Responsible Ownership Activity Report

Togethr





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Welcome

Welcome to our 2022 Responsible Ownership Activity Report, which outlines the engagement, public policy and proxy voting, if applicable, carried out by **reo**[°].

The purpose of our **reo**[°] (responsible engagement overlay) service is to engage with companies held in portfolios with a view to promoting the adoption of better environmental, social and governance (ESG) practices.

The team does this through engaging with investee companies and voting proxies, if applicable on behalf of clients. We also work with the wider investment and policy community to address the systemic sustainability risks facing the economy and financial system. Ultimately, we view engagement not only as a tool to identify and manage ESG risks, but also as a mechanism to create positive impact for the environment and society.

This report sets out detailed information about how we have engaged with companies on your behalf over the past year.

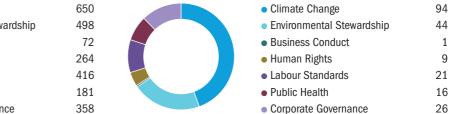
Our engagement highlights



Engagements by theme *

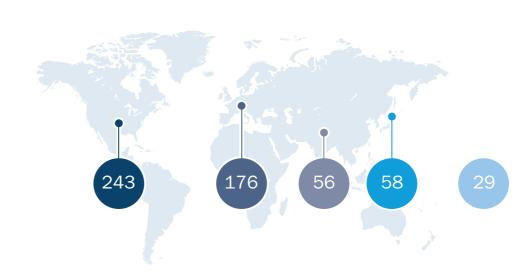
 Climate Change
 Environmental Stewardship
 Business Conduct
 Human Rights
 Labour Standards
 Public Health
 Corporate Governance

Milestones achieved by theme



Companies engaged by region

- North America
- Europe
- Asia (ex Japan)
- Japan
- Other



Source: CTI Asset Management, 31-Dec-22

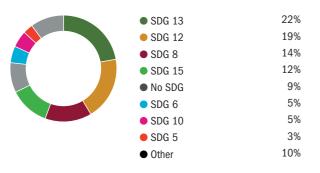
 $\ast \mbox{Companies}$ may have been engaged on more than one issue.

Engagements and Sustainable Development Goals (SDGs)

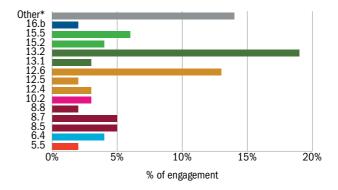
The 17 Sustainable Development Goals (SDGs) were developed by the UN and cross-industry stakeholders with a view to providing a roadmap towards a more sustainable world.

We use the detailed underlying SDG targets to frame company engagement objectives, where relevant, as well as to articulate the positive societal and environmental impacts of engagement. Engagements are systematically captured at a target level, to enable greater accuracy and achieve higher impact.

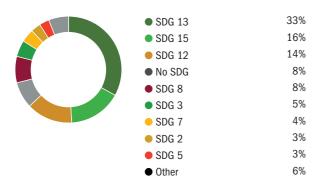
Engagement: SDG level



Engagement: SDG target level

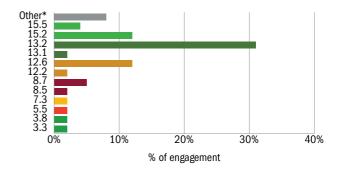


Milestone: SDG level



*Other represents SDG targets less than 2% of the relevant SDG Goal.

Milestone: SDG target level



Engagements and the Sustainable Development Goals (SDGs)

We use the detailed underlying SDG targets to frame company engagement objectives, where relevant, as well as to articulate the positive societal and environmental impacts of engagement. Engagements are systematically captured at a target level, to enable greater accuracy and achieve higher impact.

Top 5 SDGs and targets by engagement



519 engagements Target 13.2 | 449 engagements

Integrate climate change plans into policies and strategies



433 engagements

Target 12.6 | 295 engagements Encourage companies to adopt sustainable practices and enhance ESG reporting



321 engagements Target 8.7 | 128 engagements Eradicate forced labour, modern slavery & human trafficking



269 engagements

115 engagements

Target 15.5 | 145 engagements

Target 6.4 | 92 engagements

Take urgent action to reduce degradation of natural habitats

Increase water-use efficiency to address water scarcity



18 milestones

Target 8.7 | 11 milestones

Eradicate forced labour, modern slavery & human trafficking



11 milestones

Target 3.3 | 5 milestones

End AIDS, TB, malaria and other water-borne and communicable diseases

This is not an exhaustive list of all engagements had and milestones achieved. Please see our SDG engagement appendix page for a full list of targets we engaged on this quarter.

Top 5 SDGs and targets by milestones

76 milestones



Target 13.2 | 71 milestones Integrate climate change plans into policies and strategies

15 LIFE ON LAND

36 milestones

Target 15.2 | 28 milestones

Promote the implementation of sustainable management of forests



32 milestones

Target 12.6 | 27 milestones

Encourage companies to adopt sustainable practices and enhance ESG reporting

"The Sustainable Development Goals are more important now than ever. Now is the time to secure the well-being of people, economies, societies and our planet. It is possible. So we must make it happen. Together."

António Guterres, UN Secretary-General, January 2021

Companies engaged and your fund: Summary

The table below highlights the companies with which we have engaged on your behalf and how responsive they have been to our engagement over the past 12 months and which you currently hold within your portfolio. For full details of our engagements with companies please refer to the online **reo**° client portal.

