

Engagement Summary Report Year 2025 - DWS Investment GmbH

The Sustainability and Stewardship Office is a dedicated function within DWS Investment Division and is responsible for the stewardship activities carried out by DWS Investment GmbH.

DWS Investment GmbH conducts engagement activities with companies on behalf of the assets held in portfolios it manages, as well as those managed by DWS Investment S.A., DWS International GmbH, and DWS CH AG, that also includes portfolios, whose portfolio management has been sub-delegation to other entities¹.

Engagement is a core part of our² stewardship approach. We focus on long-term, meaningful dialogue with investee companies to deepen our understanding of their business and financially material risks and opportunities. These interactions can inform our voting decisions and allow us to communicate our expectations directly to the board or management teams and assess how company actions and strategies align with our expectations.

Engagements may be initiated by us or the investee company and are designed to foster long-term relationships with boards and/or management. They address matters that are identified by either party and aim to generate further insights.

We engage with selected investee companies on financially material topics through various channels, including conference calls, written communications, virtual or in-person meetings, and by expressing our view at annual general meetings (AGMs). Engagements may take place multiple times throughout the year and can cover several topics simultaneously, depending on relevance and context.

For further information, please refer to the [DWS Stewardship Statement](#).

This report summarizes our engagement activities from January 1, 2025 to December 31, 2025. The data includes the company's sector³, the specific areas and sub-areas discussed during engagement.



¹ Not in scope of DWS Investment GmbH engagement activities are portfolios whose portfolio management has been sub-delegated from DWS Investment Management Americas, Inc. ("DIMA"), DBX Advisors LLC ("DBX") RREEF Americas L.L.C. ("RREEF") to DWS Investment S.A., DWS Investment GmbH, DWS International GmbH or DWS CH AG

² In this document, references to "we", "us" and "our" are to DWS Investment GmbH, DWS Investment S.A., DWS International GmbH and DWS CH AG as applicable

³ Sectors are defined by the Global Industry Classification Standard (GICS) sector level one breakdown. GICS is a standardized classification system used to sort business entities by sector and industry groups.

Stewardship Engagement Summary Report Year 2025

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
A2A	Italy	Utilities	Environmental; Social	Environmental: Biodiversity; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Health and safety
A2A	Italy	Utilities	Governance	Governance: Executive Compensation
ABB LTD	Switzerland	Industrials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
ABBVIE INC	United States	Health Care	Environmental; Social; Governance	Environmental: Climate change management and disclosure; Social: Human rights; Governance: Board Independence
ACCENTURE PLC CLASS A	Ireland	Information Technology	Governance	Governance: Auditor; Governance: Overboarding
ADANI PORTS AND SPECIAL ECONOMIC ZONE LTD	India	Industrials	Environmental; Social; Governance	Environmental: Biodiversity; Environmental: Specifically Net Zero/Science-based targets; Social: Community relationships; Social: Human rights; Governance: Overboarding
ADECCO GROUP AG	Switzerland	Technology	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Financial: Operations & Financial Performance
ADIDAS AG	Germany	Consumer Discretionary	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: M&A and capital allocation; Financial: Strategy
AES CORP	United States	Utilities	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
AFLAC INC	United States	Financials	Governance	Governance: Board Independence; Governance: Combined CEO/Chair; Governance: Executive Compensation
AGNICO EAGLE MINES LTD	Canada	Materials	Environmental	Environmental: Specifically Net Zero/Science-based targets
AIR PRODUCTS AND CHEMICALS INC	United States	Materials	Environmental	Environmental: Climate change management and disclosure
AIRBUS	Netherlands	Industrials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
AIRBUS	Netherlands	Industrials	Governance	Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation
AKER BP ASA	Norway	Energy	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence; Governance: Executive Compensation
ALCON AG	Switzerland	Health Care	Environmental; Social; Governance; Financial	Environmental: Climate change management and disclosure; Social: Social impact and additionally; Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Strategy
ALIBABA GROUP HOLDING LTD	Hong Kong	Consumer Discretionary	Social	Social: Cyber security and data privacy; Social: Human rights
ALK ABELLO A/S	Denmark	Health Care	Governance	Governance: Board Composition; Governance: Board Diversity; Governance: Executive Compensation; Governance: Overboarding
ALLIANZ	Germany	Financials	Governance	Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Shareholder Rights/Proposals
AMAZON COM INC	United States	Consumer Discretionary	Environmental; Social	Environmental: Climate change management and disclosure; Environmental: Deforestation; Environmental: Water; Social: Labor management
ANDRITZ AG	Austria	Industrials	Environmental; Governance	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
ANGLO AMERICAN PLATINUM LTD	South Africa	Materials	Environmental; Governance	Environmental: Biodiversity; Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Overboarding
ANGLO AMERICAN PLC	United Kingdom	Materials	Environmental; Social	Environmental: Biodiversity; Environmental: Deforestation; Environmental: Specifically Net Zero/Science-based targets; Social: Health and safety; Social: Labor management
ANHEUSER BUSCH INBEV NV	Belgium	Consumer Staples	Governance	Governance: Board Independence; Governance: Executive Compensation; Governance: Violations to the UNGC principles (and OCDE Guidelines)

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
AP MOELLER - MAERSK A/S	Denmark	Industrials	Environmental	Environmental: Blue Economy
AP MOELLER - MAERSK A/S	Denmark	Industrials	Environmental; Social	Environmental: Blue Economy; Environmental: Climate change management and disclosure; Social: Labor management; Social: Supply chain/ contractors
APA Group	Australia	Energy	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Governance: Auditor
ARCADIS NV	Netherlands	Industrials	Environmental	Environmental: Blue Economy
ARCELORMITTAL	Luxembourg	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Grievance Mechanisms
ARCELORMITTAL	Luxembourg	Materials	Environmental; Social; Governance	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Resource consumption/ scarcity; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Health and safety; Social: Human rights; Governance: Board Diversity; Governance: Disclosure in line with TCFD/SASB/EU Taxonomy/ SDGs
ARGENX SE	Netherlands	Health Care	Governance	Governance: Executive Compensation; Governance: Overboarding
ASAHI KASEI CORPORATION	Japan	Materials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Diversity; Governance: Board Independence
ASML HOLDING NV	Netherlands	Information Technology	Environmental; Social	Environmental: Climate change management and disclosure; Environmental: Water; Social: Cyber security and data privacy; Social: Diversity and equal opportunity
ASSA ABLOY CLASS B	Sweden	Industrials	Governance	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding
AURUBIS AG	Germany	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation
AUTODESK INC	United States	Information Technology	Governance	Governance: Executive Compensation; Governance: Overboarding

