Engagement Summary Report Q3 2026 - 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 entities[1].

Engagement is a core part of our[2] 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, 2026 to September 30, 2026. The data includes the company's sector[3], the specific areas and sub-areas discussed during engagement.

325
Total Engagements

259
Individual Investee Companies Engaged

Engagements by Sector
Industrials: 66
Materials: 60
Consumer Discretionary: 55
Financials: 29
Utilities: 26
Others: 89

Engagements by Region
Europe, Middle East and Africa: 214
USA: 39
Asia-Pacific: 51
Americas excluding USA: 21

[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.

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Stewardship Engagement Summary Report Q3 2026

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
3M	United States	Industrials	Environmental; Governance	Environmental: Hazardous Waste/Toxic Emissions; Governance: ESG Oversight
AB SKF	Sweden	Industrials	Governance	Governance: Board Diversity; Governance: Board Independence; Governance: Overboarding;
ABB LTD	Switzerland	Industrials	Social; Governance; Financial;	Social: Cyber security and data privacy; Social: Diversity and equal opportunity; Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance;
ACCOR SA	France	Consumer Discretionary	Governance;	Governance: Board Composition; Governance: Board Transparency;
ADECCO GROUP AG	Switzerland	Industrials	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Strategy;
ADIDAS AG	Germany	Consumer Discretionary	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment;
AIA GROUP LTD	Hong Kong	Financials	Governance;	Governance: Overboarding;
AIRBUS	Netherlands	Industrials	Environmental; Governance;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Executive Compensation; Governance: Succession Planning/Refreshment;
ALIBABA GROUP HOLDING LTD	Hong Kong	Consumer Discretionary	Environmental; Financial;	Environmental: Resource consumption/ scarcity; Environmental: Water; Financial: Risk Management; Financial: Strategy;
ALLIANZ	Germany	Financials	Governance; Financial;	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Dividend Policy; Financial: Strategy;

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Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
ALLIANZ	Germany	Financials	Governance; Financial;	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: Operations & Financial Performance; Financial: Strategy;
ALLIANZ	Germany	Financials	Governance; Financial;	Governance: ESG Oversight; Financial: Risk Management; Financial: Strategy;
AMAZON COM INC	United States	Consumer Discretionary	Environmental; Social;	Environmental: Water; Social: Labor management;
AMERICA MOVIL SAB DE CV	Mexico	Communication Services	Environmental;	Environmental: Climate change management and disclosure;
AMERICAN ELECTRIC POWER COMPANY INC.	United States	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
ANGLO AMERICAN PLC	United Kingdom	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
ANHEUSER BUSCH INBEV NV	Belgium	Consumer Staples	Social; Governance;	Social: Human rights; Social: Supply chain/ contractors; Governance: Executive Compensation;
ANTA SPORTS PRODUCTS LTD	China	Consumer Discretionary	Environmental; Social; Governance;	Environmental: Climate change management and disclosure; Social: Human rights; Governance: Auditor;
AP MOELLER - MAERSK A/S	Denmark	Industrials	Environmental;	Environmental: Blue Economy;
APTIV PLC	Ireland	Consumer Discretionary	Social;	Social: Human rights; Social: Supply chain/ contractors;
ARCELORMITTAL	Luxembourg	Materials	Environmental; Governance;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Lobbying Disclosure;
ARCELORMITTAL	Luxembourg	Materials	Governance;	Governance: Disclosure in line with TCFD/SASB/EU Taxonomy/ SDGs; Governance: Shareholder Rights/Proposals;
ARGENX SE	Netherlands	Health Care	Governance; Financial;	Governance: ESG Oversight; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
ASML HOLDING NV	Netherlands	Information Technology	Environmental; Social; Governance;	Environmental: Climate change management and disclosure; Environmental: Supply chain/ contractors; Environmental: Water; Social: Cyber security and data privacy; Social: Diversity and equal opportunity; Governance: ESG Oversight; Governance: Executive Compensation;
ASSA ABLOY CLASS B	Sweden	Industrials	Governance;	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding;