		I		1		Th	emes enga	ged		
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Name 3M Co	Sector Industrials	ESG Rating	Response to engagement Poor	0	ш ю П			Ë		00
A O Smith Corp	Industrials		Adequate							
Abbott Laboratories	Health Care		Good							
AbbVie Inc	Health Care		Good							
Abu Dhabi Commercial Bank PJSC	Financials		Poor							
Activision Blizzard Inc	Communication Services		Adequate							
Adani Ports & Special Economic Zone Ltd	Industrials		Good							
adidas AG	Consumer Discretionary		Good							
Adobe Inc	Information Technology		Good							
Advanced Micro Devices Inc	Information Technology		Poor							
Aeon Co Ltd	Consumer Staples		Poor							
Agnico Eagle Mines Ltd	Materials		Good							
AIA Group Ltd	Financials		Adequate							
Air Liquide SA	Materials		Good							
Air Products and Chemicals Inc	Materials		Adequate							
Airbnb Inc	Consumer Discretionary		Poor							
Akzo Nobel NV	Materials		Poor							
Alcoa Corp	Materials		Adequate							
Alcon Inc	Health Care		Good							
Alfen N.V.	Industrials		Good							
Alibaba Group Holding Ltd	Consumer Discretionary		Adequate							
Align Technology Inc	Health Care		Poor							
Alimentation Couche-Tard Inc	Consumer Staples		Poor							
Allstate Corp/The	Financials		Good							

NameSectorESG RatingResponse to engagementSet or	Labour Standards	Public Health	Corporate Governance
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Amazon.com Inc Consumer Discretionary Good • • •	•	•	•
American Homes 4 Rent Real Estate Adequate			
AMETEK Inc Industrials Poor			
Analog Devices Inc Information Technology Adequate			
Anglo American PLC Materials Good			
ANTA Sports Products Ltd Consumer Discretionary Adequate			
Antofagasta PLC Materials Good			
AP Moller - Maersk A/S Industrials Adequate			
APA Corp Energy Adequate			
Apple Inc Information Technology Adequate			
Aptiv PLC Consumer Discretionary Adequate			
Aramark Consumer Discretionary Poor			
ArcelorMittal SA Materials Good			
Archer-Daniels-Midland Co Consumer Staples Good Good			
Arconic Corp Materials Good Arkema SA Materials Poor			
Asahi Intecc Co Ltd Health Care Poor			
Asahi Kasei Corp Materials Poor			
Ashtead Group PLC Industrials Good			
Asian Paints Ltd Materials Adequate			
ASM International NV Information Technology Good			
ASML Holding NV Information Technology Good			
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AstraZeneca PLC Health Care Good			
AT&T Inc Communication Services Good			
AvalonBay Communities Inc Real Estate Good			
Avery Dennison Corp Materials Poor			
BAE Systems PLC Industrials Good			
Bank Central Asia Tbk PT Financials Poor			
Bank of America Corp Financials Adequate			
Bank of China Ltd Financials Poor			
Barclays PLC Financials Good			
Barratt Developments PLC Consumer Discretionary Good			
Barrick Gold Corp Materials Good Good			
BASF SE Materials Adequate			
Bath & Body Works Inc Consumer Discretionary Poor			

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CSL Ltd Health Care Good Good CSX Corp Industrials Adequate Adequate CVS Health Corp Health Care Adequate Image: Composition of the time of the	CRH PLC	Materials		Good		•					•	
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DBS Group Holdings Ltd Financials Adequate Delta Air Lines Inc Industrials Poor	Darden Restaurants Inc	Consumer Discretionary		Poor								
Delta Air Lines Inc Industrials Poor	Datadog Inc	Information Technology		Adequate								
	DBS Group Holdings Ltd	Financials		Adequate								
Descartes Systems Group Inc/The Information Technology Good	Delta Air Lines Inc	Industrials		Poor								
	Descartes Systems Group Inc/The	Information Technology		Good								

		1		Themes engaged							
Name	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance	
Deutsche Lufthansa AG	Industrials		Adequate				-				
Deutsche Post AG	Industrials		Adequate								
Deutsche Telekom AG	Communication Services		Poor								
Devon Energy Corp	Energy		Good								
DexCom Inc	Health Care		Poor								
Diamondback Energy Inc	Energy		Good								
DiaSorin SpA	Health Care		Poor								
Diploma PLC	Industrials		Good								
DISH Network Corp	Communication Services		Poor								
Dollar General Corp	Consumer Discretionary		Poor								
Dollar Tree Inc	Consumer Discretionary		Poor								
Dollarama Inc	Consumer Discretionary		Poor								
Dominion Energy Inc	Utilities		Adequate								
Domino's Pizza Inc	Consumer Discretionary		Poor								
Dow Inc	Materials		Adequate								
Drax Group PLC	Utilities		Poor								
Dropbox Inc	Information Technology		Poor								
DSV A/S	Industrials		Adequate								
DuPont de Nemours Inc	Materials		Adequate								
E.ON SE	Utilities		Adequate								
Eastman Chemical Co	Materials		Adequate								
eBay Inc	Consumer Discretionary		Poor								
Ecolab Inc	Materials		Poor								
Edison International	Utilities		Poor		•						
Elanco Animal Health Inc	Health Care		Poor								
Electronic Arts Inc											
	Communication Services		Poor								
Eli Lilly & Co	Health Care		Good								
Empire Co Ltd	Consumer Staples		Poor								
EMS-Chemie Holding AG	Materials		Poor								
Enbridge Inc	Energy		Good								
Enel SpA	Utilities		Adequate								
ENEOS Holdings Inc	Energy		Adequate								
Engie SA	Utilities		Adequate								
Eni SpA	Energy		Poor								
EOG Resources Inc	Energy		Good								
EPAM Systems Inc	Information Technology		Adequate								
Equinix Inc	Real Estate		Poor								
Equinor ASA	Energy		Poor								
Equity Residential	Real Estate		Poor								