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
AUTOZONE INC	United States	Consumer Discretionary	Environmental	Environmental: Specifically Net Zero/Science-based targets
B2GOLD CORP	Canada	Materials	Governance	Governance: Auditor; Governance: Overboarding
BANCO SANTANDER SA	Spain	Financials	Governance	Governance: Auditor; Governance: Executive Compensation
BARRICK GOLD CORP	Canada	Materials	Environmental; Social	Environmental: Hazardous Waste/Toxic Emissions; Social: Human rights
BASF N	Germany	Materials	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Financial: Capital Structure; Financial: Strategy
BASF N	Germany	Materials	Environmental; Social; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Social: Gender diversity and equal opportunity; Governance: Executive Compensation
BAYER AG	Germany	Health Care	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Financial: Capital Structure; Financial: Strategy
BAYER AG	Germany	Health Care	Governance	Governance: Board Composition; Governance: Overboarding; Governance: Succession Planning/Refreshment
BAYER AG	Germany	Health Care	Governance	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
BAYERISCHE MOTOREN WERKE AG (BMW AG)	Germany	Consumer Discretionary	Environmental	Environmental: Resource consumption/ scarcity; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water
BAYERISCHE MOTOREN WERKE AG (BMW AG)	Germany	Consumer Discretionary	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
BAYERISCHE MOTOREN WERKE AG (BMW AG)	Germany	Consumer Discretionary	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Shareholder Rights/Proposals; Governance: Succession Planning/Refreshment
BHP GROUP LTD	Australia	Materials	Environmental; Social; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Social: Human rights; Governance: Violations to the UNGC principles (and OCDE Guidelines)

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
BLUESCOPE STEEL LTD	Australia	Materials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
BOSTON SCIENTIFIC CORP	United States	Health Care	Governance	Governance: Board Independence; Governance: Overboarding
BP PLC	United Kingdom	Energy	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition
BROCKHAUS CAPITAL MANAGEMENT N AG	Germany	Information Technology	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Financial: Operations & Financial Performance; Financial: Strategy
BROOKFIELD ASSET MANAGEMENT INC CL	Canada	Financials	Governance	Governance: Auditor; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding
CADELER A/S	Denmark	Construction & Engineering	Environmental	Environmental: Blue Economy
CADENCE DESIGN SYSTEMS INC	United States	Information Technology	Environmental	Environmental: Specifically Net Zero/Science-based targets
Cameco Corporation	Canada	Energy	Governance	Governance: Board Independence
CANADIAN NATIONAL RAILWAY COMPANY	Canada	Industrials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
CANADIAN NATURAL RESOURCES LTD	Canada	Energy	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence; Governance: Overboarding
CAPCOM CO LTD	Japan	Communication Services	Environmental; Social; Governance	Environmental: Specifically Net Zero/Science-based targets; Social: Cyber security and data privacy; Governance: Board Diversity

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
CARLSBERG A/S	Denmark	Consumer Staples	Governance	Governance: Auditor; Governance: Executive Compensation; Governance: Shareholder Rights/Proposals
CASTELLUM AB	Sweden	Real Estate	Governance	Governance: Auditor; Governance: Board Transparency; Governance: Executive Compensation
CATERPILLAR INC	United States	Industrials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Violations to the UNGC principles (and OCDE Guidelines)
CBRE GROUP INC	United States	Real Estate	Governance	Governance: Executive Compensation; Governance: Overboarding
CEMEX SAB DE CV	Mexico	Materials	Environmental; Social; Governance	Environmental: Climate change management and disclosure; Social: Human rights; Governance: Disclosure in line with EU Taxonomy; Governance: Grievance Mechanisms
CEZ AS	Czech Republic	Utilities	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
CF INDUSTRIES HOLDINGS INC	United States	Materials	Environmental	Environmental: Specifically Net Zero/Science-based targets
CHEVRON CORP	United States	Energy	Environmental	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water
CHOCOLADEFABRIKEN LINDT & SPRUENGLI AG	Switzerland	Consumer Staples	Environmental; Social; Governance	Environmental: Deforestation; Environmental: Specifically Net Zero/Science-based targets; Environmental: Supply chain/ contractors; Social: Child labor; Governance: Auditor; Governance: Board Composition; Governance: Board Independence
CHOCOLADEFABRIKEN LINDT & SPRUENGLI AG	Switzerland	Consumer Staples	Governance	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
CLP HOLDINGS LTD	Hong Kong	Utilities	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Board Independence; Governance: Overboarding

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
COCA COLA EUROPEAN PARTNERS PLC	United Kingdom	Consumer Staples	Environmental	Environmental: Blue Economy
COCA-COLA	United States	Consumer Staples	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water
COLES GROUP LTD	Australia	Consumer Staples	Environmental; Governance	Environmental: Biodiversity; Environmental: Water; Governance: Executive Compensation
COLGATE-PALMOLIVE	United States	Consumer Staples	Environmental; Governance	Environmental: Resource consumption/ scarcity; Environmental: Supply chain/ contractors; Governance: Auditor; Governance: Board Independence; Governance: Combined CEO/Chair; Governance: Succession Planning/Refreshment
COMCAST CORPORATION	United States	Communication Services	Governance	Governance: Board Independence; Governance: Overboarding; Governance: Shareholder Rights/Proposals
COMMERZBANK AG	Germany	Financials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
COMMERZBANK AG	Germany	Financials	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: M&A and capital allocation; Financial: Strategy
COMMERZBANK AG	Germany	Financials	Governance; Financial	Governance: Board Composition; Governance: Board Transparency; Governance: Succession Planning/Refreshment; Financial: Operations & Financial Performance; Financial: Strategy
COMPAGNIE DE SAINT GOBAIN SA	France	Industrials	Environmental; Social	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Product/Service Availability and Safety; Social: Supply chain/ contractors
COMPAGNIE DE SAINT GOBAIN SA	France	Industrials	Environmental; Social; Governance	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Human rights; Governance: Lobbying Disclosure
COMPASS GROUP PLC	United Kingdom	Consumer Discretionary	Governance	Governance: Auditor; Governance: Overboarding
CONAGRA BRANDS INC	United States	Consumer Staples	Environmental; Governance	Environmental: Deforestation; Governance: Board Independence; Governance: Overboarding