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Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
ASSOCIATED BRITISH FOODS PLC	United Kingdom	Consumer Staples	Governance;	Governance: Auditor; Governance: Overboarding;
ATLAS COPCO	Sweden	Industrials	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Overboarding;
AURUBIS AG	Germany	Materials	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment;
AXA SA	France	Financials	Governance; Financial;	Governance: ESG Oversight; Governance: Shareholder Rights/Proposals; Financial: Risk Management; Financial: Strategy;
BAIDU INC	China	Communication Services	Environmental; Governance; Financial;	Environmental: Climate change management and disclosure; Environmental: Water; Governance: ESG Oversight; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
BARRICK GOLD CORP	Canada	Materials	Environmental; Social; Governance;	Environmental: Hazardous Waste/Toxic Emissions; Social: Community relationships; Social: Supply chain/ contractors; Governance: Grievance Mechanisms;
BASF N	Germany	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Resource consumption/ scarcity; Environmental: Specifically Net Zero/Science-based targets;
BAYER AG	Germany	Health Care	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Succession Planning/Refreshment; Financial: Strategy;
BAYER AG	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: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
BAYER AG	Germany	Health Care	Governance; Financial;	Governance: ESG Oversight; Financial: Risk Management; Financial: Strategy;
BAYER AG	Germany	Health Care	Environmental; Financial;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Financial: M&A and capital allocation;
BAYER AG	Germany	Health Care	Environmental; Social; Governance;	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Resource consumption/ scarcity; Social: Health and safety; Social: Product/Service Availability and Safety; Governance: Violations to the UNGC principles (and OECD Guidelines);
BAYERISCHE MOTOREN WERKE AG (BMW AG)	Germany	Consumer Discretionary	Governance;	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment;

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
BAYERISCHE MOTOREN WERKE AG (BMW AG)	Germany	Consumer Discretionary	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: Operations & Financial Performance; Financial: Strategy;
BAYERISCHE MOTOREN WERKE AG (BMW AG)	Germany	Consumer Discretionary	Environmental;	Environmental: Climate change management and disclosure; Environmental: Resource consumption/ scarcity; Environmental: Specifically Net Zero/Science-based targets;
BDO UNIBANK INC	Philippines	Financials	Governance;	Governance: Auditor;
BHP GROUP LTD	Australia	Materials	Environmental; Governance;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: ESG Oversight; Governance: Lobbying Disclosure;
BHP GROUP LTD	Australia	Materials	Environmental; Governance;	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Water; Governance: Disclosure in line with TCFD/SASB/EU Taxonomy/ SDGs;
BOMBARDIER INC	Canada	Industrials	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Board Transparency;
BP PLC	United Kingdom	Energy	Environmental; Governance;	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Shareholder Rights/Proposals;
BRENNTAG AG	Germany	Industrials	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment;
BROOKFIELD ASSET MANAGEMENT INC CL	Canada	Financials	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding;
BROWN & BROWN INC	United States	Financials	Governance;	Governance: Board Independence; Governance: Executive Compensation;
CANADIAN NATIONAL RAILWAY COMPANY	Canada	Industrials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
CAPCOM CO LTD	Japan	Communication Services	Governance;	Governance: Board Diversity;
CARLSBERG A/S	Denmark	Consumer Staples	Social;	Social: Human rights; Social: Supply chain/ contractors;
CCR SA	Brazil	Industrials	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency;
CEMEX SAB DE CV	Mexico	Materials	Environmental; Governance;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Disclosure in line with TCFD/SASB/EU Taxonomy/ SDGs; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Lobbying Disclosure;

