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

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AEDIFICA SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Beacultment & retention - Diversity and inclusion	Good Health and Well-being     Quality Education     Gender Equality     Decent Work and Economic Growth     Reduced Inequality	
AEROPORTS DE PARIS	Europe	Thematic	Mix ESG	Initiated	Support Investment decision making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
AIR FRANCE-KLM	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Support Investment decision making	Partially achieved	Reinforced Analyst's opinion	STX - Environmental impact @ Product Use STK - Energy & climate, STM Targets STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Decarbonisation strategy	Good Health and Well-being     Affordable and Clean Energy     Industry, innovation and Infrastructure     Responsible Consumption and     Production     Climate Action	PAI 1. GHG emissions PAI 2. Coribon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
AIR LIQUIDE SA	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNISC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LI targets STK - Energy & climate, LI targets STK - Energy & climate, STAMI targets STK - Energy & climate, Accounting practices STK - Energy & climate, Copital allocation STK - Energy & climate, Copital allocation STK - Energy & climate, Decombonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI I. GHG emissions PAI 2. Cambon footbprint PAI 3. Issuer GHO intensity PAI 4. Exposure to fosail fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impost sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
AIR PRODUCTS AND CHEMICALS	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
AIR PRODUCTS AND CHEMICALS	; North America	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGO_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, LT targets STK - Energy & climate, STAMI targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Copital allocation STK - Energy & climate, Decarbonization strategy STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 4. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAIL OHG emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ALBERTSONS COS INC / SAFEWAY INC / NEW ALBERTSONS LP / ALBERTSONS LLC	North America	Thematic	Mix ESG	Closed	Encourage Improved ESG Disclosure	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Recruitment & retention - Diversity and inclusion UNGC_Lobour Rights, Forced Lobour STK - Sustain-Diversity for reference of Lobour STK - Staff relations STK - Working Conditions - Pace & Hours of work STK - Covernance - Board Independence STK - Recruitment & retention - General STK - Covernance - Eac Remuneration, General STK - Lobour ge suppliers - Indication of adverse impacts STK - Lobour ge suppliers - prevention/mitigation of potential impacts STK - Lobour ge suppliers - employed provided in the STK - Lobour ge suppliers - complaint management system STK - Lobour ge suppliers - repairing STK - Lobour ge suppliers - repairing STK - Covernance - Board Diversity & expertise	I. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, innovation and infrastructure 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation PAI 13. Board gender diversity
ALCONING	Europe	Pre/Post AGM Engagement	Governance	Ongoing	Influence Corporate pratice			STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise MGT reso - Coptibilization MGT reso - Coptibilization STK - CGovernance - Exec Remuneration, General STK - CGovernance - Exec Remuneration, SEG Metrics MGT reso - Audit related	5. Gender Equality	PAI 13. Board gender diversity
ALFEN N.V.	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Sofety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	

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ALIBABA GROUP HOLDING LTD	Emerging	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Lobour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Lobour @ suppliers - stopping or minimising actual impacts STK - Lobour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
ALLIANZ SE	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ALLIANZ SE	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making	Fully achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
ALSTOM SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Becent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
AMADEUS IT GROUP SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
AMGEN INC	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ANDRITZ AG	Europe	Thematic	Mix ESG	Initiated	Support Investment decision- making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
ANHEUSER-BUSCH INBEV SA/NV	/ Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - COovernance - Audit MGT reso - Audit related STK - Coovernance - Board Independence STK - Coovernance - Exe Remuneration, ESO Metrics STK - Coovernance - Exe Remuneration, General MGT reso - Collisation MGT reso - Director Election MGT reso - Collisation	5. Gender Equality	PAI 13. Board gender diversity
ANSYS INC	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's oninion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ARENA REIT	Pacific	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision- making	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	SIX - Environmental Impact & Product Use SIX - Recruitment & retention - General SIX - Coovernance - Effective Risk Management System SIX - Energy & climate, Governance & Disclosure SIX - Coovernance - Board Independence SIX - Coovernance - Exc Remuneration, General	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI II. Lock of Global Compact processes
ARKEMA SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recultiment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Working the Retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
ASSA ABLOY AB	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision- making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
ASSA ABLOY AB	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STX - Labour @ suppliers - Identification of adverse impacts STX - Sustainable relationships - Fair contract & payment STX - Working Conditions - Health & Safety STX - Recruitment & retention - General STX - Recruitment & retention - General STX - Labour @ suppliers - stopping or minimising actual impacts STX - Labour @ suppliers - prevention/mitigation of potential impacts STX - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	

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ASSICURAZIONI GENERALI SPA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exce Remuneration, ESG Metrics STK - CGovernance - Exce Remuneration, General MGT reso - Capitalization MGT reso - Ceptical Feation MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
ASSICURAZIONI GENERALI SPA	Europe	Exceptional Event / Controversy	Social	Closed	Encourage Improved ESG Disclosure	Partially achieved	Reinforced Analyst's opinion	UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
ASTRAZENECA PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ASTRAZENECA PLC	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Coovermance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being Affordable and Clean Energy B. Decent Work and Economic Growth Industry, Innovation and Infrastructure ID. Reduced Inequality IZ. Responsible Consumption and Production I3. Climate Action I6. Peace and justice Strong Institutions	PAIL OHG emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI II. Lack of Global Compact processes
ATACADAO SA	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support investment decision making	- Not achieved		STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Working Conditions - Pace & Hours of work STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Working Conditions - Fair remuneration, Living Wage STK - Working Conditions - Fair remuneration, Living Wage STK - Recruitment & retention - General BA - Health Wellness	1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Bellow Water 15. Life on Land	PAI 7. Activities endongering blodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
ATRECA INC	North America	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
AURUBIS AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support investment decision making	-		STK - Raw materials & waste, General BA - Climate Change STK - Working Conditions - Health & Safety STK - Commercial Practices BA - Resource Depletion	3. Good Health and Well-being 6. Clean Water and Sanitation 7. Alfordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water	PAI 1. GHG emissions PAI 2. Cardbon footbprint PAI 3. Issuer of Poli Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewoble energy PAI 6. Energy intensity per impact sector PAI 7. Activities endongering biodiversity PAI 8. Emissions to water PAI 9. Hazordous waste ratio
AUTODESK INC	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
AVANTOR INC	North America	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHØ Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Accounting practices STK - Energy & climate, Depital allocation STK - Energy & climate, Depathonisation strategy STK - Energy & climate, Josephanes	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Invovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Selow Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHO emissions PAI 2. Cardon footbprint PAI 3. Issuer Flore Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endongering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation

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BANKINTER SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Trianing & career management STK - Working Conditions - Health & Safety STK - Working the Aretention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
BARCLAYS PLC	Europe	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNSG_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, STMT targets STK - Energy & climate, AC counting practices STK - Energy & climate, Acounting practices STK - Energy & climate, Capital allocation STK - Energy & climate, Decombonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Liff Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAIL OHO emissions PAI 2. Carbon footbprint PAI 3. Issuer GHB intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endongering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
BARCO NV	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Working the Aretention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality B. Decent Work and Economic Growth 10. Reduced Ineauality	
BARCONV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Reinforced Analyst's opinion	SIK - Goovernance - Audit  MOT reso - Audit related  SIK - Goovernance - Board independence  SIK - CGovernance - Board independence  SIK - CGovernance - Exec Remuneration, ESG Metrics  SIK - CGovernance - Exec Remuneration, General  MOT reso - Copitalization  MOT reso - Director Election  MOT reso - Remuneration	6. Gender Equality	PAI 13. Board gender diversity
BASF SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESO Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Copitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
BATH & BODY WORKS INC	North America	Thematic	Mix ESG	Closed	Support investment decision making	- Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
BAYER AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Goovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GMG emissions PAI 2. Cardbon footbprint PAI 3. Issuer GMG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
BAYERISCHE MOTOREN WERKE AG	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
BAYERISCHE MOTOREN WERKE AG	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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BAYERISCHE MOTOREN WERKE AG	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STK - Ferergy & climate, NZ GHB Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, ST furt targets STK - Energy & climate, ST full targets STK - Energy & climate, Capital allocation STK - Energy & climate, Capital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carlbon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 5. High ron renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endrogering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
BEIERSDORF AG	Europe	Thematic	Mix ESG	Initiated	Support Investment decision- making	=		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
BEST BUY CO INC	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
BEYOND MEAT INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Row materials & waste, Food waste STK - Land use & biodiversity STK - Product / Sec Quality BA - Climate Change BA - Health Wellness STK - Environmental impact @ Product Use STK - Food Product / Nutritional Quality STK - Coovernance - Board Independence STK - Coovernance - Board Independence STK - Coovernance - Exec Remuneration, General BA - Resource Depletion	2. Zero Hunger     3. Good Health and Well-being     5. Gender Equality     7. Affordable and Clean Energy     9. Industry, Innovation and Infrastructure     11. Sustainable Cities and Communities     12. Responsible Consumption and     Production     13. Climate Action     14. Life Below Water     15. Life on Land	PAIL OHO-emissions PAI2 Carbon footbprint PAI3. Issuer GHG Intensity PAI4. Exposure to fossil fluel sector PAI5. High non renewable energy PAI6. Energy intensity per impact sector PAI7. Activities endangering biodiversity PAI8. Emissions to water PAII1. Lack of Global Compact processes PAI3. Board gender diversity
BFF BANK SPA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recrultment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recrultment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
BFF BANK SPA	Europe	Pre/Post AGM Engagement	Governance	Closed and Escalated	Influence Corporate pratice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Coovernance - Audit MOT reso - Audit related STK - Coovernance - Board Independence STK - Coovernance - Board Independence STK - Coovernance - Exec Remuneration, ESG Metrics STK - Coovernance - Exec Remuneration, General MOT reso - Capitalization MOT reso - Piector Bestion MOT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
BICO GROUP AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
BIG YELLOW GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recultiment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Working the Actention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Ineaudity	
BIM BIRLESIK MAGAZALAR AS	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision- making			STK - Recruitment & retention - Divensity and inclusion STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Product / Sce Quality STK - Product / Sce Quality STK - Working Conditions - Pace & Hours of work STK - Working Conditions - Health & Safety	1. No Powerty 2. Zero Hunger 3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 8. Decent Water and Eanomic Growth 9. Industry, Innovation and Infrastructure	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 11. Lack of Global Compact processes