				Themes engaged							
	forthe second	ECO Define	Description of the second second	Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance	
Name EssilorLuxottica SA	Sector Health Care	ESG Rating	Response to engagement Poor	0	a s	8	Ŧ	Ľ	ē.	00	
Essity AB	Consumer Staples		Poor		•						
Estee Lauder Cos Inc/The	Consumer Staples		Adequate		•						
Evergreen Marine Corp Taiwan Ltd	Industrials		Poor		-						
Evonik Industries AG	Materials		Adequate		-						
Exact Sciences Corp	Health Care		Adequate		-						
Expedia Group Inc	Consumer Discretionary		Poor								
Exxon Mobil Corp	Energy		Adequate								
Fast Retailing Co Ltd	Consumer Discretionary		Adequate							-	
			Poor								
FedEx Corp	Industrials										
Ferrari NV	Consumer Discretionary		Poor								
Fidelity National Information Services Inc	Information Technology		Poor								
First Abu Dhabi Bank PJSC	Financials		Good								
First Republic Bank/CA	Financials		Poor								
Flutter Entertainment PLC	Consumer Discretionary		Poor								
FMC Corp	Materials		Good								
Fomento Economico Mexicano SAB de CV	Consumer Staples		Poor								
Fonterra Co-operative Group Ltd	Consumer Staples		Poor								
Ford Motor Co	Consumer Discretionary		Adequate								
Fortescue Metals Group Ltd	Materials		Adequate								
Fortum OYJ	Utilities		Adequate								
Freeport-McMoRan Inc	Materials		Adequate								
Fresenius SE & Co KGaA	Health Care		Good								
Fuji Electric Co Ltd	Industrials		Adequate								
Garmin Ltd	Consumer Discretionary		Poor								
General Dynamics Corp	Industrials		Adequate								
General Mills Inc	Consumer Staples		Adequate								
General Motors Co	Consumer Discretionary		Adequate								
Genmab A/S	Health Care		Poor								
Getinge AB	Health Care		Poor								
GFL Environmental Inc	Industrials		Adequate								
Gildan Activewear Inc	Consumer Discretionary		Good								
Gilead Sciences Inc	Health Care		Good								
Givaudan SA	Materials		Poor						•		
Glencore PLC	Materials		Adequate						-		
GMO Payment Gateway Inc	Information Technology		Poor								
Goldman Sachs Group Inc/The	Financials		Adequate								
GSK PLC	Health Care		Good		•						
Halma PLC	Information Technology		Adequate		-						
	internation rectinology		/ dequate								

						Th	emes enga	ged		
Name	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Hana Financial Group Inc	Financials		Poor							
Hannover Rueck SE	Financials		Adequate							
HCA Healthcare Inc	Health Care		Poor							
HDFC Bank Ltd	Financials		Good							
HeidelbergCement AG	Materials		Good							
HelloFresh SE	Consumer Staples		Poor							
Henkel AG & Co KGaA	Consumer Staples		Poor							
Henry Schein Inc	Health Care		Adequate							
Hermes International	Consumer Discretionary		Adequate							
Hershey Co/The	Consumer Staples		Poor							
Hewlett Packard Enterprise Co	Information Technology		Good							
Hikma Pharmaceuticals PLC	Health Care		Poor							
Holcim AG	Materials		Adequate							
Home Depot Inc/The	Consumer Discretionary		Adequate							
Hon Hai Precision Industry Co Ltd	Information Technology		Good							
Hormel Foods Corp	Consumer Staples		Poor							
Hoya Corp	Health Care		Good							
HSBC Holdings PLC	Financials		Good							
Huntington Bancshares Inc/OH	Financials		Good							
Iberdrola SA	Utilities		Good							
IDEXX Laboratories Inc	Health Care		Poor							
IMCD NV	Industrials		Poor							
Imperial Brands PLC	Consumer Staples		Poor							
Imperial Oil Ltd	Energy		Adequate							
Incyte Corp	Health Care		Poor							
Industria de Diseno Textil SA	Consumer Discretionary		Poor							
Infineon Technologies AG	Information Technology		Adequate							
Informa PLC	Communication Services		Adequate							
Infosys Ltd	Information Technology		Good							
Inpex Corp	Energy		Good							•
Intel Corp	Information Technology		Good							
InterContinental Hotels Group PLC	Consumer Discretionary		Poor							
International Business Machines Corp	Information Technology		Good							•
International Flavors & Fragrances Inc	Materials		Good		•	-	-			
Intertek Group PLC	Industrials		Adequate							
Intesa Sanpaolo SpA	Financials		Adequate							
Intuitive Surgical Inc	Health Care		Good							•
Invitation Homes Inc	Real Estate		Adequate			-			-	
Ivanhoe Mines Ltd	Materials		Adequate							•
			1							

