

Companies engaged by theme 2021

We are pleased to present an overview of the companies in our engagement programme, highlighting the themes we engaged with them on in 2021. We are happy for you to share this document with your beneficiaries or stakeholders.

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|---------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| 3M Co | • | | • | | • | | | • | • | | | |
| ABB Ltd | • | | • | | • | • | • | • | • | • | | |
| Abbott Laboratories | | | | | | | • | • | | • | | |
| AbbVie Inc | | | | | | • | • | • | | • | • | • |
| adidas AG | • | • | • | | • | | | • | | | • | • |
| Adobe Inc | | | | | | | | • | | | | |
| Agilent Technologies Inc | | | | | | | | • | • | | | |
| AIA Group Ltd | | | | | | | • | | | | | • |
| Air Liquide SA | • | | | | | | | • | | | • | |
| Akzo Nobel NV | • | | | | • | | | • | | | • | |
| Alibaba Group Holding Ltd | • | | | • | | • | • | | • | | • | • |
| Allianz SE | • | | | | | | • | • | | | | |
| Allstate Corp/The | • | | | | • | | | • | | • | | |
| Alphabet Inc | • | | | • | • | • | • | • | • | • | | |
| Altria Group Inc | | | | • | | | • | • | | | | |
| Amazon.com Inc | | | • | | • | • | • | • | | | | |
| Ameren Corp | | | | | | | | • | | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|----------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| America Movil SAB de CV | | | | | | | • | | | | | |
| American Electric Power Co Inc | • | | • | | | | | • | | • | | |
| American Express Co | | | | | • | | | • | | | | |
| American International Group Inc | • | | | | • | | | • | • | • | | |
| American Tower Corp | | | | • | • | • | | • | • | | | |
| American Water Works Co Inc | • | | | | | | • | | | | | |
| Amgen Inc | | | | | | | | • | | | | |
| Anglo American PLC | • | | | | | | | | | | | • |
| Anheuser-Busch InBev SA/NV | | | | | • | | • | • | | | | |
| Anhui Conch Cement Co Ltd | • | | | | | | • | | | | | |
| Anthem Inc | | | | | | | | • | • | | | |
| AP Moller - Maersk A/S | • | | | | • | • | | • | • | | | • |
| Apple Inc | | | | | | • | • | • | • | | | |
| ArcelorMittal SA | • | | | | • | | • | | | | | |
| ASML Holding NV | | | | | • | | | • | | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Associated British Foods PLC | • | • | • | | | • | • | • | | | | • |
| Astellas Pharma Inc | | | | | • | | | | | | | |
| AstraZeneca PLC | | | | | | | • | • | | • | | • |
| AT&T Inc | • | | | | • | | • | • | • | | | |
| Atlas Copco AB | | | | | | • | • | • | | • | | • |
| Aviva PLC | • | | | | | | • | • | | | | |
| AXA SA | | | | | | | • | • | | | | |
| Babcock International Group PLC | | | | | | | | | | | • | |
| BAE Systems PLC | • | • | | | • | • | • | • | | | | |
| Baidu Inc | | | | | • | | • | | • | • | • | • |
| Banco Bilbao Vizcaya Argentaria SA | • | | | | | | • | • | | | • | • |
| Banco Santander SA | • | | | | | | • | • | • | • | | |
| Bank Mandiri Persero Tbk PT | | | | | | | | | | | • | |
| Bank of America Corp | • | | | | • | | | | | | | |
| Bank of China Ltd | • | | | | | | | | • | • | | • |
| Bank of Montreal | • | | | | | | | • | | • | • | • |
| Bank of New York Mellon Corp/The | • | | | | • | | | • | | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|-----------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Bank of Nova Scotia/The | • | | | | • | | | • | | • | | • |
| Barclays PLC | • | | | • | | | | | | | | |
| Barrick Gold Corp | | | | | | • | • | • | | • | | |