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

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BREMBO SPA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MG1 reac - Audit related MG1 reac - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MG1 resc - Capitalization MG1 resc - Director Election MG1 resc - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
BURBERRY GROUP PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
BUREAU VERITAS SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Productly See Quality STK - Coovernance - Audit BBA - Health Wellness BA - Climate Change STK - Training & career management STK - Recnitment & retention - General BA - Resource Depletion	3. Good Health and Well-being 4. Quality Education 7. Alfordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GMG emissions PAI 2. Coribon footbprint PAI 3. Issuer GMG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endongering biodiversity PAI 8. Emissions to water PAI 11. Lock of Global Compact processes
CAB SELAS	Europe	Investment team's demand	Mix ESG	Closed	Encourage Improved ESG Disclosure	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Community Relations - Tech & Data Privacy  BA - Health Wellness  STK - CGovernance - Board Diversity & expertise  STK - CGovernance - Board Independence	Good Health and Well-being     Gender Equality     Peace and justice Strong Institutions	PAI 13. Board gender diversity
CARE PROPERTY INVEST NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MG1 reso - Audit related MG1 reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESO Metrics STK - CGovernance - Exec Remuneration, General MG1 reso - Capitalization MG1 reso - Disector Election MG1 reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
CARLSBERG BREWERIES AS	Europe	Thematic	Mix ESG	Initiated	Support Investment decision making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
CARL ZEISS MEDITEC AG	Europe	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHS Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, II targets STK - Energy & climate, STMT targets STK - Energy & climate, STMT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Accounting practices STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI I. GHG emissions PAI 2. Coribon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
CELLAVISION AB	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
CELLAVISION AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & coreer monagement STK - Working Conditions - Health & Safety STK - Beachitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
CEMBRA MONEY BANK AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
CHARGEURS SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Reinforced Analyst's opinion	SIX - Covernance - Audit MOT reso - Audit related SIX - Covernance - Board Independence SIX - Covernance - Exe Remuneration, 550 Metrics SIX - Covernance - Exe Remuneration, General MOT reso - Copilalization MOT reso - Director Bection MOT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity

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CHARLES RIVER LABORATORIES INTERNATIONAL INC	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
CHINA YANGTZE POWER COLTD	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision making	_ Not achieved		STK - Lond use & blockhersity STK - Community Relations - Social License to operate STK - Community Relations - Social License to operate STK - Labour ge suppliers - prevention/mitigation of potential impacts STK - Working Conditions - Health & Safety	1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 7. Activities endangering biodiversity
CHR HANSEN HOLDING A/S	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Ineauality	
CIE DE SAINT-GOBAIN	Europe	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Lohange SIX - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion SIX - Energy & climate, II targets SIX - Energy & climate, II targets SIX - Energy & climate, SI/MI targets SIX - Energy & climate, Country proctices SIX - Energy & climate, Accounting practices SIX - Energy & climate, Decarbonisation strategy SIX - Energy & climate, Decarbonisation strategy SIX - Energy & climate, Decarbonisation strategy SIX - Energy & climate, Just Transition SIX - Energy & climate, Just Transition SIX - Energy & climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Combon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossilf fuel sector PAI 5. High non renewoble energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering bio
CIE DE SAINT-GOBAIN	Europe	ESG issue(r) planned review / Follow Up	Environment	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, Decembonisation strategy STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Copital allocation	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAII. CHG emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
CIE GENERALE DES ETABLISSEMENTS MICHELIN SCA	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGowernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
CIE PLASTIC OMNIUM SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	- Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
CIE PLASTIC OMNIUM SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Becruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
CIE PLASTIC OMNIUM SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGI reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESO Metrics	5. Gender Equality	PAI 13. Board gender diversity
CISCO SYSTEMS INC	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
CLOSE BROTHERS GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recnitment & retention - General STK - Training & caraer management STK - Working Conditions - Health & Safety STK - Recnitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	

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CNH INDUSTRIAL NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	n- Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Lobour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Lobour @ suppliers - stopping or minimising actual impacts STK - Lobour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	I. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
CNP ASSURANCES	Europe	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Encourage Improved ESG Disclosure			STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Decarbonisation strategy	Good Health and Well-being     7. Affordable and Clean Energy     9. Industry, innovation and Infrastructure     2. Responsible Consumption and     Production     13. Climate Action	PAI 1. GHG emissions PAI 2. Corbon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
COGENT BIOSCIENCES INC	North America	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
COLGATE-PALMOLIVE CO	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
COMPASS GROUP PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	<sup>1-</sup> Partially achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
CONTEMPORARY AMPEREX TECHNOLOGY CO LTD	Emerging	Thematic	Mix ESG	Closed	Support Investment decision making	n- Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Lobour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour g suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
COUPANG INC	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision making	ı-		STK - Working Conditions - Pace & Hours of work STK - Recruitment & retention - Diversity and inclusion STK - Energy & climate, ST/MT targets STK - Working Conditions - Health & Safety STK - Community Relations - Tech & Data Privacy STK - Energy & climate, Decarbonisation strategy	3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Caribon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
CREDIT AGRICOLE GROUP	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ OHG Emission by 2050 (or sooner) Ambition UNGO_Environment, Climate BA - Resource Depletion STK - Energy & climate, IT targets STK - Energy & climate, IT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Accounting practices STK - Energy & climate, Copital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Dust Transition STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI I. GMG emissions PAI 2. Carbon footbprint PAI 3. Issuer GMG intensity PAI 3. Issuer GMG intensity PAI 4. Exposure to fossilf uel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation

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CREDIT AGRICOLE SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - COovenance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESO Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Copialization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
CRH PLC	Europe	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STX - Energy & Climate, NZ GHG Emission by 2050 (or sooner) Ambition UNIOC_Environment, Climate BA - Resource Depletion STX - Energy & Climate, LT targets STX - Energy & Climate, LT targets STX - Energy & Climate, STAM targets STX - Energy & Climate, ACOunting practices STX - Energy & Climate, Capital allocation STX - Energy & Climate, Decorphonisation strategy STX - Energy & Climate, Decombonisation strategy STX - Energy & Climate, Just Transition STX - Energy & Climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAIL OHG emissions PAI 2. Carbon footbprint PAI 3. Issuer Ghol Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
CRH PLC	Europe	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise  MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
CRODA INTERNATIONAL PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Sender Equality     Becent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
CRODA INTERNATIONAL PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
CRODA INTERNATIONAL PLC	Europe	Thematic	Governance	Closed	Influence Corporate pratice	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
CURIS INC	North America	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
DAIWA HOUSE INDUSTRY CO LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making	-		UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
DAIWA SECURITIES GROUP INC	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making	-		UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
DANONE SA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making	-		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
DARLING INGREDIENTS INC	North America	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, II targets STK - Energy & climate, STMI targets STK - Energy & climate, STMI targets STK - Energy & climate, Accounting practices STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossilf fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
DECIPHERA PHARMACEUTICALS	North America	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

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DEERE & CO	North America	Thematic	Mix ESG	Closed	Support Investment decision making	- Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour g suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
DELL TECHNOLOGIES INC	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Partially achieved	Reinforced Analyst's opinion	STK - Product / Sce Safety  BA - Demographic Evolution  STK - Environmental impact @ Product Use  STK - Access to products/services - Education	I. No Poverty 3. Good Health and Well-being 4. Quality Education 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production	PAI 11. Lack of Global Compact processes
DEUTSCHE BANK AG	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
DEUTSCHE POST AG	Europe	Thematic	Mix ESG	Initiated	Support Investment decision making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
DEUTSCHE POST AG	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
DEUTSCHE POST AG	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	-		UNCC_Human Rights ContrAct - OppressiveRegimes	No Poverty     Robert Squality     Decent Work and Economic Growth     Reduced Inequality     Repeace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
DICERNA PHARMACEUTICALS	North America	Thematic	Governance	Closed	Influence Corporate pratice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
DIGITAL REALTY TRUST INC	North America	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Encourage Improved ESG Disclosure	Partially achieved		STK - Energy & climate, Governance & Disclosure	Good Health and Well-being     Affordable and Clean Energy     Responsible Consumption and     Production     Climate Action	
DINO POLSKA SA	Emerging	Thematic	Mix ESG	Closed	Support Investment decision making	- Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Foir contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	I. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
DINO POLSKA SA	Emerging	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESO Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Disector Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
DNB ASA	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	- Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
DR MARTENS PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - Diversity and inclusion STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	Good Health and Well-being     Quality Education     Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	

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

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ELKEM ASA	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Becent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ENEL SPA	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ENELSPA	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA – Climate Change STK – Energy & climate, NZ GH9 Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA – Resource Popletion STK – Energy & climate, LT targets STK – Energy & climate, LT targets STK – Energy & climate, ETM targets STK – Energy & climate, ETM targets STK – Energy & climate, Capital allocation STK – Energy & climate, Capital allocation STK – Energy & climate, Decombonisation strategy STK – Energy & climate, Decombonisation	3. Good Health and Well-being Affordable and Clean Energy Industry, Innovation and Infrastructure Io. Reduced Inequality Z. Responsible Consumption and Production I3. Climate Action I4. Life Below Water I5. Life on Land I6. Peace and justice Strong Institutions	PAIL OHO emissions PAI2 Carbon footbprint PAI3. Issuer GHG Intensity PAI4. Exposure to fossil fuel sector PAI5. High nor networker energy PAI6. Energy intensity per impact sector PAI7. Activities endongering biodiversity PAI8. Emissions to water PAI10. Global Compact and OECD violation
ENGIE SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Coovenance - Audit MOT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESO Metrics STK - CGovernance - Exec Remuneration, General MOT reso - Copialization MOT reso - Director Election MOT reso - Director Election	5, Gender Equality	PAI 13. Board gender diversity
ENISPA	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STIX - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STIX - Energy & climate, LIT targets STIX - Energy & climate, LIT targets STIX - Energy & climate, Counting practices STIX - Energy & climate, Accounting practices STIX - Energy & climate, Decarbonisation strategy STIX - Energy & climate, Decarbonisation strategy STIX - Energy & climate, Just Transition STIX - Energy & climate, Just Transition STIX - Energy & climate, Lobbying	3. Good Health and Well-being 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI 1. GMG emissions PAI 2. Carrbon footbprint PAI 3. Issuer GMG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per import sector PAI 7. Activities endrangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ENISPA	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision- making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
EPIROC AB	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision- making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
EQUINOR ASA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support investment decision- making	-		STK - Environmental impact @ Product Use STK - Working Conditions - Health & Safety STK - Energy & climate, LT targets BA - Climate Change STK - Energy & climate, NZ GHS Emission by 2050 (or sooner) Ambition STK - Land use & biodiversity STK - Energy & climate, ST/MT targets STK - Energy & climate, Luit Transition STK - Energy & climate, ST/MT targets STK - Energy & climate, Climate Change Adaptation STK - Energy & climate, Climate Change Adaptation STK - Energy & climate, Decarbonisation strategy BA - Resource Depletion	3. Good Health and Well-being 7. Alfordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Liffe Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GMG emissions PAI 2. Cardbon footbprint PAI 3. Issuer Ghi Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endongering biodiversity PAI 8. Emissions to water
ERSTE GROUP BANK AG	Europe	Thematic	Mix ESG	Initiated	Support Investment decision- making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
ESKER SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recnitment & retention - General STK - Training & coreer management STK - Working Conditions - Health & Safety STK - Recnitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	