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
CONTINENTAL AG	Germany	Consumer Discretionary	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure
COVESTRO AG	Germany	Materials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
COVIVIO SA	France	Real Estate	Governance	Governance: Board Independence
CRANSWICK PLC	United Kingdom	Consumer Staples	Environmental	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions
CRH PLC	Ireland	Materials	Environmental	Environmental: Climate change management and disclosure
DAI NIPPON PRINTING CO LTD	Japan	Industrials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Diversity; Governance: Board Independence; Governance: Executive Compensation
DAIMLER AG	Germany	Consumer Discretionary	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Diversity; Governance: Board Transparency; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Strategy
DAIMLER AG	Germany	Consumer Discretionary	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Shareholder Rights/Proposals
DAIMLER TRUCK HOLDING AG	Germany	Industrials	Governance	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
DAIMLER TRUCK HOLDING AG	Germany	Industrials	Governance; Financial	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Shareholder Rights/Proposals; Governance: Succession Planning/Refreshment; Financial: Operations & Financial Performance; Financial: Strategy

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
DANAHER CORPORATION	United States	Health Care	Environmental	Environmental: Climate change management and disclosure
DANONE SA	France	Consumer Staples	Environmental	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water
DARLING INGREDIENTS INC	United States	Consumer Staples	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor
DASSAULT SYSTEMES	France	Information Technology	Governance	Governance: Auditor; Governance: Board Independence; Governance: Executive Compensation
Datadog Inc.	United States	Information Technology	Governance	Governance: Board Independence; Governance: Executive Compensation; Governance: Shareholder Rights/Proposals
DAVIDE CAMPARI MILANO SPA	Italy	Consumer Staples	Environmental; Governance	Environmental: Water; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Shareholder Rights/Proposals
Dell Technologies Inc.	United States	Information Technology	Governance	Governance: Executive Compensation; Governance: Shareholder Rights/Proposals
DEUTSCHE BOERSE AG	Germany	Financials	Governance; Financial	Governance: Board Composition; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Strategy
DEUTSCHE LUFTHANSA AG	Germany	Industrials	Governance	Governance: Board Composition; Governance: Board Transparency; Governance: Overboarding; Governance: Shareholder Rights/Proposals
DEUTSCHE LUFTHANSA AG	Germany	Industrials	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: M&A and capital allocation; Financial: Strategy
DEUTSCHE POST AG	Germany	Industrials	Governance	Governance: Auditor; Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Shareholder Rights/Proposals

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
DEUTSCHE POST AG	Germany	Industrials	Governance; Financial	Governance: Board Composition; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: M&A and capital allocation
DEUTSCHE POST AG	Germany	Industrials	Governance; Financial	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Transparency; Governance: Succession Planning/Refreshment; Financial: Strategy
DEUTSCHE POST AG	Germany	Industrials	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Financial: Strategy
DEUTSCHE TELEKOM AG	Germany	Communication Services	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation
DOLLAR GENERAL CORP	United States	Consumer Staples	Governance	Governance: Executive Compensation
DOLLARAMA GP INC	Canada	Consumer Discretionary	Governance	Governance: Auditor; Governance: Board Composition; Governance: Board Independence
DOMINION ENERGY INC	United States	Utilities	Environmental	Environmental: Specifically Net Zero/Science-based targets
DR ING HC F PORSCHE AG	Germany	Consumer Discretionary	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Shareholder Rights/Proposals; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: Operations & Financial Performance; Financial: Strategy
DSV A/S	Denmark	Industrials	Governance	Governance: Auditor; Governance: Executive Compensation; Governance: Overboarding
E.ON SE	Germany	Utilities	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
EATON CORPORATION PLC	Ireland	Industrials	Environmental	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions
EDENRED SA	France	Financials	Governance	Governance: Executive Compensation; Governance: Overboarding
EDP - ENERGIAS DE PORTUGAL SA	Portugal	Utilities	Environmental	Environmental: Biodiversity; Environmental: Climate change management and disclosure
EDP RENOVAVEIS SA	Spain	Utilities	Environmental	Environmental: Blue Economy
EDP RENOVAVEIS SA	Spain	Utilities	Environmental	Environmental: Blue Economy
EDP RENOVAVEIS SA	Spain	Utilities	Environmental	Environmental: Blue Economy
ELECTRICITE DE FRANCE SA	France	Utilities	Environmental	Environmental: Climate change management and disclosure
ELI LILLY AND COMPANY	United States	Health Care	Environmental	Environmental: Climate change management and disclosure
ELIA GROUP SA	Belgium	Utilities	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Board Independence; Governance: Overboarding
ENBRIDGE INC	Canada	Energy	Environmental; Social	Environmental: Biodiversity; Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Social: Relationship with indigenous Communities
ENDESA SA	Spain	Utilities	Environmental; Social; Governance; Financial	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Water; Social: Health and safety; Governance: Board Independence; Financial: Risk Management
ENEL SPA	Italy	Utilities	Environmental; Social; Governance	Environmental: Biodiversity; Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Health and safety; Governance: Overboarding
ENGIE SA	France	Utilities	Environmental; Social	Environmental: Specifically Net Zero/Science-based targets; Social: Health and safety

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
ENI SPA	Italy	Energy	Environmental; Social; Governance; Financial	Environmental: Biodiversity; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Supply chain/ contractors; Environmental: Water; Social: Health and safety; Social: Human rights; Social: Labor management; Social: Supply chain/ contractors; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Business Ethics (Money Laundering /Bribery/ Corruption etc.); Governance: ESG Oversight; Governance: Executive Compensation; Financial: Capital Structure; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy
ENN ENERGY HOLDINGS LTD	China	Utilities	Governance	Governance: Auditor; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding
EP INFRASTRUCTURE AS	Czech Republic	Utilities	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
EPIROC AB	Sweden	Industrials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence; Governance: Board Transparency
EQT AB	Sweden	Financials	Governance	Governance: Auditor; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding
EQUINOR ASA	Norway	Energy	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
EQUINOR ASA	Norway	Energy	Environmental	Environmental: Specifically Net Zero/Science-based targets
ERICSSON CLASS B	Sweden	Information Technology	Social; Governance	Social: Gender diversity and equal opportunity; Social: Health and safety; Social: Human rights; Social: Supply chain/ contractors; Governance: Board Diversity; Governance: Executive Compensation; Governance: Overboarding; Governance: Shareholder Rights/Proposals
ESB Finance DAC	Ireland	Utilities	Environmental; Financial	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Financial: Capital Structure
ESSILORLUXOTTICA SA	France	Health Care	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Board Composition; Governance: Executive Compensation
ESSITY AB (PUBL)	Sweden	Consumer Staples	Environmental; Governance	Environmental: Resource consumption/ scarcity; Environmental: Specifically Net Zero/Science-based targets; Governance: Overboarding
EVONIK INDUSTRIES AG	Germany	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Resource consumption/ scarcity; Environmental: Specifically Net Zero/Science-based targets; Environmental: Supply chain/ contractors; Environmental: Water; Governance: Disclosure in line with TCFD/SASB/EU Taxonomy/ SDGs; Governance: Executive Compensation