| BASF SE | • | | | | • | | • | | | • | | • |
| Bausch Health Cos Inc | | | | • | • | • | • | • | | • | | |
| Baxter International Inc | | | | | | | • | | | | | |
| Bayer AG | • | | • | • | • | | | | | | | • |
| Bayerische Motoren Werke AG | • | | | | | | | • | | | | |
| Berkeley Group Holdings PLC | | | | | • | | • | • | | | | |
| Berkshire Hathaway Inc | • | | | | | | • | • | | | | |
| BHP Group PLC | • | | • | | • | • | | | | | | • |
| Biogen Inc | | | | • | • | | • | • | | • | | |
| BlackRock Inc | • | | | | | | | • | | • | | |
| BNP Paribas SA | • | | | | | | • | • | • | | | |
| Boeing Co/The | • | | | | • | • | • | • | | | • | |
| Booking Holdings Inc | | | | | | | | • | | | | |
| BP PLC | • | | | | | | | | | | | • |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Bristol-Myers Squibb Co | | | | | • | • | • | • | • | • | • | |
| British American Tobacco PLC | • | • | | | | | | • | | • | | |
| Broadcom Inc | • | | | | • | | | • | | | | |
| BT Group PLC | | | | | | • | • | • | | | | |
| Burberry Group PLC | | • | | • | • | | • | • | | | | • |
| Canadian Imperial Bank of Commerce | • | | | • | • | | • | • | | | | • |
| Canon Inc | • | | | | | • | • | | | | | |
| Capita PLC | | | | | | | | • | | | | |
| Capital One Financial Corp | • | | | | | • | • | • | | | | |
| Carlsberg AS | | | | | • | • | • | | | | | |
| Carnival Corp | • | | | • | | • | • | • | | | | |
| Caterpillar Inc | • | • | | • | • | • | • | • | | • | • | |
| Cemex SAB de CV | • | | | | | | • | | | | | • |
| Centrica PLC | • | | | | | | | | | | • | |
| CEZ AS | • | | | | • | | • | | | | | |
| Chevron Corp | • | | | • | | • | • | • | | | | |
| China Construction Bank Corp | • | | | | | | • | | | • | • | |
| China Gas Holdings Ltd | • | | | | | | • | | • | | | • |
| China Mobile Ltd | • | | | | • | | | | | | | • |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|--|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| China Petroleum & Chemical Corp | • | | • | | • | • | | | • | | | • |
| Chubb Ltd | • | | | | | | • | • | | | | |
| Chubu Electric Power Co Inc | • | | | | | | • | | | | | |
| Cie Financiere Richemont SA | | | | | | • | • | • | | | • | |
| Cie Generale des Etablissements Michelin SCA | • | | | | • | | | • | | | | |
| Cigna Corp | | | | | | | • | • | | | | |
| Cisco Systems Inc/Delaware | | | | | | | | • | • | | | |
| Citigroup Inc | • | | | • | • | | • | • | | | | |
| CK Hutchison Holdings Ltd | • | • | | | | • | • | | | | | |
| CME Group Inc | • | | | | | | | | • | | | |
| CNOOC Ltd | • | | | | | | • | | | • | | • |
| Coca-Cola Co/The | | • | | | • | • | • | • | | • | | |
| Colgate-Palmolive Co | • | | | | | | • | • | • | | • | • |
| Comcast Corp | • | | | | • | | | | | | • | |
| Commonwealth Bank of Australia | • | | | | | | | • | | | | |
| Compass Group PLC | • | | • | • | • | • | | • | | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|-------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| ConocoPhillips | • | | | | | | | • | | | • | |
| Continental AG | | | | | | • | • | | | • | | |
| Costco Wholesale Corp | • | | • | | • | • | | | | | • | |
| Credit Suisse Group AG | | | | | | | | | | • | | • |
| CRH PLC | • | | | | • | | | • | | | • | |
| CTBC Financial Holding Co Ltd | • | | | | | | • | | | | | • |
| Cummins Inc | | | • | | • | | | • | • | | | |
| CVS Health Corp | | | • | | • | | • | • | | • | | • |
| Danaher Corp | • | | | | • | • | • | | • | | • | |
