |
| RIO TINTO PLC    | Europe | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |              |                         | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and justice Strong Institutions</p>    | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| ROCHE HOLDING AG | Europe | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision     |              |                         | <p>STK - CGovernance - Exec Remuneration, ESG Metrics<br/>                     STK - CGovernance - Board Diversity &amp; expertise<br/>                     STK - CGovernance - Exec Remuneration, General</p>  |  | <p>PAI 13. Board gender diversity</p>   |
| RVRC HOLDING AB  | Europe | Thematic Conviction             | Social      | Closed    | Inform(ed) Decision     | Not achieved | No impact at this stage | <p>STK - Labour @ suppliers - prevention/mitigation of potential impacts<br/>                     UNGC_Human Rights<br/>                     UNGC_Labour Rights, Child Labour<br/>                     UNGC_Labour Rights, Freedom of Association<br/>                     UNGC_Labour Rights, Discrimination<br/>                     UNGC_Labour Rights, Forced Labour<br/>                     UNGC_Labour Rights, Workers' safety<br/>                     STK - Working Conditions - Fair remuneration, Living Wage<br/>                     STK - Working Conditions - Health &amp; Safety<br/>                     STK - Working Conditions - Pace &amp; Hours of work<br/>                     STK - Labour @ suppliers - complaint management system</p>   | <p>1. No Poverty<br/>                     2. Zero Hunger<br/>                     3. Good Health and Well-being<br/>                     5. Gender Equality<br/>                     8. Decent Work and Economic Growth<br/>                     10. Reduced Inequality<br/>                     16. Peace and Justice Strong Institutions</p>   | <p>PAI 10. Global Compact and OECD violation</p>  |
| SABIC CAPITAL BV | Europe | Thematic Conviction             | Environment | Initiated | Inform(ed) Decision     |              |                         | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |

Direct Dialogues

|                            |          |                     |             |           |                         |                |                              |  |  |  |
|----------------------------|----------|---------------------|-------------|-----------|-------------------------|----------------|------------------------------|--|--|--|
| SAMSUNG ELECTRONICS CO LTD | Emerging | Thematic Conviction | Environment | Initiated | Inform(ed) Decision     |                |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| SARTORIUS STEDIM BIOTECH   | Europe   | Thematic Conviction | Governance  | Ongoing   | Inform(ed) Decision     |                |                              | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| SCHNEIDER ELECTRIC SE      | Europe   | Thematic Conviction | Governance  | Initiated | Inform(ed) Decision     |                |                              | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| SCHNEIDER ELECTRIC SE      | Europe   | Thematic Conviction | Environment | Ongoing   | Influence Corp practice |                |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| SCHNEIDER ELECTRIC SE      | Europe   | Pre / Post AGM      | Mix ESG     | Closed    | Inform(ed) Decision     | Fully achieved | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  |  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| SEB SA                     | Europe   | Thematic Conviction | Environment | Ongoing   | Inform(ed) Decision     |                |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| SEVERN TRENT PLC           | Europe   | Pre / Post AGM      | Mix ESG     | Closed    | Inform(ed) Decision     | Fully achieved |                              | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |

Direct Dialogues

|                         |               |                                 |             |           |                         |  |  |   |   |   |
|-------------------------|---------------|---------------------------------|-------------|-----------|-------------------------|--|--|---|---|---|
| SHELL PLC               | Europe        | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |  |  | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Just Transition</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| SHERWIN-WILLIAMS CO/THE | North America | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision     |  |  | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>   | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |
| SIEMENS AG              | Europe        | ESG Issue Planned Review        | Environment | Ongoing   | Inform(ed) Decision     |  |  | <p>UNGC_Environment, Climate<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     BA - Climate Change</p>   | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action</p>  | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 10. Global Compact and OECD violation</p>  |
| SIEMENS AG              | Europe        | Exceptional Event / Controversy | Social      | Initiated | Inform(ed) Decision     |  |  | <p>ContrAct - OppressiveRegimes<br/>                     UNGC_Human Rights</p>  | <p>16. Peace and Justice Strong Institutions</p>  | <p>PAI 10. Global Compact and OECD violation</p>  |
| SIG GROUP AG            | Europe        | Thematic Conviction             | Environment | Initiated | Inform(ed) Decision     |  |  | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>   | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |
| SIKA AG                 | Europe        | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision     |  |  | <p>UNGC_Environment, Water<br/>                     UNGC_Environment, Biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     6. Clean Water and Sanitation<br/>                     8. Decent Work and Economic Growth<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>   | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p>   |
| SK HYNIX INC            | Emerging      | Thematic Conviction             | Environment | No status | Influence Corp practice |  |  | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>  | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |

Direct Dialogues

|                      |          |                     |             |         |                         |              |                              |   |  |  |
|----------------------|----------|---------------------|-------------|---------|-------------------------|--------------|------------------------------|---|--|--|
| SK TELECOM CO LTD    | Emerging | Pre / Post AGM      | Mix ESG     | Closed  | Influence Corp practice | Not achieved | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related   | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| SMURFIT WESTROCK PLC | Europe   | Thematic Conviction | Governance  | Ongoing | Inform(ed) Decision     |              |                              | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General   |  | PAI 13. Board gender diversity   |
| SMURFIT WESTROCK PLC | Europe   | Thematic Conviction | Environment | Ongoing | Influence Corp practice |              |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure<br>STK - Raw materials & waste, Plastics | 7. Affordable and Clean Energy<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| SOCIETE GENERALE SA  | Europe   | Thematic Conviction | Environment | Ongoing | Influence Corp practice |              |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| SOLVAY SA            | Europe   | Thematic Conviction | Environment | Ongoing | Inform(ed) Decision     |              |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity   | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| SOLVAY SA            | Europe   | Thematic Conviction | Environment | Ongoing | Influence Corp practice |              |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |

Direct Dialogues

|                          |          |                                 |             |           |                         |              |                              |  |  |  |
|--------------------------|----------|---------------------------------|-------------|-----------|-------------------------|--------------|------------------------------|--|--|--|
| SPIRAX GROUP PLC         | Europe   | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision     |              |                              | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| SPIRAX GROUP PLC         | Europe   | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |              |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and justice Strong Institutions   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| STELLANTIS NV            | Europe   | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision     |              |                              | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| STELLANTIS NV            | Europe   | Thematic Conviction             | Social      | Closed    | Inform(ed) Decision     | Not achieved | Reinforced Analyst's opinion | STK - Staff relations<br>STK - Recruitment & retention - General   | 8. Decent Work and Economic Growth<br>10. Reduced Inequality   |  |
| STELLANTIS NV            | Europe   | Exceptional Event / Controversy | Mix ESG     | Initiated | Inform(ed) Decision     |              |                              | UNGC_Labour Rights, Forced Labour<br>UNGC_Labour Rights, Forced Labour<br>STK - Labour @ suppliers - Identification of adverse impacts<br>STK - Labour @ suppliers - complaint management system<br>STK - Environment @ suppliers - repairing<br>STK - Labour @ suppliers - prevention/mitigation of potential impacts<br>STK - Labour @ suppliers - stopping or minimising actual impacts   | 1. No Poverty<br>3. Good Health and Well-being<br>5. Gender Equality<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 10. Global Compact and OECD violation  |
| STORA ENSO OYJ           | Europe   | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision     |              |                              | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| STORA ENSO OYJ           | Europe   | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision     |              |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| SUZANO SA                | Emerging | Pre / Post AGM                  | Mix ESG     | Closed    | Influence Corp practice | Not achieved | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| SVENSKA HANDELSBANKEN AB | Europe   | Thematic Conviction             | Governance  | Initiated | Inform(ed) Decision     |              |                              | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |

Direct Dialogues

|  |          |                     |             |         |                                |                |  |  |  |  |
|--|----------|---------------------|-------------|---------|--------------------------------|----------------|--|--|--|--|
| SYENSQO SA                                   | Europe   | Thematic Conviction | Environment | Ongoing | Inform(ed) Decision            |                |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| SYMRISE AG                                   | Europe   | Thematic Conviction | Governance  | Ongoing | Inform(ed) Decision            |                |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| TAIWAN SEMICONDUCTOR OR MANUFACTURING CO LTD | Emerging | Thematic Conviction | Environment | Ongoing | Inform(ed) Decision            |                |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| TAIWAN SEMICONDUCTOR OR MANUFACTURING CO LTD | Emerging | Thematic Conviction | Environment | Ongoing | Influence Corp practice        |                |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| TECAN GROUP AG                               | Europe   | Pre / Post AGM      | Mix ESG     | Closed  | Encourage More Info Disclosure | Fully achieved | Positive impact on Analyst's opinion and related ESG scoring | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  |  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |

Direct Dialogues

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|-------------------------------------|----------------|---------------------------------|--------------------|------------------|---------------------------------------|--------------------------------|---|--|--|
| <p>TECHTRONIC INDUSTRIES CO LTD</p> | <p>Pacific</p> | <p>ESG Issue Planned Review</p> | <p>Mix ESG</p>     | <p>Closed</p>    | <p>Inform(ed) Decision</p>            | <p>Not achieved</p>            | <p>BA - Climate Change<br/>                     BA - Demographic Evolution<br/>                     BA - Resource Depletion<br/>                     BA - Health Wellness<br/>                     BA - Interconnectivity<br/>                     STK - Access to products/services - Education<br/>                     STK - Access to products/services - Technology<br/>                     STK - CGovernance - Exec Remuneration, General<br/>                     STK - Access to products/services - Healthcare<br/>                     STK - Access to products/services - Housing &amp; Sanitation<br/>                     STK - Access to products/services - Transport<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Training &amp; career management<br/>                     STK - Access to products/services - Food<br/>                     STK - CGovernance - Audit<br/>                     STK - Product / Sce Quality<br/>                     STK - Environment @ suppliers - repairing<br/>                     STK - Access to products/services - Finance<br/>                     STK - Staff relations<br/>                     STK - Water consumption &amp; emissions<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Working Conditions - Health &amp; Safety<br/>                     STK - Product disposal and recycling<br/>                     STK - Raw materials &amp; waste, General<br/>                     STK - Environmental impact @ Product Use<br/>                     STK - Recruitment &amp; retention - General<br/>                     STK - Product / Sce Safety<br/>                     STK - Food Product / Nutritional Quality<br/>                     STK - Raw materials &amp; waste, Hazardous Waste<br/>                     STK - CGovernance - Board Diversity &amp; expertise<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     STK - Recruitment &amp; retention - General<br/>                     UNGC_Labour Rights, Freedom of Association<br/>                     UNGC_Human Rights<br/>                     STK - Recruitment &amp; retention - Equal pay<br/>                     STK - Public Authority Relations - Bribery and corruption<br/>                     STK - Community Relations - Tech &amp; Data Privacy<br/>                     STK - Recruitment &amp; retention - Diversity and inclusion<br/>                     UNGC_Labour Rights, Child Labour<br/>                     UNGC_Labour Rights, Child Labour<br/>                     STK - CGovernance - Exec Remuneration, ESG Metrics<br/>                     STK - CGovernance - Board Diversity &amp; expertise<br/>                     STK - CGovernance - Exec Remuneration, General</p> | <p>1. No Poverty<br/>                     2. Zero Hunger<br/>                     3. Good Health and Well-being<br/>                     4. Quality Education<br/>                     5. Gender Equality<br/>                     6. Clean Water and Sanitation<br/>                     7. Affordable and Clean Energy<br/>                     8. Decent Work and Economic Growth<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 9. Hazardous waste ratio<br/>                     PAI 10. Global Compact and OECD violation<br/>                     PAI 11. Lack of Global Compact processes<br/>                     PAI 12. Unadjusted gender pay gap<br/>                     PAI 13. Board gender diversity</p> |
| <p>TELENOR ASA</p>                  | <p>Europe</p>  | <p>Thematic Conviction</p>      | <p>Governance</p>  | <p>Ongoing</p>   | <p>Inform(ed) Decision</p>            | <p>No impact at this stage</p> | <p>STK - CGovernance - Board Diversity &amp; expertise<br/>                     STK - CGovernance - Exec Remuneration, General</p>  | <p></p>  | <p>PAI 13. Board gender diversity</p>  |
| <p>TENNET HOLDING BV</p>            | <p>Europe</p>  | <p>Thematic Conviction</p>      | <p>Environment</p> | <p>Initiated</p> | <p>Encourage More Info Disclosure</p> | <p></p>                        | <p>UNGC_Environment, Biodiversity<br/>                     STK - Land use &amp; biodiversity</p>  | <p>3. Good Health and Well-being<br/>                     8. Decent Work and Economic Growth<br/>                     9. Industry, Innovation and Infrastructure<br/>                     11. Sustainable Cities and Communities<br/>                     12. Responsible Consumption and Production<br/>                     14. Life Below Water<br/>                     15. Life on Land</p>   | <p>PAI 7. Activities endangering biodiversity<br/>                     PAI 10. Global Compact and OECD violation</p>   |