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
EVONIK INDUSTRIES AG	Germany	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
EVONIK INDUSTRIES AG	Germany	Materials	Governance	Governance: Board Transparency; Governance: Executive Compensation
EXPERIAN PLC	Ireland	Industrials	Governance	Governance: Executive Compensation
FASTIGHETS AB BALDER	Sweden	Real Estate	Governance	Governance: Auditor; Governance: Board Independence; Governance: Overboarding; Governance: Shareholder Rights/Proposals
FAURECIA SE	France	Consumer Discretionary	Environmental	Environmental: Specifically Net Zero/Science-based targets
FERRARI NV	Italy	Consumer Discretionary	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Diversity; Governance: Board Independence
FLATEXDEGIRO N AG	Germany	Financials	Governance	Governance: Board Composition; Governance: Board Transparency; Governance: Overboarding
FLATEXDEGIRO N AG	Germany	Financials	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding
FLATEXDEGIRO N AG	Germany	Financials	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Succession Planning/Refreshment; Financial: Strategy
FORD MOTOR COMPANY	United States	Consumer Discretionary	Governance	Governance: Board Independence; Governance: Overboarding; Governance: Shareholder Rights/Proposals
FORTESCUE METALS GROUP LTD.	Australia	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Board Independence
FORTUM OYJ	Finland	Utilities	Environmental	Environmental: Biodiversity; Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water
FREEMPORT-MCMORAN INC	United States	Materials	Environmental; Social	Environmental: Water; Social: Health and safety
FRESENIUS SE & CO KGAA	Germany	Health Care	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Shareholder Rights/Proposals; Governance: Succession Planning/Refreshment; Financial: Dividend Policy; Financial: Operations & Financial Performance; Financial: Strategy

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
FRESENIUS SE & CO KGAA	Germany	Health Care	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Strategy
FUGRO NV	Netherlands	Industrials	Environmental	Environmental: Blue Economy
GARMIN LTD	Switzerland	Consumer Discretionary	Governance	Governance: Board Composition; Governance: Board Independence
GARTNER INC	United States	Information Technology	Governance	Governance: Board Independence; Governance: Executive Compensation
GEA GROUP AG	Germany	Industrials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
GEA GROUP AG	Germany	Industrials	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
GEBERIT AG	Switzerland	Industrials	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
GENERAL DYNAMICS CORP	United States	Industrials	Social; Governance	Social: Human rights; Governance: Board Composition; Governance: Combined CEO/Chair; Governance: Overboarding
GETLINK SE	France	Industrials	Governance	Governance: Auditor; Governance: Board Independence; Governance: Shareholder Rights/Proposals
GFT TECHNOLOGIES AG	Germany	Information Technology	Governance	Governance: Board Composition; Governance: Board Diversity; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
GIVAUDAN SA	Switzerland	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
GLENCORE PLC	Switzerland	Materials	Environmental; Social	Environmental: Biodiversity; Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Human rights; Social: Relationship with indigenous Communities
GRAPHIC PACKAGING HOLDING CO	United States	Industrials	Environmental	Environmental: Blue Economy
GRIFOLS SA	Spain	Health Care	Governance	Governance: Board Independence; Governance: Executive Compensation
H & M HENNES & MAURITZ AB	Sweden	Consumer Discretionary	Governance	Governance: Board Composition; Governance: ESG Oversight; Governance: Executive Compensation

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
HANNOVER RUECK SE	Germany	Financials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence; Governance: Executive Compensation
HANNOVER RUECK SE	Germany	Financials	Governance	Governance: Board Independence; Governance: Executive Compensation
HEINEKEN NV	Netherlands	Consumer Staples	Environmental; Governance	Environmental: Water; Governance: Executive Compensation
HELLENIC TELECOMMUNICATIONS ORGANIZATION S.A. (THE)	Greece	Communication Services	Governance	Governance: Board Independence; Governance: Combined CEO/Chair; Governance: Executive Compensation
HENKEL AG & CO KGAA	Germany	Consumer Staples	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence
HENKEL AG & CO KGAA	Germany	Consumer Staples	Governance	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding
HERMES INTERNATIONAL SCA	France	Consumer Discretionary	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation
HILTON WORLDWIDE HOLDINGS INC	United States	Consumer Discretionary	Governance	Governance: Board Independence; Governance: Executive Compensation
HOME DEPOT INC	United States	Consumer Discretionary	Environmental	Environmental: Specifically Net Zero/Science-based targets
HON HAI PRECISION INDUSTRY CO LTD	Taiwan	Information Technology	Environmental; Social	Environmental: Water; Social: Health and safety; Social: Labor management
HONDA MOTOR CO LTD	Japan	Consumer Discretionary	Environmental; Social; Governance	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Product/Service Availability and Safety; Governance: Executive Compensation
Hornbach Holding KGaA	Germany	Consumer Discretionary	Environmental; Governance	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
Hornbach Holding KGaA	Germany	Consumer Discretionary	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Governance: Board Transparency; Governance: Disclosure in line with TCFD/SASB/EU Taxonomy/SDGs; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Strategy
HOWMET AEROSPACE INC	United States	Industrials	Environmental	Environmental: Climate change management and disclosure
HP PELZER HOLDING GMBH	Germany	Consumer Discretionary	Environmental; Governance	Environmental: Resource consumption/ scarcity; Governance: Shareholder Rights/Proposals
HUGO BOSS N AG	Germany	Consumer Discretionary	Governance	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
HUGO BOSS N AG	Germany	Consumer Discretionary	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: M&A and capital allocation
IBERDROLA SA	Spain	Utilities	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
ILLINOIS TOOL WORKS INC	United States	Industrials	Governance	Governance: Board Independence
IMPALA PLATINUM HOLDINGS LTD	South Africa	Materials	Environmental; Social; Governance	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Specifically Net Zero/Science-based targets; Social: Health and safety; Governance: Executive Compensation; Governance: Overboarding
INFINEON TECHNOLOGIES AG	Germany	Information Technology	Environmental; Social	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Supply chain/ contractors
INFINEON TECHNOLOGIES AG	Germany	Information Technology	Governance	Governance: Executive Compensation
INFINEON TECHNOLOGIES AG	Germany	Information Technology	Governance	Governance: Executive Compensation; Governance: Overboarding
INFRASTRUTTURE WIRELESS ITALIANE SPA	Italy	Communication Services	Governance	Governance: Auditor; Governance: Board Transparency; Governance: Executive Compensation
INPEX CORP	Japan	Energy	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Water; Governance: Executive Compensation
INTERCONTINENTAL EXCHANGE INC	United States	Financials	Governance	Governance: Board Independence; Governance: Overboarding
INTERNATIONAL BUSINESS MACHINES CO	United States	Information Technology	Environmental; Social	Environmental: Specifically Net Zero/Science-based targets; Environmental: Supply chain/ contractors; Social: Human rights
INTERNATIONAL CONSOLIDATED AIRLINES GROUP SA	United Kingdom	Industrials	Environmental; Social; Governance	Environmental: Specifically Net Zero/Science-based targets; Social: Health and safety; Governance: Board Composition
INTESA SANPAOLO SPA	Italy	Financials	Governance	Governance: Executive Compensation