	1	1	I	Themes engaged							
	Sector 2	FSG Patient	Description of the second second	Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance	
J Sainsbury PLC	Sector Consumer Staples	ESG Rating	Response to engagement Good	•	<u>ه ت</u>		-		-		
Japan Exchange Group Inc	Financials		Adequate							_	
Japan Tobacco Inc	Consumer Staples		Adequate								
Jardine Matheson Holdings Ltd	Industrials		Poor								
Jazz Pharmaceuticals PLC	Health Care		Poor								
JB Hunt Transport Services Inc	Industrials		Poor								
JBS SA	Consumer Staples		Adequate								
JD Sports Fashion PLC	Consumer Discretionary		Adequate								
JD.com Inc	Consumer Discretionary		Good								
Jeronimo Martins SGPS SA	Consumer Staples		Adequate								
JFE Holdings Inc	Materials		Good								
Johnson & Johnson	Health Care		Adequate								
Johnson Matthey PLC	Materials		Poor								
JPMorgan Chase & Co	Financials		Poor		•						
Just Eat Takeaway.com NV	Consumer Discretionary		Adequate								
Kalbe Farma Tbk PT	Health Care		Poor								
Kasikornbank PCL	Financials		Good								
KDDI Corp	Communication Services		Good								
Keio Corp	Industrials		Poor								
Kellogg Co	Consumer Staples		Poor								
Kerry Group PLC	Consumer Staples		Good								
Keurig Dr Pepper Inc	Consumer Staples		Poor								
Keyence Corp	Information Technology		Adequate								
Kimberly-Clark Corp	Consumer Staples		Adequate								
Kinder Morgan Inc	Energy		Good								
Kingdee International Software Group Co Ltd	Information Technology		Poor								
Kingspan Group PLC	Industrials		Adequate								
Kone OYJ	Industrials		Poor								
Koninklijke Ahold Delhaize NV	Consumer Staples		Poor								
Koninklijke DSM NV	Materials		Adequate								
Koninklijke KPN NV	Communication Services		Good								
Kose Corp	Consumer Staples		Adequate								
Kraft Heinz Co/The	Consumer Staples		Adequate								
Kroger Co/The	Consumer Staples		Adequate								
Kubota Corp	Industrials		Adequate								
Kuehne + Nagel International AG	Industrials		Adequate								
Lasertec Corp	Information Technology		Adequate								
LEG Immobilien SE	Real Estate		Adequate								
Legal & General Group PLC	Financials		Good								

	1	1		Themes engaged							
Name	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance	
Linde PLC	Materials		Adequate								
Lloyds Banking Group PLC	Financials		Adequate								
Loblaw Cos Ltd	Consumer Staples		Adequate								
London Stock Exchange Group PLC	Financials		Good								
Lonza Group AG	Health Care		Adequate								
L'Oreal SA	Consumer Staples		Adequate								
Lowe's Cos Inc	Consumer Discretionary		Adequate								
Lululemon Athletica Inc	Consumer Discretionary		Poor								
LVMH Moet Hennessy Louis Vuitton SE	Consumer Discretionary		Adequate								
LyondellBasell Industries NV	Materials		Adequate								
Magna International Inc	Consumer Discretionary		Adequate								
Makita Corp	Industrials		Good								
Marathon Oil Corp	Energy		Adequate								
Marathon Petroleum Corp	Energy		Poor								
Marico Ltd	Consumer Staples		Adequate								
Marriott International Inc/MD	Consumer Discretionary		Good								
Martin Marietta Materials Inc	Materials		Good								
Mastercard Inc	Information Technology		Poor								
McCormick & Co Inc/MD	Consumer Staples		Poor								
McDonald's Corp	Consumer Discretionary		Poor								
MEIJI Holdings Co Ltd	Consumer Staples		Poor								
Meituan	Consumer Discretionary		Poor								
MercadoLibre Inc	Consumer Discretionary		Poor								
Mercedes-Benz Group AG	Consumer Discretionary		Good								
Merck & Co Inc	Health Care		Adequate								
Merck KGaA	Health Care		Good								
Meta Platforms Inc	Communication Services		Adequate								
Mettler-Toledo International Inc	Health Care		Good								
Microsoft Corp	Information Technology		Good								
Mitsubishi Chemical Group Corp	Materials		Poor								
Mitsubishi UFJ Financial Group Inc	Financials		Good								
Mitsui & Co Ltd	Industrials		Adequate								
Mitsui Chemicals Inc	Materials		Adequate								
Mitsui OSK Lines Ltd	Industrials		Adequate						-		
Mizuho Financial Group Inc	Financials		Adequate								
Moderna Inc	Health Care		Good								
Mohawk Industries Inc	Consumer Discretionary		Adequate								
Moncler SpA	Consumer Discretionary		Good				-				
Mondelez International Inc	Consumer Staples		Adequate								
			1						-		