| Danone SA | • | • | | | • | • | • | • | | • | | |
| Danske Bank A/S | • | • | | • | • | | • | • | | • | | • |
| DBS Group Holdings Ltd | • | • | | • | | | | | | | | • |
| Delta Air Lines Inc | • | | | | • | | | • | | | | |
| Deutsche Bank AG | • | | | • | | | • | • | | • | | • |
| Deutsche Boerse AG | | | | | | | | • | | | | |
| Deutsche Telekom AG | | | | | | | | • | | | | |
| DexCom Inc | | | | | • | • | | • | • | | | |
| Diageo PLC | | | | | | | | • | | | | |
| Dollarama Inc | | | | | • | | | • | | | • | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|--------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Dominion Energy Inc | • | | | | | | • | • | | • | | • |
| DSV A/S | • | | | | • | • | | • | | • | | |
| Duke Energy Corp | • | | • | • | | | • | | | | | • |
| DuPont de Nemours Inc | • | | • | | • | | • | • | • | | • | |
| E.ON SE | • | | | | | | • | • | | • | • | |
| East Japan Railway Co | | | | | | | • | | • | | | |
| eBay Inc | • | | | | | • | | • | • | | | |
| Edison International | • | | | | | | | • | | | | |
| Eli Lilly & Co | | | | | | • | • | • | • | | • | • |
| Enel SpA | • | | | | | | | | | | | |
| Engie SA | • | | | | • | | | | | | | |
| Eni SpA | • | | | | | • | | | | • | | |
| EOG Resources Inc | • | | | | • | • | • | • | | | | |
| Equifax Inc | | | | | | | • | • | | | • | • |
| Equinor ASA | • | | | | | | | | | • | | |
| Estee Lauder Cos Inc/The | • | | | | | | | | | • | | |
| Exelon Corp | • | | | | • | • | | • | | | • | |
| Exxon Mobil Corp | • | | • | • | | | • | | | | | |
| FANUC Corp | • | | | • | | | | | | • | | |
| Fast Retailing Co Ltd | • | | | | | | • | | | | | |
| FedEx Corp | • | | | | • | | • | • | | • | • | • |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|--|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Fidelity National Information Services Inc | | | | | | | | • | | | • | • |
| Fomento Economico Mexicano SAB de CV | | | | | | | • | | • | | | |
| Ford Motor Co | • | | | • | | | • | • | • | • | | |
| Fortum OYJ | | | | | | | | • | | | | |
| Freeport-McMoRan Inc | • | | • | | | • | | • | | | | |
| Fresenius SE & Co KGaA | • | | | | | | • | • | | | | • |
| Gazprom PJSC | • | | | | | | • | | | | | • |
| Geely Automobile Holdings Ltd | • | | | | | | • | | | | | • |
| General Electric Co | • | | | | | • | | • | | | | |
| General Mills Inc | • | | | | • | • | | | | | | |
| General Motors Co | • | | | | • | • | • | • | • | • | • | |
| Gilead Sciences Inc | • | | | • | | • | • | • | | | | |
| GlaxoSmithKline PLC | | | • | • | • | • | | • | | • | | • |
| Glencore PLC | • | | | • | • | • | • | • | | | | • |
| Goldman Sachs Group Inc/The | • | | | • | • | | | • | | • | | • |
| Grupo Financiero Banorte SAB de CV | • | | | | | | • | | | | | • |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|--------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| H & M Hennes & Mauritz AB | • | • | • | | | • | | | | | | • |
| Hana Financial Group Inc | • | | | | | | | • | | | | |
| HeidelbergCement AG | • | | | | • | | • | • | • | | | |
| Heineken NV | • | • | | | • | | • | • | | | | |
| Hitachi Ltd | • | | | | • | • | | | • | | | |
| Holcim Ltd | | | | | | • | • | • | • | | | |
| Home Depot Inc/The | • | | | | • | | | | | | | |
| Hon Hai Precision Industry Co Ltd | • | | | | • | • | • | | • | | | |
| Honda Motor Co Ltd | • | | | | • | • | • | | • | | | |
| Honeywell International Inc | • | | | | | | | • | | | • | |
| Housing Development Finance Corp Ltd | | | | | | | | | | • | | |