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ESSILORLUXOTTICA SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MG1 reto - Audit related MG1 reto - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, E50 Metrics STK - CGovernance - Exec Remuneration, General MG1 reso - Capitalization MG1 reso - Capitalization MG1 reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
ESSITY AB	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision making	Partially achieved	Reinforced Analyst's opinion	BA - Resource Depletion STK - Water consumption & emissions STK - Clayermance - Board Independence STK - Clayermance - Board Independence STK - Clayermance - Exec Remuneration, General STK - Product / Sce Quality	3. Good Health and Well-being 6. Clean Water and Sanitation 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 11. Lack of Global Compact processes
ESSITY AB	Europe	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Support Investment decision making	-		STK - Environment @ suppliers - Identification of adverse impacts STK - Raw materials & waste, General	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Bellow Water 15. Life on Land	PAI.7. Activities endangering biodiversity PAI.8. Emissions to water PAI.9. Hazardous waste ratio
ESTEE LAUDER COS INC/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - Governance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ETABLISSEMENTS FRANZ COLRUYT NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision making	-		STK - Product disposal and recycling STK - Food Product / Nutritional Quality STK - Coovernance - Board Independence STK - Product / Sce Safety STK - COovernance - Audit STK - COovernance - Audit STK - Coovernance - Exec Remuneration, General STK - Recultiment & retention - Diversity and inclusion STK - Working Conditions - Pace & Hours of work	2. Zero Hunger 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 10. Responsible Consumption and Production	PAI 9. Hazardous waste ratio PAI 11. Lack of Global Compact processes
ETABLISSEMENTS FRANZ COLRUYT NV	Europe	ESG issue(r) planned review / Fallow Up	Mix ESG	Ongoing	Encourage Improved ESG Disclosure			STK - Environment & suppliers - prevention/mitigation of potential impacts STK - Raw materials & waste, Plastics STK - Raw materials & waste, Plastics STK - CGovernance - Board Independence STK - Environment & suppliers - Identification of adverse impacts STK - Environmental impact & Product Use STK - Environmental impact & Product Use STK - Food Product / Nutritional Quality STK - Labour & suppliers - prevention/mitigation of potential impacts STK - Recruitment & retention - General STK - Repress & climate, Decarbonisation strategy STK - CGovernance - Audit STK - Labour & suppliers - Identification of adverse impacts STK - CGovernance - Audit STK - Labour & suppliers - Identification of adverse impacts STK - CGovernance - Eace Remuneration, ESG Metrics STK - Working Canditions - Health & Safety	1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. If an Inno Inno 16. Peace and justice Strong Institutions	PAI L GMG emissions PAI 2. Corrbon footbprint PAI 3. Issuer GMG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 9. Hazardous waste ratio PAI 9. Hazardous waste ratio PAI II. Lock of Global Compact processes
EUROFINS SCIENTIFIC SE	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
FINECOBANK BANCA FINECO SPA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for <i>Business Activities</i> - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
FIRST QUANTUM MINERALS LTD	North America	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Support Investment decision- making			UNGC_Environment, Soil STK - Water consumption & emissions UNGC_Environment, Blodiversity UNGC_Environment, Water STK - Land use & blodiversity BA - Resource Depletion	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering blodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
FLAT GLASS GROUP CO LTD	Emerging	Thematic	Environment	Closed	Support investment decision- making	- Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Environmental impact @ Product Use STK - Energy & climate, Governance & Disclosure STK - Raw materials & waste, General	Good Health and Well-being     Clean Water and Sanitation     Affordable and Clean Energy     Industry, innovation and Infrastructure     Responsible Consumption and     Production     Climate Action	PAI 7. Activities endangering blodiversity PAI 9. Hazardous waste ratio
FRESENIUS MEDICAL CARE AG & CO KGAA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Product / See Quality STK - Energy & climate, Decarbonisation strategy STK - Access to products/pervices - Healthcare STK - Recruitment & retention - General	1. No Poverty 2. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action	PAI L GHG emissions PAI 2. Carbon footbrint PAI 3. Issuer 64% Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lack of Global Compact processes
GAIL INDIA LTD	Emerging	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision- making	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong institutions	PAI 10. Global Compact and OECD violation
GANFENG LITHIUM GROUP CO LTD	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision- making			STK - Working Conditions - Health & Safety STK - Working conditions - Health & Safety STK - Worker consumption & emissions STK - Energy & climate, NZ GHØ Emission by 2050 (or sooner) Ambition STK - Bribery, Corruption & Collusion with Business partners	3. Good Health and Well-being 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 1. GHO emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossilf fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 9. The pair and per impact sector PAI 7. Activities endrangering biodiversity PAI 8. Emissions to water PAI 11. Lock of Global Compact processes
GENMAB A/S	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MG1 reso - Audit related MG1 reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exce Remuneration, ESG Metrics STK - CGovernance - Exce Remuneration, General MG1 reso - Capitalization MG1 reso - Director Election MG1 reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
GLOBAL BLOOD THERAPEUTICS	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, £50 Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
GPT GROUP/THE	Pacific	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
GRAINGER PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & coreer management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	Good Health and Well-being     Quality Education     Gender Equality     Decent Work and Economic Growth     Reduced Inequality	

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GRAINGER PLC	Europe	Thematic	Governance	Closed	Influence Corporate pratice	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
GRAND CITY PROPERTIES SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Working Conditions - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
GRAND CITY PROPERTIES SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STIX - CGovernance - Audit MOT reso - Audit related STIX - CGovernance - Board Independence STIX - CGovernance - Exec Remuneration, £50 Metrics STIX - CGovernance - Exec Remuneration, General MOT reso - Capitalization MOT reso - Describ Election MOT reso - Remuneration	E. Gender Equality	PAI 13. Board gender diversity
GREENCORE GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK Staff relations STK - Recruitment & retention - General STK - Training & coreer management STK - Working Conditions - Health & Safety STK - Beachtment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
GREENCORE GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Reinforced Analyst's opinion	STK - COovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, £50 Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Bection MGT reso - Remuneration	E. Gender Equality	PAI 13. Board gender diversity
GSK PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Support investment decision making	- Fully achieved	Reinforced Analyst's opinion	STK - Access to products/services - Healthcare STK - Bribery, Corruption & Collusion with Business partners STK - Product / See Quality	I. No Poverty 3. Good Health and Well-being 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 11. Lack of Global Compact processes
HALMA PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & coreer management STK - Working Conditions - Health & Safety STK - Beachitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
HALMA PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Reinforced Analyst's opinion	STK - COovernance - Audit MGT reso - Audit related STK - COovernance - Board Independence STK - CGovernance - Exec Remuneration, £50 Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Disector Election MGT reso - Remuneration	E. Gender Equality	PAI 13. Board gender diversity
HARVIA OYJ	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	Fully achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
HEIDELBERGCEMENT AG	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, II targets STK - Energy & climate, ST/MT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Accounting practices STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHO emissions PAI 2. Cardon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossilf fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
HENKEL AG & CO KGAA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	-		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	

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

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

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JD.COM INC	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support investment decision- making			STK - Working Canditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion STK - Energy & climate NZ GHB Emission by 2050 (or sooner) Ambition STK - Working Conditions - Pace & Hours of work STK - Recruitment & retention - General STK - Community Relations - Tech & Data Privacy	3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Cardbon footbprint PAI 3. Issuer FAI intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector
JM AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recultiment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Working Creations - Viewsikiv and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
JOHNSON & JOHNSON	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - Cooverance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
JOHNSON MATTHEY PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
JPMORGAN CHASE & CO	North America	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GH9 Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LIT targets STK - Energy & climate, LIT targets STK - Energy & climate, STMI targets STK - Energy & climate, Accounting practices STK - Energy & climate, Copital allocation STK - Energy & climate, Copital allocation STK - Energy & climate, Loopting STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Lond 16. Peace and justice Strong Institutions	PAIL OHO emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fosail fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
JUBILANT FOODWORKS LTD	Emerging	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STIX - Labour @ suppliers - Identification of adverse impacts STIX - Sustainable relationships - Foir contract & payment STIX - Working Conditions - Health & Safety STIX - Recultiment & retention - General STIX - Labour @ suppliers - stopping or minimising actual impacts STIX - Labour @ suppliers - prevention/mitigation of potential impacts STIX - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
JULIUS BAER GROUP LTD	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Beachtment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
KAJIMA CORP	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making			UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
KARDEX HOLDING AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & corser management STK - Working Conditions - Health & Safety STK - Beachtiment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
KARDEX HOLDING AG	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making	Fully achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
KBC ANCORA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recultment & retention - General STK - Training & career management STK - Training & career management STK - Working Conditions - Health & Safety STK - Recultment & retention - Diversity and inclusion	Good Health and Well-being     Quality Education     Gender Equality     Decent Work and Economic Growth     Reduced Inequality	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue  (links to the ESG Analysis: BA for Business Activities - ,STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
KBC GROUP NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MG1 reso - Audit related MG1 reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MG1 reso - Capitalization MG1 reso - Director Election MG1 reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
KCE ELECTRONICS PCL	Emerging	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity  STK - Labour @ suppliers - Identification of adverse impacts  STK - Sustainable relationships - Fair contract & payment  STK - Working Conditions - Health & Safety  STK - Recnultment & retention - General  STK - Labour @ suppliers - stopping or minimising actual impacts  STK - Labour @ suppliers - prevention/mitigation of potential  impacts  STK - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
KDDI CORP	Pacific	ESG issue(r) planned review / Fallow Up	Social	Ongoing	Support Investment decision- making			UNGC_Human Rights ContrAct - OppressiveRegimes	No Poverty     Gender Equality     Reacent Wark and Economic Growth     Reduced inequality     Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
KEPPEL CORP LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making			UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong institutions	PAI 10. Global Compact and OECD violation
KERING SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
KERING SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - COovenance - Audit MGT reso - Audit related STK - COovenance - Board independence STK - CGovernance - Exec Remuneration, £93 Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
KERING SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Environment & suppliers - prevention/initigation of potential impacts STK - Environment & suppliers - stopping or minimising actual impacts STK - Environment & suppliers - Identification of adverse impacts STK - Environment & suppliers - Identification of adverse impacts STK - Environment & suppliers - Identification of adverse impacts STK - Environment & suppliers - Identification adverse impacts STK - Environment & STK - Environment & STK - Pack - Growth & Waste & Waste & Waste & STK - Pack - STK - Pack - Growth & Waste & Waste & STK - Pack - Growth & STK - Pack - Growth & STK - Pack - Board Diversity & Expertise	3. Good Health and Well-being 5. Gender Equality 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. OHO emissions PAI 2. Coribon footbprint PAI 3. Issuer GMF (intensity PAI 4. Expoure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 7. Activities not water PAI 9. Hazardous waste ratio PAI 13. Board gender diversity
KERRY GROUP PLC	Europe	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, STM targets STK - Energy & climate, Accounting practices STK - Energy & climate, Accounting practices STK - Energy & climate, Positional Continuation STK - Energy & climate, Copital allocation STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Insquality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI I. OHO emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossilf fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation

Issuer Name	Issuer's Region	n Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis: BA for Business Activities - ,STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
KERRY GROUP PLC	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Labour @ suppliers - prevention/mitigation of potential impacts inpacts STK - Labour @ suppliers - Identification of adverse impacts STK - Labour @ suppliers - stopping or minimising actual impacts BA - Resource Depletion Contract - Polm Oil STK - Energy & climate, ST/MT targets STK - CGovernance - Exec Remuneration, General	I. No Poverty 3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GMG emissions PAI 2. Cardbon footbprint PAI 3. Issuer FAIN Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering blodiversity PAI 8. Emissions to water
KERRY GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGTreso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ISG Metrics STK - CGovernance - Exec Remuneration, General MGTreso - Capitalization MGTreso - Director Bection MGTreso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
KEYCORP	North America	Thematic	Mix ESG	Closed	Support Investment decision making	- Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - Governance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
KINEPOLIS GROUP NV	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Working the retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
KINGSPAN GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
KINGSPAN GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - C-Governance - Audit MGT reso - Audit related STK - C-Governance - Board Independence STK - C-Governance - Exec Remuneration, ESG Metrics	To. Reached inequality  5. Gender Equality	PAI 13. Board gender diversity
KINGSPAN GROUP PLC	Europe	Exceptional Event / Controversy	Mix ESG	Closed	Support investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit STK - Community Relations - Social License to operate STK - CGovernance - Board Diversity & expertise STK - Product / Sos Safety STK - Product / Sos Quality	Zero Hunger     Good Health and Well-being     Gender Equality     Clean Weter and Sanitation     Industry, Innovation and Infrastructure     Resident Communities     Responsible Consumption and     Production	PAI 11. Lock of Global Compact processes PAI 13. Board gender diversity
KIRIN HOLDINGS CO LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	UNGC_Human Rights ContrAct - OppressiveRegimes	I. No Poverty  5. Gender Equality  8. Decent Work and Economic Growth  10. Reduced inequality  16. Peace and justice Strong institutions	PAI 10. Global Compact and OECD violation
KLABIN SA	Emerging	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STX - Energy & climate, NZ GHO Emission by 2050 (or sooner) Ambition UNGO_Environment_Climate BA - Resource Depletion STX - Energy & climate, ST fur targets STX - Energy & climate, ST full targets STX - Energy & climate, ST full targets STX - Energy & climate, Acounting practices STX - Energy & climate, Capital allocation STX - Energy & climate, Decarbonisation strategy STX - Energy & climate, Dust Transition STX - Energy & climate, Dust Transition STX - Energy & climate, Dust Transition	3. Good Health and Well-being 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Selow Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHO emissions PAI 2. Cardon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossift fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endongering blodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation

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KLEPIERRE SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support investment decision making	- Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit STK - Land use & biodiversity STK - Coovernance - Effective Risk Management System STK - Coovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy STK - Water consumption & emissions STK - Recruitment & retention - General	3. Good Health and Well-being 6. Clien Water and Sanitation 7. Affordable and Client Inergy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 16. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHO emissions PAI 2. Cardon footbprint PAI 3. Issuer dNO intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 11. Lack of Global Compact processes
KONINKLIJKE AHOLD DELHAIZE NV	Europe	Thematic	Mix ESG	Closed	Support investment decision making	- Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Lobour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Foir contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	I. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
KONINKLIJKE AHOLD DELHAIZE NV	Europe	ESG issue(r) planned review / Fallow Up	Mix ESG	Closed	Support Investment decision making	- Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Decardonisation strategy STK - Product / See Quality STK - Codovernance - Effective Risk Management System	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Industry, Incovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI I. GHO emissions PAI 2. Cardon footbprint PAI 3. Issuer Foli Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI III. Lack of Global Compact processes
KONINKLIJKE DSM NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - Governance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
KONINKLIJKE DSM NV	Europe	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGO_Environment, Climate BA - Resource Depletion STK - Energy & climate, IT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Department of the STK - Energy & Climate, Accounting practices STK - Energy & climate, Decombarisation strategy STK - Energy & Climate, Decombarisation strategy STK - Energy & Climate, Decombarisation STK - STK - STK - STRATE &	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHO emissions PAI 2. Carbon footbprint PAI 3. Issuer GHO intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
KONINKLIJKE PHILIPS NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
KONINKLIJKE PHILIPS NV	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision making	- Fully achieved	Reinforced Analyst's opinion	STK - Recultiment & retention - Diversity and inclusion STK - Coovernance - Effective Risk Management System STK - Bribery, Corruption & Collusion with Business partners UNIOC_HUMON Rights STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNIOC_Corruption STK - Product / See Quality STK - Access to products/services - Healthcare	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 7. Alfordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 1. GMG emissions PAI 2. Carrbon footbprint PAI 3. Issuer GMG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 10. Global Compact and OED violation PAI 11. Lack of Global Compact processes
KYMERA THERAPEUTICS INC	North America	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

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

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LOTUS BAKERIES NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	- Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
LOTUS BAKERIES NV	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Stoff relations STK - Recruitment & retention - General STK - Training & career monagement STK - Working Conditions - Health & Safety STK - Bearuitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
LOTUS BAKERIES NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Discott Bection MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
LVMH MOET HENNESSY LOUIS VUITTON SE	Europe	Pre/Post AGM Engagement	Governance	Closed and Escalated	Influence Corporate pratice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Coovernance - Audit MGT reso - Audit related STK - Coovernance - Board Independence STK - Coovernance - Bee Remuneration, ISG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Copitalization MGT reso - Tector Beaton MGT reso - Remuneration MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
MARUBENI CORP	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	-		UNGC_Human Rights ContrAct - OppressiveRegimes	No Poverty     Gender Equality     R. Decent Work and Economic Growth     No. Reduced Inequality     Reduced Inequality     Reduced Inequality	PAI 10. Global Compact and OECD violatio
MASTERCARD INC	North America	Thematic	Mix ESG	Closed	Support Investment decision making	- Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
MEDLINE INDUSTRIES INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision making	-		STK - Recultiment & retention - Diversity and inclusion STK - Product J See Starty STK - Bribery, Corruption & Collusion with Business partners STK - Clowermance - Eace Remuneration, General STK - Coowermance - Board Independence STK - Recruitment & retention - General STK - Recruitment & retention - General STK - Commercial Practices BA - Health Wellness STK - COovermance - Board Diversity & expertise	3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI II. Lack of Global Compact processes PAI I3. Board gender diversity
MEDTRONIC PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	- Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
MELEXIS NV	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Trainling & career management STK - Working Conditions - Health & Safety	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Bedruged Inequality	
MERCEDES-BENZ GROUP AG	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			STIX - Recoultment & retention - Diversity and inclusion.  BA - Climate Change STIX - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNIOC_Environment, Climate BA - Resource Depletion STIX - Energy & climate, LT targets STIX - Energy & climate, LT targets STIX - Energy & climate, STIM Tangets STIX - Energy & climate, Accounting practices STIX - Energy & climate, Accounting practices STIX - Energy & climate, Capital allocation STIX - Energy & climate, Decarbonisation strategy STIX - Energy & climate, Dust Transition STIX - Energy & climate, Just Transition STIX - Energy & climate, Lobbyling	10. Reduced Insoucility 3. Good Health and Well-being 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Insquality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. OHO emissions PAI 2. Caribon footbprint PAI 3. Issuer GHO intensity PAI 4. Exposure to fossilf fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endongering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis: BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
MERCEDES-BENZ GROUP AG	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	- Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or milnimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
MERCK KGAA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support investment decision making	Partially achieved	Reinforced Analyst's opinion	STK - Bribery, Corruption & Collusion with Business partners STK - Recultiment & retention - General STK - Product / See Quality STK - Product / See Quality STK - Access to products/services - Healthcare STK - Energy & climate, Decorbonisation strategy STK - Land use & biodiversity	1. No Poverty 2. Good Health and Well-being 3. Good Health and Well-being 4. Alfordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 1. OHO emissions PAI 2. Caribon footbprint PAI 3. Issuer (Pfi Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 7. Activities endangering biodiversity PAI II. Lack of Global Compact processes
MICROSOFT CORP	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
MIPS AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & coreer management STK - Working Conditions - Health & Safety STK - Becruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality B. Decent Work and Economic Growth 10. Reduced Inequality	
MITSUBISHI CORP	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	-		UNIOC_Human Rights  ContrAct - OppressiveRegimes	No Poverty     Gender Equality     Reduced the Management of the Management Work and Economic Growth     Reduced inequality     Repace and justice Strong institutions	PAI 10. Global Compact and OECD violation
MITSUL& COLTD	Pacific	ESG issue(r) planned review / Fallow Up	Social	Ongoing	Support Investment decision making	-		UNGC_Humon Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
MONCLER SPA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & coreer monagement STK - Working Conditions - Health & Safety STK - Beachtiment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
MOODY'S CORP	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
MORGAN STANLEY	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
MOWIASA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Energy & climate, Governance & Disclosure STK - Energy & climate, Decarbonisation strategy STK - Product   See Quality STK - Product   See Quality STK - CGovernance - Effective Risk Management System	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Incovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Cardon footbprint PAI 3. Issuer 40% Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI II. Lock of Global Compact processes
NATWEST GROUP PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Access to products/services - Housing & Sanitation	No Poverty     Reduced Inequality     Sustainable Cities and Communities	