		l		1		Th	emes enga	ged		
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Name Mondi PLC	Sector Materials	ESG Rating	Response to engagement Poor	0	i i i i i		-		<u>a</u>	0 0
Mosaic Co/The	Materials		Poor							
Motorola Solutions Inc	Information Technology		Adequate							
Mowi ASA	Consumer Staples		Good							
MSCI Inc	Financials		Good							
Murata Manufacturing Co Ltd	Information Technology		Adequate							
Nan Ya Plastics Corp	Materials		Poor							
National Australia Bank Ltd	Financials		Good							
National Grid PLC	Utilities		Good							
NatWest Group PLC	Financials		Good							
NAVER Corp	Communication Services		Good							
NCSoft Corp	Communication Services		Poor							
Nestle SA	Consumer Staples		Poor							
NetApp Inc	Information Technology		Good							
NetEase Inc	Communication Services		Poor							
Newcrest Mining Ltd	Materials		Poor							
Newmont Corp	Materials		Adequate							
Next PLC	Consumer Discretionary		Adequate							
NextEra Energy Inc	Utilities		Adequate							
NIKE Inc	Consumer Discretionary		Adequate							
Nintendo Co Ltd	Communication Services		Adequate		•					
NIO Inc	Consumer Discretionary		Poor							
Nippon Paint Holdings Co Ltd	Materials		Poor							
Nippon Steel Corp	Materials		Adequate		•					
Nippon Yusen KK	Industrials		Adequate							
Nissin Foods Holdings Co Ltd	Consumer Staples		Poor							
Nitto Denko Corp	Materials		Poor							
Nokia Oyj	Information Technology		Adequate							
Nomura Holdings Inc	Financials		Adequate							
Norfolk Southern Corp			Good							
Norsk Hydro ASA	Materials		Adequate							
Northrop Grumman Corp	Industrials		Poor							
Novartis AG	Health Care		Good							
Nucor Corp	Materials		Adequate							
Nutrien Ltd	Materials		Poor							
NXP Semiconductors NV	Information Technology		Adequate	ļ						
Obic Co Ltd	Information Technology		Adequate							
Occidental Petroleum Corp	Energy		Good							
Old Dominion Freight Line Inc	Industrials		Adequate							

				Themes engaged						
Name	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
OMV AG	Energy		Poor			-				
Oracle Corp	Information Technology		Adequate							
Orange SA	Communication Services		Poor							_
Orica Ltd	Materials		Poor							
Otsuka Holdings Co Ltd	Health Care		Poor							
Oversea-Chinese Banking Corp Ltd	Financials		Good							
Packaging Corp of America	Materials		Poor							
Palo Alto Networks Inc	Information Technology		Good							•
Panasonic Holdings Corp	Consumer Discretionary		Good							
Pandora A/S	Consumer Discretionary		Adequate							
Paycom Software Inc	Information Technology		Poor							
PayPal Holdings Inc	Information Technology		Adequate							•
Pearson PLC	Consumer Discretionary		Good							
Pegatron Corp	Information Technology		Adequate							
Peloton Interactive Inc	Consumer Discretionary		Adequate							
PepsiCo Inc	Consumer Staples		Adequate							
Persimmon PLC	Consumer Discretionary		Good							
PetroChina Co Ltd	Energy		Poor							
Pfizer Inc	Health Care		Adequate							
PG&E Corp	Utilities		Poor							
Phillips 66	Energy		Good							
Pidilite Industries Ltd	Materials		Poor							
Poste Italiane SpA	Financials		Poor							•
Power Assets Holdings Ltd	Utilities		Poor							
PPB Group Bhd	Consumer Staples		Poor							
PPG Industries Inc	Materials		Adequate							
Procter & Gamble Co/The	Consumer Staples		Adequate							
Prologis Inc	Real Estate		Good							•
Puma SE	Consumer Discretionary		Adequate							
QIAGEN NV	Health Care		Poor							
Quanta Services Inc	Industrials		Adequate							
Ramsay Health Care Ltd	Health Care		Poor							
Raytheon Technologies Corp	Industrials		Adequate		-					
Reckitt Benckiser Group PLC	Consumer Staples		Good							
Recordati Industria Chimica e Farmaceutica SpA	Health Care		Poor			-				
Regions Financial Corp	Financials		Good							•
Reliance Industries Ltd	Energy		Adequate							
			1	-						
Reliance Steel & Aluminum Co	Materials		Poor							