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
CGI INC.	Canada	Information Technology	Governance;	Governance: Executive Compensation; Governance: Overboarding;
CHEVRON CORP	United States	Energy	Environmental; Social;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Social: Human rights;
CHINA HONGQIAO GROUP LIMITED	China	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
CISCO SYSTEMS INC	United States	Information Technology	Social;	Social: Human rights; Social: Supply chain/ contractors;
CMS ENERGY CORP	United States	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
COLGATE-PALMOLIVE	United States	Consumer Staples	Governance;	Governance: Board Independence; Governance: Combined CEO/Chair; Governance: Overboarding;
COMMERZBANK AG	Germany	Financials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
COMPAGNIE DE SAINT GOBAIN SA	France	Industrials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
CONTINENTAL AG	Germany	Consumer Discretionary	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: M&A and capital allocation; Financial: Risk Management; Financial: Strategy;
CONTINENTAL AG	Germany	Consumer Discretionary	Environmental; Governance; Financial;	Environmental: Supply chain/ contractors; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
CONTINENTAL AG	Germany	Consumer Discretionary	Governance; Financial;	Governance: ESG Oversight; Financial: M&A and capital allocation; Financial: Risk Management; Financial: Strategy;
CONTINENTAL AG	Germany	Consumer Discretionary	Environmental; Governance; Financial;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Board Composition; Governance: Board Independence; Governance: Disclosure in line with TCFD; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: M&A and capital allocation; Financial: Strategy;
CREDIT AGRICOLE SA	France	Financials	Governance;	Governance: Auditor; Governance: Executive Compensation;

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
CRH PLC	Ireland	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
DAIMLER TRUCK HOLDING AG	Germany	Industrials	Governance; Financial;	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure;
DAIMLER TRUCK HOLDING AG	Germany	Industrials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy;
DEERE & CO	United States	Industrials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions;
DELL TECHNOLOGIES INC.	United States	Information Technology	Social;	Social: Human rights; Social: Supply chain/ contractors;
DEUTSCHE LUFTHANSA AG	Germany	Industrials	Governance;	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding;
DEUTSCHE LUFTHANSA AG	Germany	Industrials	Social; Governance; Financial;	Social: Labor management; Governance: Board Composition; Governance: Board Independence; Governance: Business Ethics (Money Laundering /Bribery/ Corruption etc); Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
DEUTSCHE LUFTHANSA AG	Germany	Industrials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
DEUTSCHE POST AG	Germany	Industrials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Business Ethics (Money Laundering /Bribery/ Corruption etc); Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Risk Management;
DEUTSCHE POST AG	Germany	Industrials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
DEUTSCHE POST AG	Germany	Industrials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
DEUTSCHE TELEKOM AG	Germany	Communication Services	Governance;	Governance: Board Independence; Governance: Overboarding; Governance: Succession Planning/Refreshment;

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
DEUTZ AG	Germany	Industrials	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Shareholder Rights/Proposals; Governance: Succession Planning/Refreshment;
DOLLARAMA GP INC	Canada	Consumer Discretionary	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Board Transparency;
DOW INC	United States	Materials	Environmental;	Environmental: Climate change management and disclosure; 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: Combined CEO/Chair; Governance: Executive Compensation; Governance: Overboarding; Governance: Shareholder Rights/Proposals; Governance: Succession Planning/Refreshment; Financial: Dividend Policy; Financial: Operations & Financial Performance; Financial: Strategy;
DUKE ENERGY CORP	United States	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
DUPONT DE NEMOURS INC	United States	Materials	Social;	Social: Human rights;
DUPONT DE NEMOURS INC	United States	Materials	Environmental; Governance;	Environmental: Hazardous Waste/Toxic Emissions; Governance: ESG Oversight;
E.ON SE	Germany	Utilities	Governance;	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment;
E.ON SE	Germany	Utilities	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
E.ON SE	Germany	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
ELECTRICITE DE FRANCE SA	France	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
EMBRAER SA	Brazil	Industrials	Governance;	Governance: Board Composition; Governance: Board Transparency; Governance: Overboarding;
ENBW ENERGIE BADEN WUERTTEMBERG AG	Germany	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
ENEL SPA	Italy	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;