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
IONOS GROUP SE	Germany	Information Technology	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
Ivanhoe Mines Ltd.	Canada	Materials	Environmental; Social; Governance	Environmental: Deforestation; Social: Health and safety; Governance: Auditor; Governance: Overboarding
JENOPTIK N AG	Germany	Information Technology	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
JENOPTIK N AG	Germany	Information Technology	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure
JET2 PLC	United Kingdom	Industrials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Board Diversity; Governance: Board Independence
JFE HOLDINGS INC	Japan	Materials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Diversity; Governance: Board Independence; Governance: Executive Compensation
JM SMUCKER CO	United States	Consumer Staples	Environmental	Environmental: Deforestation
JUNGHEINRICH PREF AG	Germany	Industrials	Environmental	Environmental: Specifically Net Zero/Science-based targets
K+S AG	Germany	Materials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
K+S AG	Germany	Materials	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
KBC GROEP NV	Belgium	Financials	Governance	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding
KERING SA	France	Consumer Discretionary	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation
KLEPIERRE SA	France	Real Estate	Governance	Governance: Board Independence; Governance: Overboarding

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
KONE OYJ	Finland	Industrials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence; Governance: Overboarding
KONECRANES ABP	Finland	Industrials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Executive Compensation; Governance: Overboarding
KONINKLIJKE AHOLD DELHAIZE NV	Netherlands	Consumer Staples	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
KONINKLIJKE PHILIPS NV	Netherlands	Health Care	Environmental; Social	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Social: Product/Service Availability and Safety
LAFARGEHOLCIM LTD	Switzerland	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition
LAFARGEHOLCIM LTD	Switzerland	Materials	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: M&A and capital allocation
LAIR LIQUIDE SA POUR LETUDE ET LEXPLO DES PROCEDES GEORGES CLAUDE SA	France	Materials	Environmental	Environmental: Specifically Net Zero/Science-based targets
LANXESS AG	Germany	Materials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water
LANXESS AG	Germany	Materials	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Financial: Capital Structure
LENNOX INTERNATIONAL INC	United States	Industrials	Governance	Governance: Executive Compensation
LINDE PLC	United Kingdom	Materials	Environmental	Environmental: Climate change management and disclosure
LOEWS CORPORATION	United States	Financials	Governance	Governance: Board Independence; Governance: Executive Compensation

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
LOREAL SA	France	Consumer Staples	Environmental	Environmental: Biodiversity
LVMH MOET HENNESSY LOUIS VUITTON SE	France	Consumer Discretionary	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding
LYONDELLBASELL INDUSTRIES NV	United Kingdom	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence
MEDIATEK INC	Taiwan	Information Technology	Social; Governance	Social: Labor management; Governance: Board Composition; Governance: Board Diversity; Governance: Executive Compensation
MEDTRONIC PLC	Ireland	Health Care	Environmental	Environmental: Climate change management and disclosure
MERCK & CO INC	United States	Health Care	Environmental	Environmental: Biodiversity
MERCK KGAA	Germany	Health Care	Governance	Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding
METRO AG	Germany	Consumer Staples	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding
METTLER-TOLEDO INTERNATIONAL INC	United States	Health Care	Governance	Governance: Board Independence; Governance: Executive Compensation
MICROCHIP TECHNOLOGY INCORPORATED	United States	Information Technology	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Water; Governance: Combined CEO/Chair
MITSUI & CO LTD	Japan	Industrials	Environmental	Environmental: Specifically Net Zero/Science-based targets
MONCLER	Italy	Consumer Discretionary	Governance	Governance: Board Transparency; Governance: Executive Compensation
MONDELEZ INTERNATIONAL INC	United States	Consumer Staples	Environmental; Social	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Social: Child labor
MOODYS CORP	United States	Financials	Governance	Governance: Board Independence; Governance: Overboarding
MOTOROLA SOLUTIONS INC	United States	Information Technology	Environmental	Environmental: Specifically Net Zero/Science-based targets
MOWI	Norway	Consumer Staples	Environmental	Environmental: Blue Economy