	1		1	Themes engaged						
Norm	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Name Renesas Electronics Corp	Information Technology		Poor		шs		-		~	00
Repsol SA	Energy		Good							
ResMed Inc	Health Care		Poor							
Restaurant Brands International Inc	Consumer Discretionary		Poor							
Rio Tinto Ltd	Materials		Good							
Roche Holding AG	Health Care		Good							
Rollins Inc	Industrials		Poor							
Roper Technologies Inc	Information Technology		Poor							
Ross Stores Inc	Consumer Discretionary		Adequate							
Royal Caribbean Cruises Ltd	Consumer Discretionary		Poor							
RWE AG	Utilities		Good							
S&P Global Inc	Financials		Adequate							
Sabra Health Care REIT Inc	Real Estate		Good							
Salesforce Inc	Information Technology		Poor							
Samsung Electronics Co Ltd	Information Technology		Good							
Samsung SDI Co Ltd	Information Technology		Poor							
Sanofi	Health Care		Adequate		-					
Santos Ltd	Energy		Poor							
SAP SE	Information Technology		Adequate							
Saputo Inc	Consumer Staples		Adequate							
Schneider Electric SE	Industrials		Good							
Sealed Air Corp	Materials		Good							
Segro PLC	Real Estate		Poor							
Seven & i Holdings Co Ltd	Consumer Staples		Poor							
Severn Trent PLC	Utilities		Good							
SGS SA	Industrials		Adequate							
Shell PLC	Energy		Good							
Shenzhou International Group Holdings Ltd	Consumer Discretionary		Adequate							
Sherwin-Williams Co/The	Materials		Adequate						•	
Shimano Inc	Consumer Discretionary		Poor							
Shin-Etsu Chemical Co Ltd	Materials		Adequate							
Shoprite Holdings Ltd	Consumer Staples		Adequate							
Sika AG	Materials		Adequate							
Singapore Airlines Ltd	Industrials		Adequate							
Sino Biopharmaceutical Ltd	Health Care		Poor							-
SITC International Holdings Co Ltd	Industrials		Adequate							
Skyworks Solutions Inc	Information Technology		Poor							
SMC Corp	Industrials		Good		-					
Smurfit Kappa Group PLC	Materials		Good							
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				Themes engaged							
Name	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance	
Sociedad Quimica y Minera de Chile SA	Materials		Poor								
Societe LDC SA	Consumer Staples		Poor								
Sodexo SA	Consumer Discretionary		Poor								
Solvay SA	Materials		Good								
Sony Group Corp	Consumer Discretionary		Adequate								
South32 Ltd	Materials		Adequate								
Southern Co/The	Utilities		Poor								
Southwest Airlines Co	Industrials		Adequate								
SSE PLC	Utilities		Good								
Standard Chartered PLC	Financials		Good								
Starbucks Corp	Consumer Discretionary		Adequate								
Steel Dynamics Inc	Materials		Good								
Stellantis NV	Consumer Discretionary		Good								
STERIS PLC	Health Care		Adequate								
Sumitomo Chemical Co Ltd	Materials		Poor								
Sumitomo Electric Industries Ltd	Consumer Discretionary		Poor								
Sumitomo Mitsui Financial Group Inc	Financials		Good								
Suncor Energy Inc	Energy		Adequate								
Suntory Beverage & Food Ltd	Consumer Staples		Poor		•						
Suzuki Motor Corp	Consumer Discretionary		Poor								
SVB Financial Group	Financials		Good								
Svenska Cellulosa AB SCA	Materials		Poor								
Swatch Group AG/The	Consumer Discretionary		Adequate								
Swiss Prime Site AG	Real Estate		Poor								
Swiss Re AG	Financials		Adequate								
Symrise AG	Materials		Adequate								
Sysco Corp	Consumer Staples		Poor								
Taiwan Cement Corp	Materials		Poor								
Targa Resources Corp	Energy		Good								
Target Corp	Consumer Discretionary		Poor								
Tata Consultancy Services Ltd	Information Technology		Adequate								
Taylor Wimpey PLC	Consumer Discretionary		Good								
TC Energy Corp	Energy		Good								
Tecan Group AG	Health Care		Good								
Techtronic Industries Co Ltd	Industrials		Good								
Teck Resources Ltd	Materials		Good								
Teleflex Inc	Health Care		Poor								
Telefonaktiebolaget LM Ericsson	Information Technology		Poor								
Teleperformance	Industrials		Good								
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		1	1	Themes engaged						
Name	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Tenaga Nasional Bhd	Utilities		Good		ш ол		-			
Tencent Holdings Ltd	Communication Services		Adequate							
Tesco PLC	Consumer Staples		Good						•	
Tesla Inc	Consumer Discretionary		Adequate							
Teva Pharmaceutical Industries Ltd	Health Care		Poor							
Texas Instruments Inc	Information Technology		Adequate							
Tingyi Cayman Islands Holding Corp	Consumer Staples		Poor							
TJX Cos Inc/The	Consumer Discretionary		Adequate							
TMX Group Ltd	Financials		Good							
Tokyo Electron Ltd	Information Technology		Adequate							
Toray Industries Inc	Materials		Poor						•	
Tosoh Corp	Materials		Adequate							
TotalEnergies SE	Energy		Good							
Toyota Industries Corp	Industrials		Poor							
Toyota Motor Corp	Consumer Discretionary		Adequate							
Tractor Supply Co	Consumer Discretionary		Adequate							
Treasury Wine Estates Ltd	Consumer Staples		Poor							
Twilio Inc	Information Technology		Poor							
Tyson Foods Inc	Consumer Staples		Adequate						•	
Uber Technologies Inc	Industrials		Adequate							
UBS Group AG	Financials		Adequate							
Umicore SA	Materials		Adequate							
Unicharm Corp	Consumer Staples		Good							
Unilever PLC	Consumer Staples		Good							
Union Pacific Corp	Industrials		Adequate							
United Overseas Bank Ltd	Financials		Adequate							
United Parcel Service Inc	Industrials		Adequate							
United Tractors Tbk PT	Energy		Good							
United Utilities Group PLC	Utilities		Good							
UnitedHealth Group Inc	Health Care		Adequate							
Universal Health Services Inc	Health Care		Poor							
Universal Robina Corp	Consumer Staples		Adequate							
UPM-Kymmene Oyj	Materials		Adequate							
Vale SA	Materials		Adequate							
Valero Energy Corp	Energy		Good		-					
Veeva Systems Inc	Health Care		Poor							
Veolia Environnement SA	Utilities		Adequate							
VF Corp	Consumer Discretionary		Adequate		-					
Vinci SA	Industrials		Adequate							
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Jac Liter L		1	1	1	Themes engaged							