| HP Inc | | | | | | | | • | | | | |
| HSBC Holdings PLC | • | | | • | • | | | | | | | • |
| Hyundai Motor Co | • | | • | | • | | • | | | • | | |
| Imperial Brands PLC | | • | | | | • | • | • | | • | | |
| Industria de Diseno Textil SA | | • | | | | • | | • | | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|---|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Industrial & Commercial Bank of China Ltd | • | | | • | • | | • | | | | | |
| ING Groep NV | • | | | | | • | | | | | • | • |
| Inpex Corp | • | | | | • | | | | | | | |
| Intel Corp | | | | | • | | | • | | • | | |
| InterContinental Hotels Group PLC | • | | | | | • | | • | | | | • |
| International Business Machines Corp | • | | | | | • | • | • | | | • | • |
| Itau Unibanco Holding SA | | | | | | | • | | | | | |
| J Sainsbury PLC | • | | | | • | • | • | | | • | • | |
| Japan Tobacco Inc | | • | | | | • | | | • | | | |
| Jardine Matheson Holdings Ltd | • | • | | | | • | • | | | | | |
| JBS SA | • | • | • | | • | | • | | | | | |
| JD.com Inc | • | | • | | • | • | • | | • | | | • |
| Johnson & Johnson | | | | • | | | | • | | • | | |
| JPMorgan Chase & Co | • | | | • | | • | • | • | • | | • | • |
| Kansai Electric Power Co Inc/The | • | • | | • | | | • | • | • | | | |
| Kao Corp | | | | | • | | • | | | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|---------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| KDDI Corp | • | | | | | | • | | | | | |
| Kerry Group PLC | • | | | | • | | | • | | | | |
| Keyence Corp | • | | | | | | • | | | | | |
| Kinder Morgan Inc | • | | | | • | • | • | • | | • | • | |
| Kirin Holdings Co Ltd | | | • | | • | • | | | • | • | | |
| Koninklijke Ahold Delhaize NV | • | | • | | • | • | | • | | | | |
| Kraft Heinz Co/The | • | | | | | | • | • | | | • | |
| Kroger Co/The | • | | | | | | | • | | | | |
| Kuala Lumpur Kepong Bhd | | • | | | • | | • | | | | | |
| Kyocera Corp | • | | | | | | • | • | • | | | • |
| Lennar Corp | • | | | | | | • | • | • | • | • | |
| LG Chem Ltd | • | | | | • | | • | | | | | |
| Linde PLC | | | | | • | | • | • | | | | • |
| Link REIT | | | • | | | • | | | | | | |
| Lloyds Banking Group PLC | • | | | | | | | • | | | • | |
| Lockheed Martin Corp | • | | | | • | | • | • | • | | • | |
| London Stock Exchange Group PLC | | | | | | | | • | | | | |
| LUKOIL PJSC | • | | | | • | | • | | | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|-------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| LVMH Moët Hennessy Louis Vuitton SE | | | | | • | • | • | • | • | | | |
| LyondellBasell Industries NV | • | | • | | • | | | • | | | | |
| Marks & Spencer Group PLC | • | | | | • | | | • | | | | |
| Marsh & McLennan Cos Inc | | | | | | | | • | | • | • | |
| Mastercard Inc | | | | | | • | • | • | | | | |
| Match Group Inc | | | | | | | | • | • | | | |
| McDonald's Corp | | | • | • | • | • | • | • | | | | |
| McKesson Corp | • | | | | • | | • | • | | | | • |
| Medtronic PLC | | | | | • | | • | • | | | | |
| Meituan | | | | | | | • | | • | | | |
| Mercedes-Benz Group AG | • | | | | | | • | | | • | • | |
| Merck & Co Inc | | | • | | | • | • | • | | • | | |
| Meta Platforms Inc | | | | | | • | • | | | • | | • |
| MetLife Inc | • | | | | | | • | • | • | • | | |
| Microchip Technology Inc | | | | | | | • | | | | | |
| Micron Technology Inc | • | • | | | | | • | • | • | | | |
| Microsoft Corp | | | | • | | • | | • | | | • | |