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NELASA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - Coovernance - Audit M61 reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exce Remuneration, ESO Metrics STK - CGovernance - Exce Remuneration, General M61 reso - Capitalization M61 reso - Director Election M61 reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
NEMAK SAB DE CV	Emerging	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
NEMETSCHEK SE	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Bearuitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
NESTE OYJ	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	Fully achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
NESTLE SA	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STK - Energy & Climate, NZ GHG Emission by 2050 (or sconer) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & Climate, IT targets STK - Energy & Climate, ST/MT targets STK - Energy & Climate, Accounting practices STK - Energy & Climate, Capital allocation STK - Energy & Climate, Capital allocation STK - Energy & Climate, Decorbonisation strategy STK - Energy & Climate, UST transition STK - Energy & Climate, UST transition STK - Energy & Climate, UST transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Bellow Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GM9 emissions PAI 2. Corbon footbprint PAI 3. Issuer GM6 Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
NEXITY SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision making	- Fully achieved	Reinforced Analyst's opinion	STK - Energy & climate, LT targets STK - Coovernance - Exec Remuneration, General STK - Energy & climate, Decarbonisation strategy STK - Land use & biodiversity STK - Training & career management	3. Good Neoth and Well-being 4. Quality Education 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable lise and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong institutions	PAI. 1. OHO emissions PAI 2. Carbon footbprint PAI. 3. Issuer GHG Intensity PAI. 4. Exposure to fossil fuel sector PAI. 5. High non renewable energy PAI 5. High non renewable energy PAI 7. Activities endangering blodiversity PAI 11. Lack of Global Compact processes
NEXITY SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth  1. Continued Incompliance  2. Opening the confirmation of the continued of the continu	
NEXITY SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK Recruitment & retention - Diversity and inclusion STK - Cooyermone - Audit MOT reso - Audit related STK - COoyermone - Board Independence STK - COoyermone - Exec Remuneration, ESO Metrics STK - CGovermone - Exec Remuneration, General MOT reso - Capitalization MOT reso - Director Election MOT reso - Centract Flection MOT reso - Remuneration	10. Reduced Ineouality 5. Gender Equality	PAI 13: Board gender diversity
NEXTERA ENERGY INC	North America	Thematic	Environment	Ongoing	Influence Corporate pratice			STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Corbon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to foosilf uel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endongering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation

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NIKE INC	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - GOovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
NORDEA BANK ABP	Europe	Thematic	Mix ESG	Initiated	Support Investment decision making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
NORTHLAND POWER INC	North America	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
NOVARTIS AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision making	- Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - CGovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI. 1040 emissions PAI. 2. Carbon footbprint PAI. 3. Issuer GHB Intensity PAI. 4. Exposure to fossil fuel sector PAI. 5. High non renewable energy PAI. II. Lack of Global Compact processes
NVIDIA CORP	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and Inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
O-I GLASS INC	North America	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GH3 Emission by 2050 (or sooner) Ambition UNIGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, STMT targets STK - Energy & climate, ACCOUNTING practices STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Usu Transition STK - Energy & climate, Usu Transition	3. Good Health and Welf-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAIL OHO emissions PAI 2. Carbon footbprint PAI 3. Issuer GHB intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ON SEMICONDUCTOR CORP	North America	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, ST/MT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Capitol ellocation STK - Energy & climate, Deploying STK - Energy & climate, Deploying STK - Energy & climate, Deploying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Indovostion and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHO emissions PAI 2. Cambon footbrint PAI 3. Issuer 64% intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
ОИТОКИМРИ ОУЈ	Europe	ESG issue(r) planned review / Follow Up	Environment	Ongoing	Support Investment decision making	-		BA - Resource Depletion STK - Row materials & waste, General STK - Land use & blodiversity UNGC_Environment, Biodiversity	3. Good Health and Well-being 6. Clean Water and Sanitation 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering blodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio PAI 10. Global Compact and OECD violation
OWENS CORNING	North America	Pre/Post AGM Engagement	Governance	Ongoing	Influence Corporate pratice			STK - CGovernance - Board Independence STK - CGovernance - Audit STK - CGovernance - Board Diversity & expertise MGT reso - Capitalization MGT reso - Remuneration STK - CGovernance - Exec Remuneration, General STK - CGovernance - Exec Remuneration, ESG Metrics MGT reso - Audit related	5. Gender Equality	PAI 13. Board gender diversity
OWENS CORNING	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - Coovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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pandora a/s	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision- making	- Fully achieved	Reinforced Analyst's opinion	STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Environment @ suppliers - stopping or minimising actual impacts STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Environment @ suppliers - prevention/mitigation of potential impacts STK - Labour @ suppliers - stopping or minimising actual impacts Contract - OppressiveRegimes STK - Energy & climate, NZ OHG Emission by 2050 (or sooner) Ambition STK - Energy & climate, Lobbying	L No Poverty 3. Good Health and Well-being 5. Gender Equality A. Glean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 10. Reduced Inequality 11. Sustainable cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI L GHG emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
PETROCHINA CO LTD	Emerging	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
PETRONAS CHEMICALS GROUP	Emerging	ESG issue(r) planned review / Follow Up	Social	Closed	Encourage Improved ESG Disclosure	Not achieved	Reinforced Analyst's opinion	ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
PIRELLI & C SPA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making	-		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
POSCO HOLDINGS INC	Emerging	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making	-		ContrAct - OppressiveRegimes	No Poverty     Gender Equality     Deent Work and Economic Growth     Reduced Inequality     Reduced Inequality     Reduced Inequality	PAI 10. Global Compact and OECD violation
POST HOLDINGS INC	North America	Investment team's demand	Mix ESG	Ongoing	Support Investment decision- making			STK - Energy & climate, LT targets	3. Good Health and Well-being 5. Gender Equality 7. Alfordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Coribon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 13. Board gender diversity
POWERSCHOOL HOLDINGS INC	North America	Thematic	Mix ESG	Ongoing	Support Investment decision- making	- Fully achieved		STK - Environmental impact @ Product Use STK - Product / Sce Safety	No Poverty     Good Health and Well-being     Good Health and Well-being     Good Health and Well-being     Good Health and Clean Energy     Industry, Innovation and Infrastructure     Reduced Inequality     Responsible Consumption and     Production	PAI 11. Lack of Global Compact processes
PRIMARY HEALTH PROPERTIES	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure				Good Health and Well-being     Quality Education     Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	
PRIMARY HEALTH PROPERTIES PLC	Europe	Thematic	Governance	Closed	Influence Corporate pratice	Fully achieved	Reinforced Analyst's opinion	STK - Redutition are reconstructed by the state of the st	5. Gender Equality	PAI 13. Board gender diversity
PROCTER & GAMBLE CO/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - Equal pay	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
PROSUS NV	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making	Fully achieved		STK - Recruitment & retention - Diversity and inclusion  ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
PTC INC	North America	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