Visa Inc Information Technology God Visavy International Holdings Ltd Consumer Staples Good Voldsmogen AB Consumer Staples Poor Voldsmogen AB Consumer Discretionary Adequate Voldsmogen AB Consumer Discretionary Adequate Voldsmogen AB Consumer Staples Poor Voldsmogen AB Consumer Staples Poor Voldsmogen AB Consumer Staples Poor Waith Usiney Co/The Communication Services Good Waits Connections Inc Industrials Poor Wats Paragement Inc Industrials Poor Westalsa Corp Materials Poor Wittroad FLC Consumer Staples Poor Wittroad FLC Consumer Staples Poor Wittroad FLC Industrials Adequate Woodrichts Group Ltd Consumer Staples Poor Wittroad FLC Consumer Staples Poor Wittroad FLC Industrials Adequate Woodrichts Group Ltd Erregy Good Image: Consumer Staples Woodrichts Group Ltd					mate Change	vironmental ewardship	siness Conduct	man Rights	bour Standards	blic Health	rporate vernance	
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Voltorine Group PLC Communication Services Poor Volkewagen AG Consumer Discretionary Adequate Vanional SE Real Estate Good Consumer Staples Waith Diensy Co/The Communication Services Good Consumer Staples Waith Diensy Co/The Communication Services Good Consumer Staples West Fraser Timber Co Ltd Materials Poor Communication Services West Fraser Timber Co Ltd Materials Poor Communication Services West Fraser Timber Co Ltd Materials Poor Communication Services West Fraser Timber Co Ltd Materials Poor Communication Services Wild Group Ltd Consumer Staples Poor Communication Services Wild Group Ltd Consumer Staples Poor Communication Services Wildings Cos Inc/The Eorry Good Communication Services Wildings Cos Inc/The Eorry Good Communication Services Woodside Energy Good Communication Services Poor Woodside Energy Group Ltd Consumer Staples Adequate Communication Services												
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Walmart Inc Consumer Staples Poor Weit Dinney Co/The Communication Services Good Weste Connections Inc Industrials Adequate Weste Management Inc Industrials Poor Weste Kanagement Inc Industrials Poor Weste Kanagement Inc Meterials Poor West Raser Timber Co Ltd Meterials Poor Westlake Corp Meterials Poor Westlake Corp Meterials Poor With Group Ltd Consumer Staples Poor Whithread PLC Consumer Discretionary Poor Willams Cos Inc/The Energy Good Witz Ar Hodings Plc Industrials Poor Witz Ar Hodings Plc Industrials Good Woodside Energy Group Ltd Energy Good Woodside Energy Group Ltd Consumer Staples Adequate Yool Inc Industrial	Volkswagen AG	Consumer Discretionary		Adequate								
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West Fraser Timber Co LtdMaterialsImage: Construct of the state of the stat	Waste Connections Inc	Industrials		Adequate								
Westlake Corp Materials Poor WH Group Ltd Consumer Staples Poor Whitbread PLC Consumer Discretionary Poor Williams Cos Inc/The Energy Good Williams Cos Inc/The Energy Good Williams Cos Inc/The Energy Good Williams Cos Inc/The Industrials Poor Wizz Air Holdings Plc Industrials Adequate Wolters Kluwer NV Industrials Good Woolworths Group Ltd Energy Poor Woolworths Group Ltd Consumer Staples Adequate Weolworths Group Ltd Consumer Staples Good Will Biologics Coyman Inc Health Care Good Wuil Biologics Coyman Inc Health Care Good Xpel Inc/NY Industrials Poor Xpel Inc/NY Industrials Poor Yakult Honsha Co Ltd Consumer Staples Adequate Yakult Honsha Co Ltd Consumer Staples Adequate Yakult Honsha Co Ltd Consumer Staples Adequate Yamaha Motor Co Ltd Consumer Discretionary <	Waste Management Inc	Industrials		Poor								
WH Group Ltd Consumer Staples Poor Image: Consumer Staples Whitbread PLC Consumer Discretionary Poor Image: Consumer Staples Williams Cos Inc/The Energy Good Image: Consumer Staples Williams International Ltd Consumer Staples Poor Image: Consumer Staples Will Arr International Ltd Consumer Staples Poor Image: Consumer Staples Will Arr International Ltd Consumer Staples Poor Image: Consumer Staples Wold Side Energy Group Ltd Industrials Good Image: Consumer Staples Woolworths Group Ltd Energy Image: Consumer Staples Image: Consumer Staples Image: Consumer Staples Weolworths Group Ltd Consumer Staples Image: Consumer Staples Image: Consumer Staples Image: Consumer Staples Weolworths Group Ltd Consumer Staples Image: Consumer Staples Image: Consumer Staples Image: Consumer Staples Wuit Biologics Cayman Inc Health Care Image: Consumer Staples Image: Consumer Staples Image: Consumer Staples Yaleit Honsha Co Ltd Consumer Staples Image: Consumer Staples Image: Consumer Staples Image: Consumer Staples Im	West Fraser Timber Co Ltd	Materials		Poor								
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Wilmar International LtdConsumer StaplesPoorWizz Air Holdings PicIndustrialsAdequateAdequateWolter's Kluwer NVIndustrialsGoodImage: Consumer StaplesWoodside Energy Group LtdEnergyPoorImage: Consumer StaplesWoolworths Group LtdConsumer StaplesAdequateWoolworths Group LtdConsumer StaplesGoodWoolworths Group LtdConsumer StaplesGoodWoolworths Group LtdConsumer StaplesGoodWoolworths Group LtdConsumer StaplesGoodWuxi Biologics Cayman IncHealth CareGoodVace Energy IncUtilitiesPoorXoel Energy IncUtilitiesPoorXylem Inc/NYIndustrialsPoorYawaha Motor Co LtdConsumer DiscretionaryPoorYara International ASAMaterialsAdequateYum! Brands IncConsumer DiscretionaryAdequateZalando SEConsumer DiscretionaryAdequateConsumer DiscretionaryAdequateConsu	Whitbread PLC	Consumer Discretionary		Poor								
Wizz Air Holdings PlcIndustrialsAdequateWolters Kluwer NVIndustrialsGoodWoodside Energy Group LtdEnergyPoorWoolworths Group LtdConsumer StaplesAdequateWPP PLCCommunication ServicesGoodWuit Biologies Cayman IncHealth CareGoodXcel Energy IncUtilitiesPoorXylem Inc/NYIndustrialsPoorXylem Inc/NYIndustrialsAdequateYamaha Motor Co LtdConsumer StaplesAdequateYara Intermetional ASAMaterialsAdequateYun! Brands IncConsumer DiscretionaryPoorZalando SEConsumer DiscretionaryAdequateYalando SEConsumer DiscretionaryYalando YalandoYalando SE <td< td=""><td>Williams Cos Inc/The</td><td>Energy</td><td></td><td>Good</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	Williams Cos Inc/The	Energy		Good								
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SDG engagement appendix