Direct Dialogues

|                                    |               |                                 |         |           |                                |  |  |   |   |  |
|------------------------------------|---------------|---------------------------------|---------|-----------|--------------------------------|--|--|---|---|--|
| TESLA INC                          | North America | Exceptional Event / Controversy | Mix ESG | Ongoing   | Inform(ed) Decision            |  |  | <p>UNGC_Labour Rights, Forced Labour<br/>                 UNGC_Labour Rights, Forced Labour<br/>                 STK - Labour @ suppliers - Identification of adverse impacts<br/>                 STK - Labour @ suppliers - complaint management system<br/>                 STK - Environment @ suppliers - repairing<br/>                 STK - Labour @ suppliers - prevention/mitigation of potential impacts<br/>                 STK - Labour @ suppliers - stopping or minimising actual impacts</p> | <p>1. No Poverty<br/>                 3. Good Health and Well-being<br/>                 5. Gender Equality<br/>                 6. Clean Water and Sanitation<br/>                 8. Decent Work and Economic Growth<br/>                 10. Reduced Inequality<br/>                 11. Sustainable Cities and Communities<br/>                 12. Responsible Consumption and Production<br/>                 14. Life Below Water<br/>                 15. Life on Land<br/>                 16. Peace and Justice Strong Institutions</p> | PAI 10. Global Compact and OECD violation  |
| TEVA PHARMACEUTICAL INDUSTRIES LTD | Europe        | Investment Team / SRC's Request | Mix ESG | Ongoing   | Encourage More Info Disclosure |  |  | <p>STK - Access to products/services - Healthcare<br/>                 STK - Product / Sce Safety<br/>                 STK - Bribery, Corruption &amp; Collusion with Business partners<br/>                 STK - CGovernance - Effective Risk Management System</p>   | <p>1. No Poverty<br/>                 3. Good Health and Well-being<br/>                 9. Industry, Innovation and Infrastructure<br/>                 10. Reduced Inequality<br/>                 12. Responsible Consumption and Production<br/>                 16. Peace and Justice Strong Institutions<br/>                 17. Partnership to achieve the Goal</p>   | PAI 11. Lack of Global Compact processes   |
| THALES SA                          | Europe        | Client's Request                | Mix ESG | Initiated | Influence Corp prattice        |  |  | <p>STK - CGovernance - Effective Risk Management System<br/>                 STK - Community Relations - Tech &amp; Data Privacy<br/>                 UNGC_Human Rights</p>   | <p>1. No Poverty<br/>                 5. Gender Equality<br/>                 8. Decent Work and Economic Growth<br/>                 10. Reduced Inequality</p>  | <p>PAI 10. Global Compact and OECD violation<br/>                 PAI 11. Lack of Global Compact processes</p> |