| | Environmental | | | Social and Ethical | | | Governance | | | Strategy, Risk and Communication | | |
|---|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|----------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Mitsubishi Corp | • | • | | | • | | • | | • | | | |
| Mitsubishi UFJ Financial Group Inc | • | • | | | | | | | • | | | • |
| Mizuho Financial Group Inc | • | | | | | | • | • | • | | | |
| MMC Norilsk Nickel PJSC | • | | • | | • | | | | | | | |
| Mondelez International Inc | • | • | | | | • | • | • | | | | |
| Monster Beverage Corp | • | | | | • | | | • | | | • | |
| Morgan Stanley | • | | | | • | | | • | | • | • | |
| Muenchener Rueckversicherungs-Gesellschaft AG in Muenchen | • | | | | | | | | | | | |
| Murata Manufacturing Co Ltd | • | | | | | | • | | • | | | |
| Naspers Ltd | | | | | | | | • | | • | | |
| National Grid PLC | • | | | | | | | • | | • | | • |
| Natwest Group PLC | • | | | • | | | • | | | • | | • |
| Nestle SA | • | | • | | • | • | | • | | | | |
| NetEase Inc | • | | | | | • | • | | | | | |
| Netflix Inc | • | | | | • | | | • | • | | • | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|---|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| New Oriental Education & Technology Group Inc | | | | | | | • | | • | | • | • |
| NextEra Energy Inc | • | | | | | | • | • | | | | • |
| NIKE Inc | • | | | • | • | • | | • | • | | • | |
| Nintendo Co Ltd | | | | | | • | • | | | • | | |
| Nippon Telegraph & Telephone Corp | • | | | | | | • | | | | | |
| Nissan Motor Co Ltd | • | | | | | • | | | | • | | |
| Nomura Holdings Inc | | | | • | | | | | • | | • | • |
| Novartis AG | | • | | • | • | • | • | • | | • | • | • |
| Novo Nordisk A/S | | | • | • | • | • | • | • | • | | | • |
| Nutrien Ltd | • | • | | | • | • | | • | | | | |
| NVIDIA Corp | | | | | | | • | • | | • | | |
| Occidental Petroleum Corp | • | | | | | • | | • | | | | |
| Olympus Corp | • | | | • | | | • | | • | | | |
| Oracle Corp | • | | | | • | | • | | | | | • |
| Orange SA | | | | | | | | • | • | | | |
| ORIX Corp | • | | | | • | | • | | | | | |
| Orsted AS | | | | | • | • | | • | • | | | |
| Palo Alto Networks Inc | • | | | | • | | | • | • | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|---|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Panasonic Corp | • | | | | | • | • | • | | • | | |
| PayPal Holdings Inc | | | | | • | | | | | | | |
| PepsiCo Inc | • | | | • | | • | | • | • | | • | |
| Persimmon PLC | | | | | | | • | | | • | | |
| PetroChina Co Ltd | • | | • | | | • | • | | | | | |
| Petroleo Brasileiro SA | • | | | | | | • | | | | | • |
| Petroleos Mexicanos | • | | | | | | | | | | | • |
| Pfizer Inc | • | | | | • | • | | • | | | • | • |
| Philip Morris International Inc | | | | | | | • | • | | • | | |
| Phillips 66 | • | | | | • | | | • | | | • | |
| Ping An Insurance Group Co of China Ltd | | | | | | • | | | • | | | |
| PNC Financial Services Group Inc/The | • | | | • | • | | • | • | | | | |
| POSCO | • | • | | | | • | • | | | | | • |
| Power Assets Holdings Ltd | • | | | | • | | • | | | | | |
| PPG Industries Inc | • | | • | | • | | • | • | • | | | |
| Procter & Gamble Co/The | | • | | | | | | • | | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|-------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Prudential Financial Inc | • | | | | • | | | • | • | | • | |
| Prudential PLC | • | | | • | • | | • | • | | • | | • |
| Public Service Enterprise Group Inc | | | | | | | • | • | | | | |