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Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
ENEL SPA	Italy	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
ENI SPA	Italy	Energy	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 Independence; Governance: Executive Compensation; Governance: Overboarding;
ERAMET SA	France	Materials	Governance;	Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Shareholder Rights/Proposals;
ERICSSON CLASS B	Sweden	Information Technology	Governance;	Governance: Board Diversity; Governance: Overboarding;
EVONIK INDUSTRIES AG	Germany	Materials	Governance;	Governance: Executive Compensation;
EVOTEC SE	Germany	Health Care	Governance;	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment;
EXXON MOBIL CORP	United States	Energy	Governance;	Governance: Shareholder Rights/Proposals;
EXXON MOBIL CORP	United States	Energy	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water;
FALABELLA SA	Chile	Consumer Discretionary	Social; Governance;	Social: Human rights; Social: Supply chain/ contractors; Governance: Executive Compensation;
FAURECIA SE	France	Consumer Discretionary	Environmental;	Environmental: Specifically Net Zero/Science-based targets;
FERRARI NV	Italy	Consumer Discretionary	Governance;	Governance: Board Diversity; Governance: Board Independence; Governance: Overboarding; Governance: Succession Planning/Refreshment;
FIRST SOLAR INC	United States	Information Technology	Environmental; Social; Governance;	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Supply chain/ contractors; Governance: Executive Compensation; Social: Supply Chain;
FLATEXDEGIRO N AG	Germany	Financials	Governance; Financial;	Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation; Financial: Capital Structure;

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
FLATEXDEGIRO N AG	Germany	Financials	Governance; Financial;	Governance: Board Transparency; Governance: Business Ethics (Money Laundering /Bribery/ Corruption etc); Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure;
FRESENIUS SE & CO KGAA	Germany	Health Care	Governance; Financial;	Governance: Board Composition; Governance: Combined CEO/Chair; Governance: Executive Compensation; Governance: Overboarding; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy;
GEA GROUP AG	Germany	Industrials	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Strategy;
GENERAL MOTORS CO	United States	Consumer Discretionary	Social;	Social: Human rights; Social: Supply chain/ contractors;
GENMAB A/S	Denmark	Health Care	Governance;	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding;
GILDAN ACTIVEWEAR INC.	Canada	Consumer Discretionary	Social;	Social: Human rights; Social: Supply chain/ contractors;
GILEAD SCIENCES INC	United States	Health Care	Governance;	Governance: Auditor; Governance: Overboarding;
GIVAUDAN SA	Switzerland	Materials	Governance;	Governance: Auditor; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment;
GJENSIDIGE FORSIKRING	Norway	Financials	Governance;	Governance: Executive Compensation; Governance: Overboarding;
GLENCORE PLC	Switzerland	Materials	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
GRUPO BIMBO SAB DE CV	Mexico	Consumer Staples	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency;
HANNOVER RUECK SE	Germany	Financials	Governance;	Governance: Board Independence; Governance: Executive Compensation;
HEIDELBERGCEMENT AG	Germany	Materials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Operations & Financial Performance;
HEIDELBERGCEMENT AG	Germany	Materials	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
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	Governance;	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Executive Compensation; Governance: Succession Planning/Refreshment;
HENKEL AG & CO KGAA	Germany	Consumer Staples	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy;
HERMES INTERNATIONAL SCA	France	Consumer Discretionary	Governance;	Governance: Auditor; Governance: Board Transparency;
HITACHI LTD	Japan	Industrials	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
HONDA MOTOR CO LTD	Japan	Consumer Discretionary	Environmental; Social;	Environmental: Climate change management and disclosure; Environmental: Resource consumption/ scarcity; Social: Supply chain/ contractors;
HONG KONG & CHINA GAS CO LTD	Hong Kong	Utilities	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: Auditor; Governance: Board Diversity; Governance: Board Independence; Governance: Overboarding;
HORNBACH HOLDING KGAA	Germany	Consumer Discretionary	Governance;	Governance: Auditor; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment;
HP PELZER HOLDING GMBH	Germany	Consumer Discretionary	Environmental; Governance;	Environmental: Resource consumption/ scarcity; Governance: Shareholder Rights/Proposals;
HSBC HOLDINGS PLC	United Kingdom	Financials	Governance; Financial;	Governance: ESG Oversight; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
HSBC HOLDINGS PLC	United Kingdom	Financials	Governance; Financial;	Governance: Auditor; Financial: M&A and capital allocation;
HUBBELL INC	United States	Industrials	Environmental;	Environmental: Supply chain/ contractors;
HUGO BOSS N AG	Germany	Consumer Discretionary	Governance; Financial;	Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Strategy;
HUGO BOSS N AG	Germany	Consumer Discretionary	Governance; Financial;	Governance: Shareholder Rights/Proposals; Financial: Dividend Policy; Financial: Operations & Financial Performance; Financial: Strategy;