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
MOWI	Norway	Consumer Staples	Governance	Governance: Auditor; Governance: Board Composition; Governance: Executive Compensation
MTU AERO ENGINES HOLDING AG	Germany	Industrials	Environmental; Financial	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Financial: Operations & Financial Performance
MUENCHENER RUECKVERSICHERUNGS GESELLSCHAFT AG IN MUENCHEN	Germany	Financials	Governance	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation
MUENCHENER RUECKVERSICHERUNGS GESELLSCHAFT AG IN MUENCHEN	Germany	Financials	Governance; Financial	Governance: Auditor; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Strategy
NATIONAL AUSTRALIA BANK LTD	Australia	Financials	Environmental; Social	Environmental: Specifically Net Zero/Science-based targets; Social: Human rights
NATIONAL GRID PLC	United Kingdom	Utilities	Environmental; Social	Environmental: Biodiversity; Environmental: Specifically Net Zero/Science-based targets; Environmental: Supply chain/ contractors; Social: Health and safety
NESTLE SA	Switzerland	Consumer Staples	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Overboarding; Governance: Succession Planning/Refreshment
NESTLE SA	Switzerland	Consumer Staples	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Succession Planning/Refreshment; Financial: M&A and capital allocation; Financial: Strategy
NESTLE SA	Switzerland	Consumer Staples	Governance; Financial	Governance: Board Independence; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Strategy
NEWMONT CORPORATION	United States	Materials	Environmental	Environmental: Climate change management and disclosure
NEXANS SA	France	Industrials	Environmental	Environmental: Blue Economy
NEXTERA ENERGY INC	United States	Utilities	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
NIPPON STEEL CORP	Japan	Materials	Environmental	Environmental: Specifically Net Zero/Science-based targets
NKT A/S	Denmark	Industrials	Environmental	Environmental: Blue Economy
NORDEX SE	Germany	Industrials	Governance	Governance: Auditor; Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
NORSK HYDRO ASA	Norway	Materials	Environmental; Social; Governance	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Resource consumption/scarcity; Environmental: Specifically Net Zero/Science-based targets; Social: Human rights; Social: Labor management; Governance: Business Ethics (Money Laundering /Bribery/ Corruption etc.); Governance: Executive Compensation
NOVARTIS AG	Switzerland	Health Care	Governance	Governance: Board Composition; Governance: Board Diversity; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment
NOVO NORDISK CLASS B	Denmark	Health Care	Governance	Governance: Board Independence; Governance: Overboarding; Governance: Shareholder Rights/Proposals
NOVOZYMES CLASS B	Denmark	Materials	Governance	Governance: Board Independence; Governance: Overboarding
NUCOR CORP	United States	Materials	Governance	Governance: Overboarding
NUTRIEN LTD	Canada	Materials	Environmental	Environmental: Specifically Net Zero/Science-based targets
OC OERLIKON CORPORATION AG PFAEFFIKON	Switzerland	Industrials	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment
OCEANAGOLD CORP	Canada	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Governance: Auditor; Governance: Board Diversity; Governance: Executive Compensation; Governance: Overboarding
OMV AG	Austria	Energy	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
OPEN TEXT CORP	Canada	Information Technology	Governance	Governance: Auditor; Governance: Board Independence; Governance: Executive Compensation
ORIGIN ENERGY LTD	Australia	Utilities	Environmental; Social; Governance	Environmental: Biodiversity; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Health and safety; Governance: Board Independence; Governance: Overboarding
ORSTED A/S	Denmark	Utilities	Environmental	Environmental: Climate change management and disclosure
P/F BAKKAFROST	Faroe Islands	Consumer Staples	Environmental	Environmental: Blue Economy
PAN AMERICAN SILVER CORP	Canada	Materials	Environmental; Social	Environmental: Deforestation; Environmental: Water; Social: Relationship with indigenous Communities
PANASONIC CORP	Japan	Consumer Discretionary	Environmental	Environmental: Specifically Net Zero/Science-based targets
PARTNERS GROUP HOLDING AG	Switzerland	Financials	Governance; Financial	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Shareholder Rights/Proposals; Financial: Capital Structure; Financial: M&A and capital allocation
PEMBINA PIPELINE CORP	Canada	Energy	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
PEPSICO INC	United States	Consumer Staples	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water
PERNOD RICARD SA	France	Consumer Staples	Governance	Governance: Auditor; Governance: Executive Compensation; Governance: Shareholder Rights/Proposals
PETROLEO BRASILEIRO SA PETROBRAS	Brazil	Energy	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water
PHILIP MORRIS INTERNATIONAL INC	United States	Consumer Staples	Social	Social: Supply chain/ contractors
POLSKI KONCERN NAFTOWY ORLEN SA	Poland	Energy	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
POOL CORPORATION	United States	Consumer Discretionary	Environmental	Environmental: Climate change management and disclosure
POSCO	Korea, Republic of	Materials	Environmental; Social	Environmental: Deforestation; Social: Health and safety; Social: Human rights

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
PROCTER & GAMBLE	United States	Consumer Staples	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Board Independence
QANTAS AIRWAYS LTD	Australia	Industrials	Governance	Governance: Executive Compensation
QIAGEN NV	Netherlands	Health Care	Environmental; Governance	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Water; Governance: Board Diversity; Governance: Board Independence
RECKITT BENCKISER GROUP PLC	United Kingdom	Consumer Staples	Environmental	Environmental: Blue Economy
RECKITT BENCKISER GROUP PLC	United Kingdom	Consumer Staples	Environmental; Social	Environmental: Blue Economy; Environmental: Supply chain/ contractors; Social: Supply chain/ contractors
REGENERON PHARMACEUTICALS INC	United States	Health Care	Governance	Governance: Board Independence; Governance: Combined CEO/Chair; Governance: Overboarding; Governance: Shareholder Rights/Proposals
RELIANCE INDUSTRIES LTD	India	Energy	Environmental; Social	Environmental: Climate change management and disclosure; Environmental: Water; Social: Human rights
RENAULT SA	France	Consumer Discretionary	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
RENAULT SA	France	Consumer Discretionary	Governance	Governance: Board Composition; Governance: Executive Compensation
REPSOL SA	Spain	Energy	Environmental	Environmental: Specifically Net Zero/Science-based targets

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
REPSOL SA	Spain	Energy	Environmental; Social	Environmental: Biodiversity; Environmental: Hazardous Waste/Toxic Emissions; Social: Relationship with indigenous Communities; Social: Social impact and additionally
REPSOL SA	Spain	Energy	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding
REPUBLIC SERVICES INC	United States	Industrials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
REXEL SA	France	Industrials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Overboarding
RHEINMETALL AG	Germany	Industrials	Environmental; Governance	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
RIO TINTO PLC	United Kingdom	Materials	Environmental; Social; Governance	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Resource consumption/scarcity; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Community relationships; Social: Human rights; Social: Labor management; Governance: Business Ethics (Money Laundering /Bribery/ Corruption etc.); Governance: Disclosure in line with EU Taxonomy; Governance: Disclosure in line with TCFD/SASB/EU Taxonomy/ SDGs; Governance: Executive Compensation
RIO TINTO PLC	United Kingdom	Materials	Environmental; Social; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Human rights; Governance: Disclosure in line with TCFD/SASB/EU Taxonomy/ SDGs; Governance: Grievance Mechanisms
ROCHE HOLDING AG	Switzerland	Health Care	Environmental; Social; Governance	Environmental: Specifically Net Zero/Science-based targets; Social: Human rights; Governance: Board Composition; Governance: Executive Compensation
ROCKWOOL INTERNATIONAL CLASS B	Denmark	Industrials	Governance; Financial	Governance: Auditor; Governance: Board Independence; Governance: Executive Compensation; Financial: Capital Structure
ROPER TECHNOLOGIES INC	United States	Information Technology	Governance	Governance: Board Independence
ROYAL CARIBBEAN CRUISES LTD	United States	Consumer Discretionary	Environmental	Environmental: Blue Economy; Environmental: Specifically Net Zero/Science-based targets