| QUALCOMM Inc | | | | | | | | • | | | • | |
| Reckitt Benckiser Group PLC | | | | | | | | • | | | | |
| Reliance Industries Ltd | • | | | | | | • | | | | | |
| Renault SA | • | | | | | • | | | | | | |
| Repsol SA | • | | | | | | • | | • | | • | |
| Rio Tinto PLC | • | | | | | • | • | • | | | | |
| Roche Holding AG | | | | | | | • | • | • | | | |
| Rolls-Royce Holdings PLC | • | | | | • | | | | | | | |
| Royal Bank of Canada | • | | | | • | | • | • | | • | | • |
| RWE AG | • | | | | | | | | | | | |
| salesforce.com Inc | | | | | • | | | • | • | • | | |
| Samsung Electronics Co Ltd | • | | • | | • | • | • | • | | | • | |
| Sanofi | | | | | • | | • | • | | | | |
| SAP SE | | | | | | | • | • | | | | • |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|--------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Sberbank of Russia PJSC | • | | | | | | | | | | | • |
| Schlumberger NV | • | | | | | | • | • | | | | |
| Schneider Electric SE | | | | | | | | • | | | | |
| Seven & i Holdings Co Ltd | • | | • | | • | | • | • | | • | | |
| Severn Trent PLC | | | | | | | • | • | | | | |
| Severstal PAO | • | | | | • | | | | | | | |
| Shell PLC | • | | | • | • | • | | • | | | | |
| Sherwin-Williams Co/The | • | • | • | | | | • | • | | • | • | |
| Shin-Etsu Chemical Co Ltd | | | | | | | • | | • | | | |
| Shinhan Financial Group Co Ltd | | | | • | | | • | | | • | | |
| Siam Cement PCL/The | • | | | | | • | • | | | | | |
| Siemens AG | • | | | | | • | • | • | | • | | |
| Siemens Energy AG | • | | | | • | • | • | • | | | | |
| Sika AG | • | | | | • | | • | | | | • | |
| SK Hynix Inc | • | • | | • | | | • | | | | | |
| Societe Generale SA | • | | | • | • | | | • | | | | |
| SoftBank Group Corp | • | | | | | | • | • | | | | • |
| Sony Group Corp | | | | | • | • | | | | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|---|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Southern Co/The | • | • | | • | • | | • | | | | | |
| SSE PLC | • | | | | | | | • | | | | |
| Standard Chartered PLC | • | | | | | | | | | | | |
| Starbucks Corp | | | | | • | | | • | • | | | |
| State Street Corp | • | | | | • | | | | | • | | |
| Stellantis NV | • | | | | | | | • | | | | |
| Sumitomo Mitsui Financial Group Inc | • | | | | | | • | | • | • | | |
| Suncor Energy Inc | • | | | | | | | • | | • | | |
| Suzuki Motor Corp | • | | | | | • | • | | • | | | |
| Swedbank AB | • | • | | • | | | | | | | | |
| Swire Pacific Ltd | • | | | | • | | • | | | | | |
| Swiss Re AG | • | | | | • | | • | | | | | |
| Taiwan Semiconductor Manufacturing Co Ltd | • | • | | | | | • | | | | | |
| Takeda Pharmaceutical Co Ltd | | | | | | | • | • | | | | |
| Target Corp | | | | | • | | • | • | • | • | | |
| Tatneft PJSC | • | | | | | | | | | | | |
| Telecom Italia SpA/Milano | • | | | | | | • | • | | | | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|--------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Telkom Indonesia Persero Tbk PT | | | | • | | | • | | | | • | • |
| Tencent Holdings Ltd | | | | | • | • | • | | • | | | • |
| Tesco PLC | • | • | • | | • | | | • | | | | |
| Tesla Inc | • | | • | | • | • | • | • | • | | • | • |
| Teva Pharmaceutical Industries Ltd | | | • | | | • | • | • | | • | | |
| Texas Instruments Inc | | | | | | | | • | | | | |
| Thermo Fisher Scientific Inc | | | | | | • | • | • | | | • | |
| TJX Cos Inc/The | | • | | | | • | | • | | | | |
| T-Mobile US Inc | | | | | | | | • | | | | |