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HUGO BOSS N AG	Germany	Consumer Discretionary	Governance; Financial;	Governance: Board Composition; Governance: Executive Compensation; Financial: Operations & Financial Performance; Financial: Strategy;
HYUNDAI MOTOR	Korea, Republic of	Consumer Discretionary	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
IBERDROLA SA	Spain	Utilities	Governance;	Governance: Executive Compensation;
IBERDROLA SA	Spain	Utilities	Environmental; Governance;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Lobbying Disclosure;
IBERDROLA SA	Spain	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
IMPALA PLATINUM HOLDINGS LTD	South Africa	Materials	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
IMPLENIA AG	Switzerland	Industrials	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Operations & Financial Performance; Financial: Strategy;
INDUSTRIVARDEN AB	Sweden	Financials	Governance;	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding;
INFINEON TECHNOLOGIES AG	Germany	Information Technology	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy;
INFINEON TECHNOLOGIES AG	Germany	Information Technology	Environmental; Social;	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Supply chain/ contractors;
INTEL CORPORATION	United States	Information Technology	Social;	Social: Human rights; Social: Supply chain/ contractors;
INVESTMENT AB LATOUR	Sweden	Industrials	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding;
INVESTOR AB	Sweden	Financials	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Overboarding;
ITOCHU CORPORATION	Japan	Industrials	Governance;	Governance: Board Diversity; Governance: Board Independence;
JAPAN TOBACCO INC	Japan	Consumer Staples	Governance;	Governance: Board Diversity;

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Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
JENOPTIK N AG	Germany	Information Technology	Governance; Financial;	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Strategy;
JFE HOLDINGS INC	Japan	Materials	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
K+S AG	Germany	Materials	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure;
K+S AG	Germany	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
KERING SA	France	Consumer Discretionary	Social;	Social: Human rights; Social: Supply chain/ contractors;
KINROSS GOLD CORP	Canada	Materials	Governance;	Governance: Auditor; Governance: Board Diversity;
KONE OYJ	Finland	Industrials	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: Board Independence; Governance: Overboarding;
KONINKLIJKE AHOLD DELHAIZE NV	Netherlands	Consumer Staples	Environmental; Governance; Financial;	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Governance: ESG Oversight; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
KONINKLIJKE PHILIPS NV	Netherlands	Health Care	Social; Governance;	Social: Product/Service Availability and Safety; Governance: Board Composition;
KRAFT HEINZ	United States	Consumer Staples	Environmental; Social;	Environmental: Deforestation; Social: Human rights; Social: Supply chain/ contractors;
LAFARGEHOLCIM LTD	Switzerland	Materials	Environmental; Governance;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Governance: Board Transparency;
LAIR LIQUIDE SA POUR LETUDE ET LEXPLO DES PROCEDES GEORGES CLAUDE SA	France	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
LANXESS AG	Germany	Materials	Governance; Financial;	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure;
LANXESS AG	Germany	Materials	Governance;	Governance: Executive Compensation; Governance: Shareholder Rights/Proposals;