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						Level, when closed	closed	- , STK for Stakeholder - analysis)	Linked to the Dialogue	Linked to the Dialogue
PUMA SE	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
QUALCOMM INC	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - Diversity and inclusion STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
RAIZEN ENERGIA SA	Emerging	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Encourage Improved ESG Disclosure	Partially achieved	Reinforced Analyst's opinion	STIX - Recoultment & retention - Diversity and inclusion STIX - Energy & Climate, IT targets STIX - Energy & Climate, NZ GH9 Emission by 2050 (or sooner) Ambition STIX - Energy & Climate, Overmance & Disclosure STIX - Energy & Climate, Governance & Disclosure STIX - Energy & Climate, Decarbonisation strategy STIX - Energy & Climate, STIM targets STIX - Working Conditions - Health & Setrey STIX - Proceeding Conditions - Health & Setrey STIX - Recruitment & retention - General	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action	PAI I. GHG emissions PAI 2. Coribon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector
RATIONAL AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK Staff relations STK - Recruitment & retention - General STK - Training & coreer management STK - Working Conditions - Health & Safety STK - Working Conditions - Deventiy and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
RECKITT BENCKISER GROUP PLC	Europe	Thematic	Mix ESG	Closed	Support investment decision making	Partially achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General	No Poverty     Good Health and Well-being     Gender Equality     Decent Work and Economic Growth     Industry, Innovation and Infrastructure	
RECKITT BENCKISER GROUP PLC	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, £50 Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Director Election MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
RECORDATI INDUSTRIA CHIMICA E FARMACEUTICA SPA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	Partially achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
RENTOKIL INITIAL PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recnitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Becnitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
REPSOL SA	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GH9 Emission by 2050 (or sooner) Ambition UNIOC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LI targets STK - Energy & climate, LI targets STK - Energy & climate, STMI targets STK - Energy & climate, Accounting practices STK - Energy & climate, Copital allocation STK - Energy & climate, Copital allocation STK - Energy & climate, Decardonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Lond 16. Peace and justice Strong Institutions	PAI. 1. OHG emissions PAI 2. Carbon footbprint PAI 3. Issuer GHO intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering blodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
REPSOL SA	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Support investment decision making	-		UNGC_Environment, Blodiversity STK - Land use & blodiversity STK - Public Authority Relations - Disaster prevention	1. No Poverty 2. Good Health and Well-being 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 14. Life Below Water 15. Life on Land	PAI 7. Activities endangering biodiversity PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes
REPSOL SA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	-		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for Business Activities - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
REVOLUTION MEDICINES INC	North America	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
RIO TINTO PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
ROCHE HOLDING AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recultiment & retention - General STK - Coovernino - Effective Risk Wanagement System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Alfordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAIL OHO emissions PAI 2. Carbon toothprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 6. High nor networkel energy PAI 1. Lack of Global Compact processes
ROYAL BANK OF CANADA	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - Governance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
RVRC HOLDING AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Working the retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
SALESFORCE INC	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
SANOFI	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Coovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESO Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
SAP SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MG1 reao - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESO Metrics STK - CGovernance - Exec Remuneration, General MG1 reso - Capitalization MG1 reso - Director Election MG1 reso - Remuneration	5. Gender Equality	PAI 13. Soard gender diversity
SARTORIUS AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision- making	- Fully achieved	Reinforced Analyst's opinion	Str Recultiment & retention - General STR - Coovernance - Effective Risk Management System STK - Coovernance - Effective Risk Management System STK - Energy & Climitat, Decorbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carbon footbprint PAI 3. Issuer 6/for Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 11. Lock of Global Compact processes
SASOLLTD	Emerging	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & Climate, ST/MT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & Climate, Accounting practices STK - Energy & Climate, Decarbonisation strategy STK - Energy & Climate, Decarbonisation strategy STK - Energy & Climate, Just Transition STK - Energy & Climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Selow Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHO emissions PAI 2. Carbon footbprint PAI 3. Issuer GHO Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
SCHNEIDER ELECTRIC SE	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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SCHNEIDER ELECTRIC SE	Europe	Pre/Post AGM Engagement	Governance	Ongoing	Influence Corporate pratice	Partially achieved		STK - Coovermance - Audit MGT reso - Audit related STK - Coovermance - Board Independence STK - Coovermance - Exec Remuneration, ESG Metrics STK - COovermance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
SCHNEIDER ELECTRIC SE	Europe	Thematic	Environment	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Environmental impact @ Product Use STK - Energy & climate, Decarbonisation strategy	3. Good Health and Well-beling 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAI. 1046 emissions PAI 2. Carbon footbprint PAI 3. Issuer FAI Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
SEB SA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Beautitment & retention - Diversity and inclusion	Good Health and Well-being     Quality Education     Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	
SGS SA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Product / Sea Quality STK - Coowerner- Audit BA - Health Wellenss BA - Climate Change STK - Training & coreer management STK - Training & coreer management BA - Resource Depletion	3. Reduced to Reduction 4. Quality Education 4. Quality Education 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, innovation and infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land	PAI 1. GHG emissions PAI 2. Cardion footbprint PAI 3. Issuer 64% intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impost sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 11. Lack of Global Compact processes
SHANGRI-LA ASIA LTD	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	-		UNGC_Human Rights ContrAct - OppressiveRegimes	No Poverty     Gender Equality     Resent Work and Economic Growth     Reduced Inequality     Repose and justice Strong Institutions	PAI 10. Global Compact and OECD violation
SHELL PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Closed	Support Investment decision making	- Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	UNOC_Human Rights ContrAct - OppressiveRegimes	No Poverty     Gender Equality     Reacent Work and Economic Growth     Reduced inequality     Repose and justice Strong Institutions	PAI 10. Global Compact and OECD violation
SHELL PLC	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	-		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
SHIMANO INC	Pacific	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Encourage Improved ESG Disclosure	Partially achieved	Reinforced Analyst's opinion	STK - Energy & climate, Governance & Disclosure STK - Frengy & climate, Decontronisation strategy STK - Product / See Quality STK - Product / See Quality STK - CGovernance - Effective Risk Management System	3. Good Health and Well-being 7. Affordable and Clean Ferry 9. Industry, involvation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Cardbon footbyrint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI II. Lack of Global Compact processes
SHISEIDO CO LTD	Pacific	Thematic	Mix ESG	Closed	Support Investment decision making	- Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
SHURGARD SELF STORAGE LTD	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Product / Sce Quality STK - Coowernance - Board Independence STK - Energy & climate, Decarbonisation strategy STK - Recruitment & retention - General	3. Good Health and Well-being 7. Affordable and Clean fisery 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action	PAI 1. GHO emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossilf fuel sector PAI 5. High non renewable energy PAI II. Lack of Global Compact processes

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SHURGARD SELF STORAGE LTD	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & coreer management STK - Working Conditions - Health & Safety STK - Working the retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
SIEMENS GAMESA RENEWABLE ENERGY SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General  STK - Recruitment & retention - Equal pay  STK - CGovernance - Board Diversity & expertise  STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
SIG GROUP AG	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decision- making	-		STK - Product disposal and recycling STK - Environmental impact @ Product Use STK - Row motarials & waste, General BA - Resource Depletion STK - Energy & climate, Governance & Disclosure STK - Working Conditions - Health & Safety BA - Climate Change	3. Good Health and Well-being 6. Clean Water and Sonitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water	PAI. 1.049 emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure 104 Gintensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
SIG GROUP AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
SIG GROUP AG	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Reinforced Analyst's opinion	STK - C-Governance - Audit MGT reso - Audit related STK - C-Governance - Board Independence STK - C-Governance - Exec Remuneration, ESG Metrics STK - C-Governance - Exec Remuneration, General MGT reso - C-apitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Équality	PAI 13. Board gender diversity
SIGNIFY NV	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - Coovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
SIGNIFY NV	Europe	Thematic	Environment	Closed	Support Investment decision- making	- Fully achieved	Reinforced Analyst's opinion	STK - Environmental Impact & Product Use STK - Energy & climate, Decarbonisation strategy	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Invovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAI 1. GHG emissions PAI 2. Coribon footbprint PAI 3. Issuer Glori Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
SIMCORP A/S	Europe	Thematic	Mix ESG	Ongoing	Support Investment decision- making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
SIMCORP A/S	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & coreer management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
SMURFIT KAPPA GROUP PLC	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support investment decision- making	-		STK - Environment @ suppliers - prevention/mitigation of potential impacts  STK - Environment @ suppliers - complaint management system  STK - Environment @ suppliers - repairing	3. Good Health and Well-being 4. Qualify Education 6. Clean Water and Sanitation 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Clies and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Bellow Water 15. Life on Land	PAI 1. GMG emissions PAI 2. Corrbon footbprint PAI 3. Issuer GMG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio

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SOCIETE GENERALE SA	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STX - Energy & climate, NZ GHB Emission by 2050 (or sooner) Ambition UNBOC_Environment, Climate BA - Resource Depletion STX - Energy & Climate, 11 targets STX - Energy & Climate, 17 MT targets STX - Energy & Climate, 18 MT targets STX - Energy & Climate, Accounting practices STX - Energy & Climate, Copital allocation STX - Energy & Climate, Department of STX - Energy & Climate, Just Transition STX - Energy & Climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Lond 16. Peace and justice Strong Institutions	PAI L GHG emissions PAI 2. Cardion footbprint PAI 3. Issuer Flore Intensity PAI 4. Seposure for Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy Intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
SODEXO SA	Europe	Thematic	Mix ESG	Initiated	Support Investment decision-	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
SOFTBANK GROUP CORP	Pacific	Investment team's demand	Mix ESG	Closed	Influence Corporate pratice	Not achieved		STK - CGovernance - Exec Remuneration, General	3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 12. Responsible Consumption and Production 13. Climate Action.	PAI 13. Board gender diversity
SOLAREDGE TECHNOLOGIES INC	Europe	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise  MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
SOLVAYSA	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STX - Energy & climate, NZ GHS Emission by 2050 (or sooner) Ambition UNIOC_Environment, Climate BA - Resource Depletion STX - Energy & climate, IT targets STX - Energy & climate, IT targets STX - Energy & climate, STM targets STX - Energy & climate, STM targets STX - Energy & climate, Accounting practices STX - Energy & climate, Capital allocation STX - Energy & climate, Department of STX - Energy & climate, Just Transition STX - Energy & climate, Just Transition	3. Good kealth and Well-being 7. Affordable and Clean Brergy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 7. Responsible Consumption and 7. Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAIL OHG emissions PAI 2. Carbon footbprint PAI 3. Issuer OHG Intensity PAI 4. Exposure to losali fuel sector PAI 5. High nan renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering blodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
SOLVAYSA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved		STK - Coverennce - Audit MOT reso - Audit related STK - Coverennce - Board Independence STK - Coverennce - Exec Remuneration, ISO Metrics STK - Coverennce - Exec Remuneration, General MOT reso - Capitalization MOT reso - Director Election MOT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
SOLVAYSA	Europe	Exceptional Event / Controversy	/ Social	Closed	Encourage Improved ESG Disclosure	Partially achieved	Reinforced Analyst's opinion	UNGC_Human Rights ContrAct - OppressiveRegimes	No Poverty     Gender Equality     Reduced the Mork and Economic Growth     Reduced Inequality     Reduced Inequality     Reduced Inequality	PAI 10. Global Compact and OECD violation
SPIRAX-SARCO ENGINEERING PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
SPLUNK INC	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
STABILUS SE	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Working Conditions - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
STARBUCKS CORP	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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STARBUCKS CORP	North America	Thematic	Mix ESG	Closed	Support Investment decisio making	n- Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
ST JAMES'S PLACE PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Becruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
STMICROELECTRONICS NV	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate protice	: Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit reloted STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESO Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
STRATEC SE	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decisio making	n- Fully achieved	Reinforced Analyst's opinion	BA - Health Wellness Contract - OppressiveRegimes STK - CGovernance - Board Independence STK - Product / See Quality	Good Health and Well-being     Industry, Innovation and Infrastructure     Responsible Consumption and     Production     Reace and justice Strong Institutions	PAI II. Lack of Global Compact processes
STRATEC SE	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Working the retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
SUMITOMO CHEMICAL CO LTD	Pacific	Thematic	Environment	Initioted	Influence Corporate pratice			BA - Climate Change SIX - Energy & climate, NZ 0H0 Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion SIX - Energy & climate, SI Torgets SIX - Energy & climate, Capital ollocation SIX - Energy & climate, Deploying SIX - Energy & climate, Deploying SIX - Energy & climate, Deploying	3. Good Health and Well-being 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 16. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GMG emissions PAI 2. Cardbon footbprint PAI 3. Issuer GMO intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering blodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
SUMITOMO CORP	Pacific	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decisio making	n-		UNGC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
SUNOPTA INC	North America	ESG issue(r) planned review / Follow Up	Mix ESG	Ongoing	Support Investment decisio making	n-		STK - CGovernance - Exec Remuneration, General STK - CGovernance - Board Independence STK - Environment @ suppliers - Identification of adverse impacts STK - Environment @ suppliers - prevention/mitigation of potential impacts	12. Responsible Consumption and Production 14. Life Below Water	PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 9. Hazardous waste ratio
SVB FINANCIAL GROUP	North America	Thematic	Mix ESG	Closed	Support Investment decisio making	n- Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - Goovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	15. Life on Land 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
SWECO AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for <i>Business Activities</i> - ,STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
SYMRISE AG	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exce Remuneration, ESO Metrics STK - CGovernance - Exce Remuneration, General MGT reso - Capitalization MGT reso - Ceptact flection MGT reso - Remuneration	S. Gender Equality	PAI 13. Board gender diversity
TAIWAN SEMICONDUCTOR MANUFACTURING CO LTD	Emerging	Thematic	Environment	Ongoing	Influence Corporate pratice			BA. Climate Change SIK - Energy & climate, NZ 0H9 Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA Resource Depletion SIK - Energy & climate, It largets SIK - Energy & climate, ST/MT targets SIK - Energy & climate, Accounting practices SIK - Energy & climate, Accounting practices SIK - Energy & climate, Decarbonisation strategy SIK - Energy & climate, Just Transition SIK - Energy & climate, Just Transition SIK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Befow Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GMG emissions PAI 2. Cardon footbprint PAI 3. Issuer GMG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
TAIWAN SEMICONDUCTOR MANUFACTURING COLTD	Emerging	Thematic	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	BA - interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
TEAM17 GROUP PLC	Europe	Exceptional Event / Controversy	Social	Ongoing	Support Investment decision making	-		STK - Staff relations STK - Working Conditions - Pace & Hours of work STK - Working Conditions - Health & Safety STK - Working Conditions - Fair remuneration, Living Wage UNGC Labour Richts, Workers' safety	No Poverty     Zero Hunger     Good Health and Well-being     Becent Work and Economic Growth     Reduced Inequality	PAI 10. Global Compact and OECD violation
TEAM17 GROUP PLC	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Working Conditions - Deversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
TEAMVIEWER SE	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & carreir management STK - Working Conditions - Health & Safety STK - Becruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
TECAN GROUP AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & carreir management STK - Working Conditions - Health & Safety STK - Becruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
TECHEM VERWALTUNGSGESELLSCHAFT 675 MBH	Europe	Investment team's demand	Mix ESG	Closed	Support Investment decision making	r- Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit STK - Energy & climate, ST/MT targets STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, LT targets STK - Energy & climate, LT targets STK - Energy & climate, NZ GHO Emission by 2050 (or sooner) Ambition STK - Energy & climate, Oovernance & Disclosure STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, General STK - CGovernance - Exec Remuneration, ESO Metrics STK - CGovernance - Board Diversity & expertise	3. Good Health and Well-being 5. Gender Equality 7. Alfordable and Clean Energy 9. Industry, Innovation and Infrastructure 12. Responsible Consumption and Production 13. Climate Action	PAIL OHO emissions PAI 2. Carbon footbprint PAI 3. Issuer GH6 Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAII 5.13. Board gender diversity
TECHNOGYM SPA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Becruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
TE CONNECTIVITY LTD	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
TELEFONAKTIEBOLAGET LM ERICSSON	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General  STK - Recruitment & retention - Equal pay  STK - CGovernance - Board Diversity & expertise  STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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TELEFONAKTIEBOLAGET LM ERICSSON	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Influence Corporate pratice			UNOC_Corruption STK - Public Authority Relations - Bribery and corruption STK - Bribery, Corruption & Collusion with Business partners	12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 10. Global Compact and OECD violation PAI 11. Lack of Global Compact processes
TELEPERFORMANCE	Europe	Thematic	Mix ESG	Initiated	Support Investment decision- making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity
TELEPERFORMANCE	Europe	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
TELEPERFORMANCE	Europe	Thematic	Mix ESG	Closed	Support investment decision- making	Fully achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Labour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Reacultiment & steention - General STK - Labour @ suppliers - stopping or minimising actual impacts STK - Labour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	1. No Poverty 2. Gender Equality 5. Gender Equality 6. Desent Work and Economic Growth 7. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
TELEPERFORMANCE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ISSO Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Cepticalization MGT reso - Ceptical Section MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
TENCENT HOLDINGS LTD	Emerging	ESG issue(r) planned review / Follow Up	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Bribery, Corruption & Collusion with business partners STK - Public Authority Relations - Bribery and corruption STK - Community Relations - Tech & Data Privacy STK - Community Relations - Tech & Data Privacy STK - Product / Sce Safety STK - Product / Sce Quality	3. Good Health and Welf-being 9. Industry, innovation and infrastructure 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 11. Lack of Global Compact processes
TERNA – RETE ELETTRICA NAZIONALE	Europe	ESG issue(r) planned review /	Environment	Ongoing	Encourage Improved ESG Disclosure			STK - Energy & climate, Governance & Disclosure	Good Health and Well-being     Affordable and Clean Energy     Responsible Consumption and     Production	
TESLA INC	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	- Not achieved	Reinforced Analyst's opinion	STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General	13. Climate Action 1. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Desent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
TETRA TECH INC	North America	Thematic	Governance	Closed	Influence Corporate pratice	Fully achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
TEVA PHARMACEUTICAL INDUSTRIES LTD	Europe	Investment team's demand	Mix ESG	Ongoing	Encourage Improved ESG Disclosure			STK - Access to products/services - Healthcare STK - Product / See Safety STK - Bribeny, Corruption & Collusion with Business partners STK - CGovernance - Effective Risk Management System	1. No Poverty 2. Good Health and Well-being 9. Industry, innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions 17. Partnership to achieve the Goal	PAI 11. Lack of Global Compact processes
TG THERAPEUTICS INC	North America	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	MGT reso - Director Bection MGT reso - Remuneration STIX - COovernance - Exc Remuneration, General STIX - CGovernance - Board Diversity & expertise STIX - CGovernance - Board Independence	5. Gender Equality	PAI 13. Board gender diversity

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THULE GROUP AB	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth	
TK ELEVATOR GMBH	Europe	Investment team's demand	Social	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STIX Recnultment & retention - Diversity and inclusion STIX - Working Conditions - Pose & House of work STIX - Training & career management STIX - Working Conditions - Fair remuneration, Living Wage STIX - Recnultment & retention - Diversity and inclusion STIX - Staff relations STIX - Recnultment & retention - Oeneral	10. Reduced Inecuality 1. No Poverty 2. Zero Hunger 3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Declured Inequality	
TOMRA SYSTEMS ASA	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recruitment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
TOMRA SYSTEMS ASA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit related MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, £50 Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
TOPBUILD CORP	North America	Thematic	Governance	Closed	Influence Corporate pratice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
TOPDANMARKAS	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & coreer management STK - Working Conditions - Health & Safety STK - Beachitment & retention - Diversity and inclusion	Good Health and Well-being     Quality Education     Gender Equality     Decent Work and Economic Growth     Reduced Inequality	
TOTALENERGIES SE	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change STK - Energy & Climate, NZ GH9 Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & Climate, LIT targets STK - Energy & Climate, LIT targets STK - Energy & Climate, ACcounting practices STK - Energy & Climate, ACcounting practices STK - Energy & Climate, Copital allocation STK - Energy & Climate, Copital allocation STK - Energy & Climate, Decarbonication strategy STK - Energy & Climate, Just Transition STK - Energy & Climate, Just Transition	3. Good Health and Well-being Affordable and Clean Energy Industry, Innovation and Infrastructure Io. Reduced Inequality Responsible Consumption and Production I3. Climate Action I4. Life Below Water I6. Life on Land I6. Peace and justice Strong institutions	PAIL CHÖ emissions PAI 2. Carbon footbprint PAI 3. Issuer O'Hō Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and O'ECD violation
TOTALENERGIES SE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
TOTALENERGIES SE	Europe	Exceptional Event / Controversy	Mix ESG	Ongoing	Support investment decision making	-		STK Energy & climate, ST/MT torgets STK Energy & climate, ST/MT torgets STK Energy & climate, Decordonisation strategy STK Energy & climate, NZ GHG Emission by 2050 (or sconer) Ambition STK Energy & climate, NZ GHG Emission by 2050 (or sconer) Ambition STK Energy & climate, NZ GHG Emission STK Energy & climate, Just Transition STK Energy & climate, Climate Change Adaptation Contract - OppressiveRegimes UNGC_Human Rights UNGC_Human Rights STK Public Authority Relations - Disaster prevention STK Land use & biodiversity	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 11. Sustainable Cities and Communities 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GMG emissions PAI 2. Cardbon footbprint PAI 3. Issuer GMG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewoble energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering blo
TOTALENERGIES SE	Europe	ESG issue(r) planned review /	Social	Ongoing	Support Investment decision making	-		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
TRILLIUM THERAPEUTICS INC	North America	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

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UCBSA	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STIX - Recultiment & retention - General STIX - Recultiment & retention - Diversity and inclusion STIX - CGovernance - Effective Risk Management System STIX - CGovernance - Board Independence STIX - CGovernance - Board Independence STIX - CGovernance - Exec Remuneration, ESO Metrics STIX - Product / See Quality STIX - Access to products/services - Healthcare	1. No Poverty 2. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	PAI II. Lack of Global Compact processes
UMICORE SA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision making	Fully achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
UNIBAIL-RODAMCO-WESTFIELD	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	BA - Interconnectivity STK - Lobour @ suppliers - Identification of adverse impacts STK - Sustainable relationships - Fair contract & payment STK - Working Conditions - Health & Safety STK - Recruitment & retention - General STK - Lobour @ suppliers - stopping or minimising actual impacts STK - Lobour @ suppliers - prevention/mitigation of potential impacts STK - Commercial Practices	I. No Poverty 3. Good Health and Well-being 5. Gender Equality 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 16. Peace and justice Strong Institutions	
UNIBAIL-RODAMCO-WESTFIELD	Europe	ESG issue(r) planned review / Follow Up	Mix ESG	Closed	Support Investment decision making	- Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Coovernance - Effective Risk Management System STK - Energy & climate, Decarbonisation strategy BA - Health Wellness	3. Good Health and Well-being 7. Alfordable and Clean Energy 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 1. OHO emissions PAI 2. Caribon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossilf fuel sector PAI 5. High non renewable energy PAI II. Lack of Global Compact processes
UNICREDIT SPA	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change SIK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion SIK - Energy & Climate, IT targets SIK - Energy & Climate, ST/MT targets SIK - Energy & Climate, Accounting practices SIK - Energy & Climate, Accounting practices SIK - Energy & Climate, Accounting strategy SIK - Energy & Climate, Department of SIK - Energy & Climate, Department of SIK - Energy & Climate, Department of SIK - Energy & Climate, United Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Incovoration and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHO emissions PAI 2. Cardbon footbprint PAI 3. Issuer GHO intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
UNICREDIT SPA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Partially achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MG1 reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MG1 reso - Capitalization MG1 reso - Discotor Bection MG1 reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
UNICREDIT SPA	Europe	Exceptional Event / Controversy	Social	Closed	Encourage Improved ESG Disclosure	Partially achieved	Reinforced Analyst's opinion	UNC_Human Rights ContrAct - OppressiveRegimes	1. No Poverty 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality 16. Peace and justice Strong Institutions	PAI 10. Global Compact and OECD violation
UNICREDIT SPA	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision	Fully achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
UNILEVER PLC	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Becent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
UNITEDHEALTH GROUP INC	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity

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INITE GROUP PLC/THE	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recrultment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety STK - Recrultment & retention - Diversity and inclusion	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
UNITE GROUP PLC/THE	Europe	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity
UPM-KYMMENE OYJ	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
VALEO	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Staff relations STK - Recruitment & retention - General STK - Training & career management STK - Working Conditions - Health & Safety	3. Good Health and Well-being 4. Quality Education 5. Gender Equality 8. Decent Work and Economic Growth 10. Reduced Inequality	
VARTA AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			STK - Recultment & retention - Diversity and Inclusion STK - Training & coreer monogenement STK - Working Conditions - Health & Safety STK - Recultment & retention - Diversity and Inclusion STK - Staff relations STK - Staff relations STK - Recultment & retention - General	S. Good Health and Well-being     Could Health and Well-being     Could Health and Well-being     Could Health and Mell-being     Could Health and He	
VAT GROUP AG	Europe	Investment team's demand	Social	Ongoing	Encourage Improved ESG Disclosure			SIX - Reculturient & Teterition - General STX - Staff relation STX - Reculturient & retention - General STX - Training & career management STX - Working Conditions - Health & Safety STX - Working Conditions - Diversity and inclusion	S. Good Health and Well-being     Quality Education     Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	
VEOLIA ENVIRONNEMENT SA	Europe	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHG Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, IT targets STK - Energy & climate, IT targets STK - Energy & climate, STM targets STK - Energy & climate, STM targets STK - Energy & climate, Accounting practices STK - Energy & climate, Copital allocation STK - Energy & climate, Department of STK - Energy & climate, Social allocation STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Welf-being Affordable and Clean Energy Industry, Innovation and Infrastructure Io. Reduced Inequality Z. Responsible Consumption and Production IS. Climate Action Id. Life Below Water IS. Life on Lond Id. Peace and justice Strong Institutions	PAI. 1.040 emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fosail fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversil PAI 8. Emissions to water PAI 10. Global Compact and OECD viole
VEOLIA ENVIRONNEMENT SA	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESG Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Diector Ideation MGT reso - Diector Ideation MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
/ERISURE HOLDING AB	Europe	Investment team's demand	Mix ESG	Closed	Support Investment decision making	Fully achieved	Positive impact on Analyst's opinion and related ESG scoring	STK - Coovernance - Board Diversity & expertise STK - Coovernance - Board Diversity & expertise STK - Coovernance - Board Independence STK - Coovernance - Board Independence STK - Energy & Climate, Sovernance & Disclosure STK - Recruitment & retention - General	3. Good Health and Well-being 5. Gender Equality 7. Affordable and Clean Energy 8. Decent Work and Economic Growth 10. Reduced inequality 12. Responsible Consumption and Production 13. Climate Action 16. Peace and justice Strong Institutions	PAI 13. Board gender diversity
VESTAS WIND SYSTEMS A/S	Europe	Thematic	Environment	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	STK - Environmental impact @ Product Use STK - Energy & climate, Decarbonisation strategy	Good Health and Well-being     Affordable and Clean Energy     Industry, Innovation and Infrastructure     Responsible Consumption and     Production     Climate Action	PAI 1. OHG emissions PAI 2. Carbon footbprint PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy
VF CORP	North America	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - Coovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
VINCI SA	Europe	Thematic	Mix ESG	Closed	Support Investment decision making	Not achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Becent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
VINCISA	Europe	ESG issue(r) planned review /	Social	Closed	Support Investment decision making	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Working Conditions - Health & Safety	Good Health and Well-being     Decent Work and Economic Growth	

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for <i>Business Activities</i> - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
VISA INC	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - CGovernance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Becent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
VOLKSWAGEN AG	Europe	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHO Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Capital allocation STK - Energy & Climate, Capital allocation STK - Energy & climate, Decorbonisation strategy STK - Energy & climate, Decorbonisation strategy STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean finergy 9. Industry, invocation and infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Carrbon footbprint PAI 3. Issuer GHO intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endongering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
VOLVO AB	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making	Fully achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
VONOVIA SE	Europe	Thematic	Environment	Ongoing	Influence Corporate pratice			Ambition UNGC_Environment_Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, LT targets STK - Energy & Climate, ACOunting practices STK - Energy & climate, ACOunting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & Climate, Decarbonisation strategy STK - Energy & Climate, Just Transition STK - Energy & climate, Just Transition STK - Energy & climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Coribon footbprint PAI 3. Issuer GHG Intensity PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
WALT DISNEY CO/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Fully achieved	Reinforced Analyst's opinion	STK - Recruitment & retention - General STK - Recruitment & retention - Equal pay STK - Governance - Board Diversity & expertise STK - Recruitment & retention - Diversity and inclusion	Gender Equality     Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
WASTE CONNECTIONS INC	North America	Thematic	Environment	Ongoing	Influence Corporate pratice			BA - Climate Change	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GMG emissions PAI 2. Caribon footbprint PAI 3. Issuer GMG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
WASTE MANAGEMENT INC	North America	Thematic	Environment	Ongoing	Influence Corporate pratice			Ambition UNGC_Environment_Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, LT targets STK - Energy & Climate, ACOunting practices STK - Energy & Climate, ACOunting practices STK - Energy & climate, Capital allocation STK - Energy & Climate, Decarbonisation strategy STK - Energy & Climate, Just Transition STK - Energy & Climate, Just Transition STK - Energy & Climate, Just Transition	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Climate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Caribon footbprint PAI 3. Issuer GHG Intensity PAI 3. Issuer GHG Intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
WESTERN UNION CO/THE	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Negative impact on Analyst's opinion and related ESG scoring	STK - Product / Sce Safety  BA - Demographic Evolution  STK - Environmental impact @ Product Use  STK - Access to products/services - Education	1. No Poverty 3. Good Health and Well-being 4. Quality Education 7. Affordable and Clean Energy 9. Industry, innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production	PAI II. Lack of Global Compact processes
WEST PHARMACEUTICAL SERVICES INC	North America	Thematic	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Board Diversity & expertise MGT reso - Director Election	5. Gender Equality	PAI 13. Board gender diversity

Issuer Name	Issuer's Region	Initiative Trigger	E-S-G	Status at end 2022	Primary Objective	Primary Objective Achievement Level, when closed	IMPACT on ESG opinion, when closed	Topics of Dialogue (links to the ESG Analysis : BA for <i>Business Activities</i> - , STK for Stakeholder - analysis)	UN SDGs Linked to the Dialogue	PAIs Linked to the Dialogue
WORLDLINE SA/FRANCE	Europe	Pre/Post AGM Engagement	Governance	Closed	Influence Corporate pratice	Not achieved	Reinforced Analyst's opinion	STK - CGovernance - Audit MGT reso - Audit related STK - CGovernance - Board Independence STK - CGovernance - Exec Remuneration, ESØ Metrics STK - CGovernance - Exec Remuneration, General MGT reso - Capitalization MGT reso - Director Election MGT reso - Remuneration	5. Gender Equality	PAI 13. Board gender diversity
WORLDLINE SA/FRANCE	Europe	ESG issue(r) planned review / Follow Up	Social	Ongoing	Support Investment decision- making	Fully achieved		ContrAct - OppressiveRegimes	16. Peace and justice Strong Institutions	
WW GRAINGER INC	North America	Thematic	Mix ESG	Closed	Support Investment decision- making	Not achieved	Reinforced Analyst's opinion		Gender Equality     B. Decent Work and Economic Growth     Reduced Inequality	PAI 12. Unadjusted gender pay gap PAI 13. Board gender diversity
XINYI SOLAR HOLDINGS LTD	Emerging	Thematic	Environment	Initiated	Influence Corporate pratice			BA - Climate Change STK - Energy & climate, NZ GHB Emission by 2050 (or sooner) Ambition UNGC_Environment, Climate BA - Resource Depletion STK - Energy & climate, LT targets STK - Energy & climate, ST/MT targets STK - Energy & climate, Accounting practices STK - Energy & climate, Accounting practices STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Decarbonisation strategy STK - Energy & climate, Ductarionisation STK - Energy & climate, Just Transition STK - Energy & climate, Lobbying	3. Good Health and Well-being 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced Inequality 12. Responsible Consumption and Production 13. Cilimate Action 14. Life Below Water 15. Life on Land 16. Peace and justice Strong Institutions	PAI 1. GHG emissions PAI 2. Cardon footbprint PAI 3. Issuer GHG intensity PAI 4. Exposure to fossil fuel sector PAI 5. High non renewable energy PAI 6. Energy intensity per impact sector PAI 7. Activities endangering biodiversity PAI 8. Emissions to water PAI 10. Global Compact and OECD violation
YAMAHA CORP	Pacific	Thematic	Mix ESG	Closed	Support Investment decision making	Fully achieved	Reinforced Analyst's opinion	BA - Demographic Evolution STK - Environmental impact @ Product Use	1. No Poverty 2. Good Health and Well-being 4. Quality Education 7. Affordable and Clean Energy 9. Industry, Innovation and Infrastructure 10. Reduced inequality 12. Responsible Consumption and Production	PAI II. Lack of Global Compact processes
YARA INTERNATIONAL ASA	Europe	Thematic	Mix ESG	Initiated	Support Investment decision- making	-		MGT reso - Director Election SH reso - Other Social	5. Gender Equality	PAI 13. Board gender diversity