Direct Dialogues

|                  |          |                                 |             |           |                         |              |  |  |   |
|------------------|----------|---------------------------------|-------------|-----------|-------------------------|--------------|--|--|---|
| THERMAX LTD      | Emerging | ESG Issue Planned Review        | Mix ESG     | Closed    | Inform(ed) Decision     | Not achieved | <ul style="list-style-type: none"> <li>BA - Climate Change</li> <li>BA - Demographic Evolution</li> <li>BA - Resource Depletion</li> <li>BA - Health Wellness</li> <li>BA - Interconnectivity</li> <li>STK - Access to products/services - Education</li> <li>STK - Access to products/services - Technology</li> <li>STK - CGovernance - Exec Remuneration, General</li> <li>STK - Access to products/services - Healthcare</li> <li>STK - Access to products/services - Housing &amp; Sanitation</li> <li>STK - Access to products/services - Transport</li> <li>STK - Energy &amp; climate, Lobbying</li> <li>STK - Training &amp; career management</li> <li>STK - Access to products/services - Food</li> <li>STK - CGovernance - Audit</li> <li>STK - Product / Sce Quality</li> <li>STK - Environment @ suppliers - repairing</li> <li>STK - Access to products/services - Finance</li> <li>STK - Staff relations</li> <li>STK - Water consumption &amp; emissions</li> <li>STK - Energy &amp; climate, LT targets</li> <li>STK - Working Conditions - Health &amp; Safety</li> <li>STK - Product disposal and recycling</li> <li>STK - Raw materials &amp; waste, General</li> <li>STK - Environmental impact @ Product Use</li> <li>STK - Recruitment &amp; retention - General</li> <li>STK - Product / Sce Safety</li> <li>STK - Food Product / Nutritional Quality</li> <li>STK - Raw materials &amp; waste, Hazardous Waste</li> <li>STK - CGovernance - Board Diversity &amp; expertise</li> <li>STK - Energy &amp; climate, ST/MT targets</li> <li>STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition</li> <li>STK - Recruitment &amp; retention - General</li> <li>UNGC_Labour Rights, Freedom of Association</li> <li>UNGC_Human Rights</li> <li>STK - Recruitment &amp; retention - Equal pay</li> <li>STK - Public Authority Relations - Bribery and corruption</li> <li>STK - Community Relations - Tech &amp; Data Privacy</li> <li>STK - Recruitment &amp; retention - Diversity and inclusion</li> <li>UNGC_Labour Rights, Child Labour</li> <li>UNGC_Labour Rights, Child Labour</li> <li>STK - CGovernance - Exec Remuneration, ESG Metrics</li> <li>STK - CGovernance - Board Diversity &amp; expertise</li> <li>STK - CGovernance - Exec Remuneration, General</li> </ul> | <ul style="list-style-type: none"> <li>1. No Poverty</li> <li>2. Zero Hunger</li> <li>3. Good Health and Well-being</li> <li>4. Quality Education</li> <li>5. Gender Equality</li> <li>6. Clean Water and Sanitation</li> <li>7. Affordable and Clean Energy</li> <li>8. Decent Work and Economic Growth</li> <li>9. Industry, Innovation and Infrastructure</li> <li>10. Reduced Inequality</li> <li>11. Sustainable Cities and Communities</li> <li>12. Responsible Consumption and Production</li> <li>13. Climate Action</li> <li>14. Life Below Water</li> <li>15. Life on Land</li> <li>16. Peace and Justice Strong Institutions</li> </ul> | <ul style="list-style-type: none"> <li>PAI 1. GHG emissions</li> <li>PAI 2. Carbon footprint</li> <li>PAI 3. Issuer GHG Intensity</li> <li>PAI 4. Exposure to fossil fuel sector</li> <li>PAI 5. High non renewable energy</li> <li>PAI 6. Energy intensity per impact sector</li> <li>PAI 7. Activities endangering biodiversity</li> <li>PAI 8. Emissions to water</li> <li>PAI 9. Hazardous waste ratio</li> <li>PAI 10. Global Compact and OECD violation</li> <li>PAI 11. Lack of Global Compact processes</li> <li>PAI 12. Unadjusted gender pay gap</li> <li>PAI 13. Board gender diversity</li> </ul> |
| TIM SA/BRAZIL    | Emerging | Thematic Conviction             | Governance  | Initiated | Inform(ed) Decision     |              | <ul style="list-style-type: none"> <li>STK - CGovernance - Exec Remuneration, ESG Metrics</li> <li>STK - CGovernance - Board Diversity &amp; expertise</li> <li>STK - CGovernance - Exec Remuneration, General</li> </ul>  | <ul style="list-style-type: none"> <li>1. No Poverty</li> <li>5. Gender Equality</li> <li>8. Decent Work and Economic Growth</li> <li>10. Reduced Inequality</li> </ul>  | <ul style="list-style-type: none"> <li>PAI 13. Board gender diversity</li> </ul>  |
| TKH GROUP NV     | Europe   | Exceptional Event / Controversy | Social      | No status | Inform(ed) Decision     |              | <ul style="list-style-type: none"> <li>ContrAct - OppressiveRegimes</li> <li>UNGC_Human Rights</li> </ul>  | <ul style="list-style-type: none"> <li>1. No Poverty</li> <li>5. Gender Equality</li> <li>8. Decent Work and Economic Growth</li> <li>10. Reduced Inequality</li> </ul>  | <ul style="list-style-type: none"> <li>PAI 10. Global Compact and OECD violation</li> </ul>   |
| TOTALENERGIE SSE | Europe   | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |              | <ul style="list-style-type: none"> <li>BA - Climate Change</li> <li>STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition</li> <li>UNGC_Environment, Climate</li> <li>BA - Resource Depletion</li> <li>STK - Energy &amp; climate, LT targets</li> <li>STK - Energy &amp; climate, ST/MT targets</li> <li>STK - Energy &amp; climate, Accounting practices</li> <li>STK - Energy &amp; climate, Capital allocation</li> <li>STK - Energy &amp; climate, Decarbonisation strategy</li> <li>STK - Energy &amp; climate, Just Transition</li> <li>STK - Energy &amp; climate, Lobbying</li> <li>STK - Energy &amp; climate, Governance &amp; Disclosure</li> </ul>   | <ul style="list-style-type: none"> <li>3. Good Health and Well-being</li> <li>7. Affordable and Clean Energy</li> <li>9. Industry, Innovation and Infrastructure</li> <li>10. Reduced Inequality</li> <li>12. Responsible Consumption and Production</li> <li>13. Climate Action</li> <li>14. Life Below Water</li> <li>15. Life on Land</li> <li>16. Peace and Justice Strong Institutions</li> </ul>   | <ul style="list-style-type: none"> <li>PAI 1. GHG emissions</li> <li>PAI 2. Carbon footprint</li> <li>PAI 3. Issuer GHG Intensity</li> <li>PAI 4. Exposure to fossil fuel sector</li> <li>PAI 5. High non renewable energy</li> <li>PAI 6. Energy intensity per impact sector</li> <li>PAI 7. Activities endangering biodiversity</li> <li>PAI 8. Emissions to water</li> <li>PAI 10. Global Compact and OECD violation</li> </ul>  |