| Tokyo Electric Power Co Holdings Inc | • | | | | • | | • | | | • | | |
| Toray Industries Inc | | | | | • | | | | | | | • |
| Toronto-Dominion Bank/The | • | | | | | | | • | • | • | | |
| Toshiba Corp | | | | • | | | • | | • | • | • | |
| TotalEnergies SE | • | | | | | • | • | | | | | |
| Toyota Motor Corp | • | | | | • | • | • | | • | | | • |
| Travelers Cos Inc/The | • | | | • | | | • | • | | • | • | |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|--------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Twitter Inc | | | | | | | | • | | • | | |
| Tyson Foods Inc | • | • | • | • | • | • | | | • | | • | |
| Uber Technologies Inc | • | | | | • | | | • | | • | • | |
| UBS Group AG | • | | | • | | | • | | | | | |
| UniCredit SpA | • | | | | | | | | | • | | |
| Unilever PLC | • | | | | | • | | • | | | | |
| Union Pacific Corp | • | | | | | | • | • | | | | |
| Uni-President Enterprises Corp | | | | | | | • | | | | | |
| United Parcel Service Inc | • | | | | | | • | • | • | | | |
| UnitedHealth Group Inc | | | | • | • | • | • | • | | • | • | • |
| US Bancorp | | | | | | | • | • | | | | |
| Vale SA | • | | • | | | • | • | | | | | • |
| Valero Energy Corp | • | | | • | | | | • | | | • | |
| Verizon Communications Inc | | | | | | | | • | | | | |
| Vestas Wind Systems A/S | | | | | • | | | • | | | | |
| Viatis Inc | | | • | | | | • | • | | | | |
| Vinci SA | • | | | | | | • | • | | | | |
| Visa Inc | • | | | | • | • | | • | • | | | • |

| | Environmental | | | Social and Ethical | | | Governance | | Strategy, Risk and Communication | | | |
|------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
| | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Vodafone Group PLC | | | | | | | | • | | | | |
| Volkswagen AG | • | | | • | | • | • | • | | • | • | • |
| Volvo AB | • | | | | | • | • | • | | | | |
| Vulcan Materials Co | • | | | | • | • | | • | | | | |
| Walgreens Boots Alliance Inc | | • | | • | • | | • | | | | • | • |
| Walmart Inc | • | • | • | | • | | | | • | | | |
| WALT DISNEY CO/THE | • | | | • | • | • | | | • | • | | |
| Waste Management Inc | • | | • | | • | | | • | | • | | |
| Wells Fargo & Co | • | | | • | • | • | • | • | | | | |
| Whitbread PLC | | | • | | • | | | • | | | | |
| WPP PLC | | | | • | • | | • | • | | • | | |
| XPO Logistics Inc | • | | | | • | | • | • | | | • | |
| Yandex NV | | | | | | | • | • | • | • | | • |
| Zoetis Inc | | | • | | • | • | • | • | • | | | |
| Zurich Insurance Group AG | • | | | | | | | • | | | | |



For professional investors only. This is a marketing communication. Hermes Equity Ownership Services Limited (“EOS”) does not carry out any regulated activities. This document is for information purposes only. It pays no regard to any specific investment objectives, financial situation or particular needs of any specific recipient. EOS and Hermes Stewardship North America Inc. (“HSNA”) do not provide investment advice and no action should be taken or omitted to be taken in reliance upon information in this document. Any opinions expressed may change. This document may include a list of clients. Please note that inclusion on this list should not be construed as an endorsement of EOS’ or HSNA’s services. EOS has its registered office at Sixth Floor, 150 Cheapside, London EC2V 6ET. HSNA’s principal office is at 1001 Liberty Avenue, Pittsburgh, PA 15222-3779. Telephone calls may be recorded for training and monitoring purposes.