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
LG CHEM LTD	Korea, Republic of	Materials	Environmental;	Environmental: Biodiversity;
LG CHEM LTD	Korea, Republic of	Materials	Environmental; Governance;	Environmental: Biodiversity; Governance: ESG Oversight;
LINDE PLC	United Kingdom	Materials	Environmental; Governance;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Disclosure in line with TCFD/SASB/EU Taxonomy/ SDGs; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Lobbying Disclosure;
LINDE PLC	United Kingdom	Materials	Governance;	Governance: Auditor;
LOBLAW COMPANIES LIMITED	Canada	Consumer Staples	Governance;	Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding;
LOCALIZA RENT A CAR SA	Brazil	Industrials	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation;
LOREAL SA	France	Consumer Staples	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Overboarding;
LVMH MOET HENNESSY LOUIS VUITTON SE	France	Consumer Discretionary	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: Lobbying Disclosure;
LYONDELLBASELL INDUSTRIES NV	United Kingdom	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
MAHINDRA AND MAHINDRA LTD	India	Consumer Discretionary	Social; Governance;	Social: Human rights; Social: Supply chain/ contractors; Governance: Executive Compensation;
MAKITA CORP	Japan	Industrials	Governance;	Governance: Board Diversity; Governance: Board Independence;
MARATHON PETROLEUM CORP	United States	Energy	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
MERCADOLIBRE INC	Uruguay	Consumer Discretionary	Governance; Financial;	Governance: ESG Oversight; Financial: M&A and capital allocation; Financial: Risk Management; Financial: Strategy;
MERCEDES-BENZ GROUP AG (DAIMLER AG)	Germany	Consumer Discretionary	Environmental; Governance; Financial;	Environmental: Climate change management and disclosure; Environmental: Resource consumption/ scarcity; Environmental: Supply chain/ contractors; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Financial: Dividend Policy; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;

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Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
MERCEDES-BENZ GROUP AG (DAIMLER AG)	Germany	Consumer Discretionary	Environmental; Governance; Financial;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight; Governance: Executive Compensation; Financial: M&A and capital allocation; Financial: Risk Management; Financial: Strategy;
MERCEDES-BENZ GROUP AG (DAIMLER AG)	Germany	Consumer Discretionary	Social;	Social: Supply chain/ contractors;
METSO OUTOTEC CORP	Finland	Industrials	Governance;	Governance: Board Independence; Governance: Overboarding;
MICROSOFT CORP	United States	Information Technology	Environmental; Social;	Environmental: Water; Social: Human rights; Social: Supply chain/ contractors;
MITSUBISHI ELECTRIC CORPORATION	Japan	Industrials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
MITSUBISHI ESTATE CO LTD	Japan	Real Estate	Governance;	Governance: Board Diversity;
MITSUBISHI HEAVY INDUSTRIES, LTD.	Japan	Industrials	Environmental; Governance;	Governance: Board Independence; Governance: Board Diversity; Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
MITSUI & CO LTD	Japan	Industrials	Environmental;	Environmental: Deforestation;
MONSTER BEVERAGE CORP	United States	Consumer Staples	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Governance: Grievance Mechanisms;
MTU AERO ENGINES HOLDING AG	Germany	Industrials	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Strategy;
MUENCHENER RUECKVERSICHERUNGS GESELLSCHAFT AG IN MUENCHEN	Germany	Financials	Environmental; Governance; Financial;	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
NASPERS LTD	South Africa	Consumer Discretionary	Governance;	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding;
NATIONAL GRID PLC	United Kingdom	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
NESTLE SA	Switzerland	Consumer Staples	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: Operations & Financial Performance; Financial: Strategy;
NESTLE SA	Switzerland	Consumer Staples	Environmental; Governance; Financial;	Environmental: Water; Governance: Auditor; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy;
NEXANS SA	France	Industrials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
NEXTERA ENERGY INC	United States	Utilities	Environmental;	Environmental: Climate change management and disclosure;
NIBE INDUSTRIER AB	Sweden	Industrials	Governance;	Governance: Auditor; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation;
NINTENDO CO LTD	Japan	Communication Services	Governance;	Governance: Board Independence;
NIO INC	China	Consumer Discretionary	Social; Governance;	Social: Human rights; Social: Supply chain/ contractors; Governance: Executive Compensation;
NIPPON STEEL CORP	Japan	Materials	Governance;	Governance: Board Diversity; Governance: Board Independence;
NIPPON STEEL CORP	Japan	Materials	Environmental;	Environmental: Climate change management and disclosure;
NIPPON STEEL CORP	Japan	Materials	Environmental;	Environmental: Climate change management and disclosure;
NISSAN MOTOR CO LTD	Japan	Consumer Discretionary	Social; Governance;	Social: Human rights; Social: Supply chain/ contractors; Governance: Executive Compensation;
NOKIA	Finland	Information Technology	Social;	Social: Human rights; Social: Supply chain/ contractors;
NORDEX SE	Germany	Industrials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure;
NORSK HYDRO ASA	Norway	Materials	Environmental; Governance;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Lobbying Disclosure;
NOVARTIS AG	Switzerland	Health Care	Governance; Financial;	Governance: Business Ethics (Money Laundering /Bribery/ Corruption etc); Governance: Disclosure in line with EU Taxonomy; Governance: ESG Oversight; Financial: Strategy;