Discover the full list of SDG targets that we engaged on during 2021

1.1 Eradicate poverty and ensure a living wage for all; 1.3 Implement social protection systems for all; 2.1 End hunger and ensure access to safe and nutritious food; 2.2 End all forms of malnutrition, particularly for children and women; 2.c Reduce food price volatility from commodity markets; 3.3 End AIDS, TB, malaria and other water-borne and communicable diseases; 3.4 Reduce mortality from non-communicable diseases and promote mental health; 3.5 Increase the prevention and treatment of substance abuse; 3.7 Ensure global access to sexual and reproductive health-care; 3.8 Access to medicines and health-care; 3.9 Reduce deaths and illnesses from pollution and contamination; 5.1 End all forms of discrimination against women and girls; 5.2 Eliminate all forms of violence against women; 5.5 Ensure full equality of opportunity for women, including at leadership levels; 6.1 Achieve universal access to safe & affordable drinking water; 6.2 Achieve access to adequate & equitable sanitation and hygiene; 6.3 Improve water quality by reducing pollution; 6.4 Increase water-use efficiency to address water scarcity; 6.5 Implement water resource management at all levels; 6.6 Protect and restore water-related ecosystems; 7.1 Ensure universal access to modern energy services; 7.2 Substantially increase the global share of renewable energy; 7.3 Double the global rate of improvement in energy efficiency; 8.2 Achieve greater productivity through innovation.; 8.3 Promote development-oriented policies; 8.4 Improve resource efficiency and prevent environmental degradation; 8.5 Achieve full and productive employment for all; 8.6 Reduce the proportion of youth not in employment or education; 8.7 Eradicate forced labour, modern slavery & human trafficking; 8.8 Protect and promote safe working environments for all workers; 9.1 Develop resilient and sustainable infrastructure; 9.4 Upgrade and retrofit industries to increase sustainability; 9.a Facilitate sustainable infrastructure in developing countries; 10.1 Achieve a higher rate of income growth for the bottom 40%; 10.2 Empower and promote inclusivity for all; 10.3 Ensure equal opportunity and legislation for all; 10.4 Adopt policies to progressively achieve greater equality; 10.5 Improve the regulation and monitoring of financial markets; 10.7 Facilitate safe migration through managed policies; 10.a Implement the WTO's special rights provisions; 11.4 Strengthen efforts to safeguard the world's natural heritage; 11.5 Reduce social and economic losses caused by disasters; 11.6 Reduce the negative environmental externalities of cities; 12.2 Sustainably manage and make efficient use of natural resources; 12.4 Manage chemical usage and waste throughout their life cycle; **12.5** Reduce waste through prevention, reduction, recycling and reuse; 12.6 Encourage companies to adopt sustainable practices and enhance ESG reporting; 12.c Removal of market distortions such as fossil-fuel subsidies; 13.1 Strengthen adaptive capacity to climate-related events; 13.2 Integrate climate change plans into policies and strategies; 13.3 Improve education & the capacity for climate change mitigation; 13.a Address climate change mitigation for developing countries; 14.1 Prevent and reduce marine pollution of all kinds; 14.2 Sustainably manage and protect marine and coastal ecosystems; 14.5 Conserve at least 10 per cent of coastal and marine areas; **15.1** Ensure sustainable usage of terrestrial freshwater ecosystems; 15.2 Promote the implementation of sustainable management of forests; 15.5 Take urgent action to reduce degradation of natural habitats; 15.8 Reduce impact of invasive species on land and water ecosystems; 15.a Increase financial resources to conserve ecosystems; 16.1 Reduce all forms of violent-related death rates; 16.3 Promote the rule of law and access to justice at all levels; 16.5 Reduce corruption and bribery in all their forms; 16.6 Develop effective, accountable and transparent institutions; 16.10 Ensure public access to information and protect fundamental freedoms; 16.a Strengthen national institutions to combat terrorism and crime; 16.b Promote non-discrimination laws for sustainable development.



ESG is a mindset, not an asset class

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