Direct Dialogues

|                        |               |                                 |             |           |                         |              |                              |  |   |  |
|------------------------|---------------|---------------------------------|-------------|-----------|-------------------------|--------------|------------------------------|--|---|--|
| TOTALENERGIE S SE      | Europe        | Pre / Post AGM                  | Mix ESG     | Closed    | Influence Corp practice | Not achieved | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related  | 5. Gender Equality  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| TOYOTA MOTOR CORP      | Pacific       | Exceptional Event / Controversy | Mix ESG     | Initiated | Inform(ed) Decision     |              |                              | UNGC_Labour Rights, Forced Labour<br>UNGC_Labour Rights, Forced Labour<br>STK - Labour @ suppliers - Identification of adverse impacts<br>STK - Labour @ suppliers - complaint management system<br>STK - Environment @ suppliers - repairing<br>STK - Labour @ suppliers - prevention/mitigation of potential impacts<br>STK - Labour @ suppliers - stopping or minimising actual impacts   | 1. No Poverty<br>3. Good Health and Well-being<br>5. Gender Equality<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land | PAI 10. Global Compact and OECD violation  |
| TRANE TECHNOLOGIES PLC | Europe        | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision     |              |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| TRANE TECHNOLOGIES PLC | Europe        | Thematic Conviction             | Environment | No status | Influence Corp practice |              |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and justice Strong Institutions      | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| TRENT LTD              | Emerging      | Thematic Conviction             | Social      | Closed    | Inform(ed) Decision     | Not achieved | No impact at this stage      | STK - Labour @ suppliers - prevention/mitigation of potential impacts<br>UNGC_Human Rights<br>UNGC_Labour Rights, Child Labour<br>UNGC_Labour Rights, Freedom of Association<br>UNGC_Labour Rights, Discrimination<br>UNGC_Labour Rights, Forced Labour<br>UNGC_Labour Rights, Workers' safety<br>STK - Working Conditions - Fair remuneration, Living Wage<br>STK - Working Conditions - Health & Safety<br>STK - Working Conditions - Pace & Hours of work<br>STK - Labour @ suppliers - complaint management system | 1. No Poverty<br>2. Zero Hunger<br>3. Good Health and Well-being<br>5. Gender Equality<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality<br>16. Peace and Justice Strong Institutions   | PAI 10. Global Compact and OECD violation  |
| TREX CO INC            | North America | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision     |              |                              | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |

Direct Dialogues

|                  |          |                     |             |         |                         |                    |                              |   |  |  |
|------------------|----------|---------------------|-------------|---------|-------------------------|--------------------|------------------------------|---|--|--|
| TVS MOTOR CO LTD | Emerging | Pre / Post AGM      | Mix ESG     | Closed  | Influence Corp practive | Not achieved       | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related   | 5. Gender Equality<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| UCB SA           | Europe   | Pre / Post AGM      | Mix ESG     | Closed  | Influence Corp practive | Partially achieved | Reinforced Analyst's opinion | MGT reso - Audit related<br>MGT reso - Director Election<br>MGT reso - Remuneration<br>MGT reso - Climate related   | 5. Gender Equality   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 13. Board gender diversity   |
| UNICREDIT SPA    | Europe   | Thematic Conviction | Social      | Closed  | Inform(ed) Decision     | Fully achieved     | Reinforced Analyst's opinion | STK - Staff relations<br>STK - Recruitment & retention - General  | 8. Decent Work and Economic Growth<br>10. Reduced Inequality   |  |
| UNICREDIT SPA    | Europe   | Thematic Conviction | Environment | Ongoing | Influence Corp practive |                    |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| UNILEVER PLC     | Europe   | Thematic Conviction | Environment | Ongoing | Influence Corp practive |                    |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| UPM-KYMMENE OYJ  | Europe   | Thematic Conviction | Environment | Ongoing | Influence Corp practive |                    |                              | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure<br>STK - Raw materials & waste, Plastics |  | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |

Direct Dialogues

|                            |               |                                 |             |           |                                |                |  |  |  |  |
|----------------------------|---------------|---------------------------------|-------------|-----------|--------------------------------|----------------|--|--|--|--|
| VEOLIA ENVIRONNEMENT SA    | Europe        | ESG Issue Planned Review        | Mix ESG     | No status | Inform(ed) Decision            |                |  | STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>STK - Community Relations - Social License to operate  | 2. Zero Hunger<br>3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>7. Affordable and Clean Energy<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>13. Climate Action   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector   |
| VEOLIA ENVIRONNEMENT SA    | Europe        | Thematic Conviction             | Governance  | Initiated | Inform(ed) Decision            |                |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| VEOLIA ENVIRONNEMENT SA    | Europe        | Thematic Conviction             | Environment | Initiated | Encourage More Info Disclosure |                |  | UNGC_Environment, Biodiversity<br>STK - Land use & biodiversity  | 3. Good Health and Well-being<br>8. Decent Work and Economic Growth<br>9. Industry, Innovation and Infrastructure<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land  | PAI 7. Activities endangering biodiversity<br>PAI 10. Global Compact and OECD violation  |
| VEOLIA ENVIRONNEMENT SA    | Europe        | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice        |                |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| VERIZON COMMUNICATIONS INC | North America | ESG Issue Planned Review        | Social      | Ongoing   | Inform(ed) Decision            |                | Negative impact on Analyst's opinion and related ESG scoring | STK - Working Conditions - Health & Safety<br>STK - Recruitment & retention - General<br>STK - Training & career management  | 3. Good Health and Well-being<br>4. Quality Education<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality  | PAI 11. Lack of Global Compact processes   |
| VINCI SA                   | Europe        | Exceptional Event / Controversy | Social      | No status | Inform(ed) Decision            |                |  | ContrAct - OppressiveRegimes<br>UNGC_Human Rights  | 1. No Poverty<br>5. Gender Equality<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality  | PAI 10. Global Compact and OECD violation  |
| VISA INC                   | North America | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision            |                |  | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| VOLKSWAGEN AG              | Europe        | Thematic Conviction             | Social      | Closed    | Inform(ed) Decision            | Fully achieved | Reinforced Analyst's opinion                                 | STK - Staff relations<br>STK - Recruitment & retention - General   | 8. Decent Work and Economic Growth<br>10. Reduced Inequality   |  |
| VOLKSWAGEN AG              | Europe        | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice        |                |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |

Direct Dialogues

|                       |               |                                 |             |           |                                |  |  |  |  |  |
|-----------------------|---------------|---------------------------------|-------------|-----------|--------------------------------|--|--|--|--|--|
| VOLKSWAGEN AG         | Europe        | Exceptional Event / Controversy | Mix ESG     | Ongoing   | Inform(ed) Decision            |  |  | UNGC_Labour Rights, Forced Labour<br>UNGC_Labour Rights, Forced Labour<br>STK - Labour @ suppliers - Identification of adverse impacts<br>STK - Labour @ suppliers - complaint management system<br>STK - Environment @ suppliers - repairing<br>STK - Labour @ suppliers - prevention/mitigation of potential impacts<br>STK - Labour @ suppliers - stopping or minimising actual impacts   | 1. No Poverty<br>3. Good Health and Well-being<br>5. Gender Equality<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>10. Reduced Inequality<br>11. Sustainable Cities and Communities<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions | PAI 10. Global Compact and OECD violation  |
| VOLUTION GROUP PLC    | Europe        | Thematic Conviction             | Environment | Ongoing   | Inform(ed) Decision            |  |  | UNGC_Environment, Water<br>UNGC_Environment, Biodiversity  | 3. Good Health and Well-being<br>6. Clean Water and Sanitation<br>8. Decent Work and Economic Growth<br>12. Responsible Consumption and Production<br>14. Life Below Water<br>15. Life on Land   | PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation   |
| VOLVO AB              | Europe        | Exceptional Event / Controversy | Social      | Initiated | Inform(ed) Decision            |  |  | ContrAct - OppressiveRegimes<br>UNGC_Human Rights  | 16. Peace and Justice Strong Institutions  | PAI 10. Global Compact and OECD violation  |
| VONOVIA SE            | Europe        | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice        |  |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |
| VONOVIA SE            | Europe        | Investment Team / SRC's Request | Environment | Initiated | Encourage More Info Disclosure |  |  | STK - Energy & climate, Governance & Disclosure  | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>12. Responsible Consumption and Production<br>13. Climate Action  |  |
| WALT DISNEY CO/THE    | North America | Thematic Conviction             | Governance  | Ongoing   | Inform(ed) Decision            |  | Positive impact on Analyst's opinion and related ESG scoring | STK - CGovernance - Exec Remuneration, ESG Metrics<br>STK - CGovernance - Board Diversity & expertise<br>STK - CGovernance - Exec Remuneration, General  |  | PAI 13. Board gender diversity   |
| WASTE CONNECTIONS INC | North America | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice        |  |  | BA - Climate Change<br>STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition<br>UNGC_Environment, Climate<br>BA - Resource Depletion<br>STK - Energy & climate, LT targets<br>STK - Energy & climate, ST/MT targets<br>STK - Energy & climate, Accounting practices<br>STK - Energy & climate, Capital allocation<br>STK - Energy & climate, Decarbonisation strategy<br>STK - Energy & climate, Just Transition<br>STK - Energy & climate, Lobbying<br>STK - Energy & climate, Governance & Disclosure | 3. Good Health and Well-being<br>7. Affordable and Clean Energy<br>9. Industry, Innovation and Infrastructure<br>10. Reduced Inequality<br>12. Responsible Consumption and Production<br>13. Climate Action<br>14. Life Below Water<br>15. Life on Land<br>16. Peace and Justice Strong Institutions   | PAI 1. GHG emissions<br>PAI 2. Carbon footprint<br>PAI 3. Issuer GHG Intensity<br>PAI 4. Exposure to fossil fuel sector<br>PAI 5. High non renewable energy<br>PAI 6. Energy intensity per impact sector<br>PAI 7. Activities endangering biodiversity<br>PAI 8. Emissions to water<br>PAI 10. Global Compact and OECD violation |

Direct Dialogues

|                          |               |                                 |             |           |                         |                    |  |   |   |   |
|--------------------------|---------------|---------------------------------|-------------|-----------|-------------------------|--------------------|--|---|---|---|
| WASTE MANAGEMENT INC     | North America | Thematic Conviction             | Environment | Ongoing   | Influence Corp practice |                    |  | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |
| WSP GLOBAL INC           | North America | Exceptional Event / Controversy | Social      | No status | Inform(ed) Decision     |                    |  | <p>ContrAct - OppressiveRegimes<br/>                     UNGC_Human Rights</p>  | <p>1. No Poverty<br/>                     5. Gender Equality<br/>                     8. Decent Work and Economic Growth<br/>                     10. Reduced Inequality</p>  | <p>PAI 10. Global Compact and OECD violation</p>  |
| XINYI SOLAR HOLDINGS LTD | Emerging      | Thematic Conviction             | Environment | Closed    | Influence Corp practice | Partially achieved |  | <p>BA - Climate Change<br/>                     STK - Energy &amp; climate, NZ GHG Emission by 2050 (or sooner) Ambition<br/>                     UNGC_Environment, Climate<br/>                     BA - Resource Depletion<br/>                     STK - Energy &amp; climate, LT targets<br/>                     STK - Energy &amp; climate, ST/MT targets<br/>                     STK - Energy &amp; climate, Accounting practices<br/>                     STK - Energy &amp; climate, Capital allocation<br/>                     STK - Energy &amp; climate, Decarbonisation strategy<br/>                     STK - Energy &amp; climate, Just Transition<br/>                     STK - Energy &amp; climate, Lobbying<br/>                     STK - Energy &amp; climate, Governance &amp; Disclosure</p> | <p>3. Good Health and Well-being<br/>                     7. Affordable and Clean Energy<br/>                     9. Industry, Innovation and Infrastructure<br/>                     10. Reduced Inequality<br/>                     12. Responsible Consumption and Production<br/>                     13. Climate Action<br/>                     14. Life Below Water<br/>                     15. Life on Land<br/>                     16. Peace and Justice Strong Institutions</p> | <p>PAI 1. GHG emissions<br/>                     PAI 2. Carbon footprint<br/>                     PAI 3. Issuer GHG Intensity<br/>                     PAI 4. Exposure to fossil fuel sector<br/>                     PAI 5. High non renewable energy<br/>                     PAI 6. Energy intensity per impact sector<br/>                     PAI 7. Activities endangering biodiversity<br/>                     PAI 8. Emissions to water<br/>                     PAI 10. Global Compact and OECD violation</p> |