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
ROYAL DUTCH SHELL PLC	United Kingdom	Energy	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
ROYAL DUTCH SHELL PLC	United Kingdom	Energy	Environmental	Environmental: Biodiversity; Environmental: Climate change management and disclosure
RWE AG	Germany	Utilities	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
RWE AG	Germany	Utilities	Governance	Governance: Board Composition; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
SAFRAN SA	France	Industrials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Board Independence
SALMAR ASA	Norway	Consumer Staples	Environmental; Social	Environmental: Blue Economy; Social: Human rights
SAMSUNG C&T CORP	Korea, Republic of	Industrials	Environmental	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Specifically Net Zero/Science-based targets
SAMSUNG ELECTRONICS CO LTD	Korea, Republic of	Information Technology	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Governance: ESG Oversight; Governance: Executive Compensation
SANLAM LTD.	South Africa	Financials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence; Governance: Overboarding
SANOFI SA	France	Health Care	Governance	Governance: Executive Compensation; Governance: Violations to the UNGC principles (and OCDE Guidelines)
SANTOS LTD	Australia	Energy	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Governance: Auditor
SAP SE	Germany	Information Technology	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Supply chain/contractors; Governance: Board Composition; Governance: Board Transparency
SAP SE	Germany	Information Technology	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Shareholder Rights/Proposals; Governance: Succession Planning/Refreshment
SAP SE	Germany	Information Technology	Governance; Financial	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Strategy
SCOUT24 N AG	Germany	Communication Services	Governance; Financial	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Capital Structure

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
SCOUT24 N AG	Germany	Communication Services	Governance; Financial	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy
SCREEN HOLDINGS CO LTD	Japan	Information Technology	Governance; Financial	Governance: Board Composition; Financial: Risk Management
SEVEN & I HOLDINGS CO LTD	Japan	Consumer Staples	Governance	Governance: Board Diversity; Governance: Board Independence
SHERWIN-WILLIAMS COMPANY	United States	Materials	Environmental; Governance	Environmental: Biodiversity; Governance: Overboarding
SHIN-ETSU CHEMICAL CO., LTD.	Japan	Materials	Environmental; Governance	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence
SHOPIFY INC	Canada	Information Technology	Governance	Governance: Auditor; Governance: Executive Compensation
SIEMENS AG	Germany	Industrials	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Financial: Operations & Financial Performance; Financial: Strategy
SIEMENS ENERGY	Germany	Industrials	Environmental	Environmental: Blue Economy
SIEMENS ENERGY	Germany	Industrials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation
SIEMENS ENERGY	Germany	Industrials	Environmental; Social	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Social: Human rights
SIEMENS HEALTHINEERS AG	Germany	Health Care	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Succession Planning/ Refreshment

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
SIF HOLDING NV	Netherlands	Industrials	Environmental	Environmental: Blue Economy
SILTRONIC N AG	Germany	Information Technology	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
SINGAPORE AIRLINES LTD	Singapore	Industrials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Overboarding
SIXT	Germany	Industrials	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy
SK HYNIX INC	Korea, Republic of	Information Technology	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Governance: Board Composition; Governance: Executive Compensation
SKYWORKS SOLUTIONS INC.	United States	Information Technology	Governance	Governance: Board Independence
SMURFIT KAPPA GROUP PLC	Ireland	Materials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
SOFTBANK GROUP CORP	Japan	Communication Services	Governance	Governance: Board Diversity; Governance: Board Independence
SOLVAY SA	Belgium	Materials	Environmental	Environmental: Biodiversity; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Specifically Net Zero/Science-based targets
SSAB AB	Sweden	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence
SSE PLC	United Kingdom	Utilities	Environmental	Environmental: Specifically Net Zero/Science-based targets

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
STANDARD BANK GROUP LTD	South Africa	Financials	Governance	Governance: Auditor; Governance: Executive Compensation; Governance: Overboarding
STELLANTIS NV	Netherlands	Consumer Discretionary	Environmental; Social	Environmental: Specifically Net Zero/Science-based targets; Environmental: Supply chain/ contractors; Environmental: Water; Social: Supply chain/ contractors
STELLANTIS NV	Netherlands	Consumer Discretionary	Governance	Governance: Board Composition; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
STOREBRAND ASA	Norway	Financials	Governance	Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding
SUMITOMO CORP	Japan	Industrials	Environmental; Governance	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Succession Planning/Refreshment
SUSS MicroTec SE	Germany	Technology	Environmental; Governance	Environmental: Resource consumption/ scarcity; Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation
SWISS RE AG	Switzerland	Financials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Diversity; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
SYMRISE AG	Germany	Materials	Governance	Governance: Overboarding; Governance: Succession Planning/Refreshment
TAG IMMOBILIEN AG	Germany	Real Estate	Governance	Governance: Board Transparency; Governance: Executive Compensation
TAG IMMOBILIEN AG	Germany	Real Estate	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Financial: Capital Structure; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy
TAIWAN SEMICONDUCTOR MANUFACTURING	Taiwan	Information Technology	Environmental	Environmental: Specifically Net Zero/Science-based targets
TAKEDA PHARMACEUTICAL CO LTD	Japan	Health Care	Environmental; Governance	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Water; Governance: Board Diversity
TATA STEEL LTD	India	Materials	Environmental	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water
TECK RESOURCES LTD	Canada	Materials	Environmental; Social	Environmental: Biodiversity; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Relationship with indigenous Communities

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
TERNA RETE ELETTRICA NAZIONALE SPA	Italy	Utilities	Environmental; Social	Environmental: Biodiversity; Environmental: Specifically Net Zero/Science-based targets; Social: Health and safety; Social: Supply chain/ contractors
TETRA TECH INC	United States	Technology	Environmental	Environmental: Blue Economy
TEVA PHARMACEUTICAL FINANCE NETHERLANDS II BV	Israel	Health Care	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Resource consumption/ scarcity; Environmental: Specifically Net Zero/Science-based targets; Environmental: Supply chain/ contractors; Environmental: Water; Governance: Auditor; Governance: Business Ethics (Money Laundering /Bribery/ Corruption etc); Governance: Executive Compensation; Governance: Overboarding
TEXAS INSTRUMENTS INC	United States	Information Technology	Environmental	Environmental: Specifically Net Zero/Science-based targets
THE HERSHEY COMPANY	United States	Consumer Staples	Governance	Governance: Board Independence; Governance: Shareholder Rights/Proposals
THE KANSAI ELECTRIC POWER CO INC	Japan	Utilities	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Diversity; Governance: Board Independence
THYSSENKRUPP AG	Germany	Materials	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Board Transparency; Governance: Executive Compensation
THYSSENKRUPP AG	Germany	Materials	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Governance: Board Transparency; Governance: Shareholder Rights/Proposals; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy
THYSSENKRUPP AG	Germany	Materials	Governance; Financial	Governance: Board Composition; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Strategy
THYSSENKRUPP AG	Germany	Materials	Governance; Financial	Governance: Board Composition; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Operations & Financial Performance; Financial: Strategy
THYSSENKRUPP AG	Germany	Materials	Governance; Financial	Governance: Board Composition; Governance: Board Transparency; Governance: Shareholder Rights/Proposals; Financial: Capital Structure; Financial: M&A and capital allocation

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
THYSSENKRUPP AG	Germany	Materials	Governance; Financial	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Shareholder Rights/Proposals; Financial: Strategy
THYSSENKRUPP AG	Germany	Materials	Governance; Financial	Governance: Board Composition; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Operations & Financial Performance; Financial: Strategy
TOKIO MARINE HOLDINGS INC	Japan	Financials	Governance	Governance: Board Diversity
TOKYO GAS CO. LTD.	Japan	Utilities	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Water; Governance: Auditor; Governance: Board Diversity
TOTAL SA	France	Energy	Environmental; Governance	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Overboarding
TOTAL SA	France	Energy	Environmental; Social; Governance	Environmental: Biodiversity; Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Social: Human rights; Governance: Board Composition; Governance: Combined CEO/Chair
TOTAL SA	France	Energy	Social; Governance	Social: Human rights; Governance: Auditor; Governance: Board Composition; Governance: Executive Compensation
TOYOTA INDUSTRIES CORPORATION	Japan	Industrials	Environmental; Governance	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Water; Governance: Board Diversity; Governance: Board Independence
TOYOTA MOTOR CORP	Japan	Consumer Discretionary	Environmental; Social	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Social: Product/Service Availability and Safety
TRELLEBORG AB	Sweden	Industrials	Governance	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding; Governance: Shareholder Rights/Proposals
TRIMBLE INC	United States	Information Technology	Governance	Governance: Board Independence; Governance: Overboarding
TRUECALLER AB	Sweden	Information Technology	Governance	Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation
TRYG A/S	Denmark	Financials	Governance	Governance: Board Transparency

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
TUI AG	Germany	Consumer Discretionary	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation; Financial: Capital Structure
TUI AG	Germany	Consumer Discretionary	Governance; Financial	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure
UBER TECHNOLOGIES INC	United States	Industrials	Social	Social: Health and safety
UBS GROUP AG	Switzerland	Financials	Environmental; Governance	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment
ULTRATECH CEMENT LTD	India	Materials	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
UNIBAIL-RODAMCO-WESTFIELD SE	France	Real Estate	Governance	Governance: Auditor
UNILEVER PLC	United Kingdom	Consumer Staples	Environmental	Environmental: Deforestation; Environmental: Specifically Net Zero/Science-based targets
UNILEVER PLC	United Kingdom	Consumer Staples	Governance	Governance: Executive Compensation
UNION PACIFIC CORP	United States	Industrials	Environmental	Environmental: Specifically Net Zero/Science-based targets
UNIVERSAL MUSIC GROUP BV	Netherlands	Communication Services	Governance	Governance: Board Independence; Governance: Executive Compensation
UPM-KYMMENE	Finland	Materials	Environmental	Environmental: Specifically Net Zero/Science-based targets
VALE SA	Brazil	Materials	Social	Social: Health and safety; Social: Human rights
VEOLIA ENVIRONNEMENT SA	France	Utilities	Environmental; Governance	Environmental: Biodiversity; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Governance: Board Diversity; Governance: Board Independence; Governance: Executive Compensation
VERBUND AG	Austria	Utilities	Environmental	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
VERISK ANALYTICS INC	United States	Industrials	Governance	Governance: Board Independence
VERIZON COMMUNICATIONS INC	United States	Communication Services	Governance	Governance: Board Independence; Governance: Overboarding
VERTEX PHARMACEUTICALS INC	United States	Health Care	Environmental	Environmental: Specifically Net Zero/Science-based targets
VESTAS WIND SYSTEMS	Denmark	Industrials	Environmental	Environmental: Blue Economy
VINCI SA	France	Industrials	Environmental	Environmental: Specifically Net Zero/Science-based targets
VIVENDI SA	France	Communication Services	Governance	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding
VOLKSWAGEN AG	Germany	Consumer Discretionary	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Executive Compensation
VOLKSWAGEN AG	Germany	Consumer Discretionary	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Dividend Policy
VOLKSWAGEN AG	Germany	Consumer Discretionary	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Shareholder Rights/Proposals; Financial: Operations & Financial Performance; Financial: Strategy
VOLVO AB	Sweden	Industrials	Governance	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
VOLVO AB	Sweden	Industrials	Governance	Governance: Executive Compensation
VONOVIA SE	Germany	Real Estate	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment
VONOVIA SE	Germany	Real Estate	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Shareholder Rights/Proposals; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy
WASTE CONNECTIONS INC	United States	Industrials	Environmental	Environmental: Blue Economy
WASTE CONNECTIONS INC	United States	Industrials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence; Governance: Executive Compensation
WASTE MANAGEMENT INC	United States	Industrials	Environmental	Environmental: Climate change management and disclosure
WEC ENERGY GROUP INC	United States	Utilities	Environmental	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets
WESFARMERS LTD	Australia	Consumer Discretionary	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Water; Governance: Auditor
WIENERBERGER AG	Austria	Materials	Environmental; Governance	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment
WOODSIDE PETE LTD	Australia	Energy	Environmental	Environmental: Biodiversity; Environmental: Climate change management and disclosure; Environmental: Deforestation
XIAOMI CORP	China	Information Technology	Governance	Governance: Board Composition; Governance: Board Independence; Governance: Combined CEO/Chair; Governance: Overboarding
YARA INTERNATIONAL	Norway	Materials	Governance	Governance: Auditor; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding
YUM! BRANDS INC.	United States	Consumer Discretionary	Environmental	Environmental: Biodiversity; Environmental: Deforestation

Investee Company	Country	Sector	Area of Engagement	Sub-Area of Engagement
ZALANDO	Germany	Consumer Discretionary	Governance; Financial	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: M&A and capital allocation
ZEBRA TECHNOLOGIES CORPORATION	United States	Information Technology	Governance	Governance: Board Independence
ZIMMER BIOMET HOLDINGS INC	United States	Health Care	Governance	Governance: Combined CEO/Chair
ZURICH INSURANCE GROUP AG	Switzerland	Financials	Environmental; Governance; Financial	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Financial: Strategy

Imprint

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Publication
Published on March 2026