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Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
NOVO NORDISK CLASS B	Denmark	Health Care	Governance; Financial;	Governance: ESG Oversight; Financial: Risk Management; Financial: Strategy;
NRG ENERGY INC	United States	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
NUTRIEN LTD	Canada	Materials	Environmental;	Environmental: Specifically Net Zero/Science-based targets;
OMV AG	Austria	Energy	Governance;	Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment;
OMV AG	Austria	Energy	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
ORIGIN ENERGY LTD	Australia	Utilities	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
ORION OYJ	Finland	Health Care	Governance;	Governance: Auditor; Governance: Board Transparency;
PARTNERS GROUP PRIVATE EQUITY LIMITED (PGPE)	Guernsey, Channel Islands	Financials	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Financial: Capital Structure;
PARTNERS GROUP PRIVATE EQUITY LIMITED (PGPE)	Guernsey, Channel Islands	Financials	Governance; Financial;	Governance: Board Composition; Governance: Board Transparency; Governance: Shareholder Rights/Proposals; Financial: Capital Structure; Financial: M&A and capital allocation; Financial: Strategy;
PETROLEO BRASILEIRO SA PETROBRAS	Brazil	Energy	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
PHILLIPS 66	United States	Energy	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
POLSKI KONCERN NAFTOWY ORLEN SA	Poland	Energy	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
POWER ASSETS HOLDINGS LTD	Hong Kong	Utilities	Governance;	Governance: Auditor; Governance: Board Diversity; Governance: Board Independence; Governance: Overboarding;
PUBLIC POWER CORPORATION SA	Greece	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
PUMA	Germany	Consumer Discretionary	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Operations & Financial Performance; Financial: Strategy;
QIAGEN NV	Netherlands	Health Care	Governance;	Governance: Overboarding;

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Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
QUALCOMM INC	United States	Information Technology	Social;	Social: Human rights; Social: Supply chain/ contractors;
RELIANCE INDUSTRIES LTD	India	Energy	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
RENAULT SA	France	Consumer Discretionary	Environmental; Social;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Social: Supply chain/ contractors;
RHEINMETALL AG	Germany	Industrials	Social; Governance;	Social: Cyber security and data privacy; Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment;
RIO TINTO PLC	United Kingdom	Materials	Environmental; Governance;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Governance: Disclosure in line with TCFD/SASB/EU Taxonomy/ SDGs; Governance: ESG Oversight; Governance: Executive Compensation;
RIO TINTO PLC	United Kingdom	Materials	Environmental; Social;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Social: Human rights;
ROCHE HOLDING AG	Switzerland	Health Care	Governance; Financial;	Governance: ESG Oversight; Financial: Risk Management; Financial: Strategy;
ROCHE HOLDING AG	Switzerland	Health Care	Governance;	Governance: Board Composition; Governance: Board Independence;
ROYAL CARIBBEAN CRUISES LTD	United States	Consumer Discretionary	Environmental;	Environmental: Blue Economy;
ROYAL DUTCH SHELL PLC	United Kingdom	Energy	Environmental;	Environmental: Climate change management and disclosure;
ROYAL DUTCH SHELL PLC	United Kingdom	Energy	Environmental; Governance;	Environmental: Climate change management and disclosure; Environmental: Hazardous Waste/Toxic Emissions; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Governance: Violations to the UNGC principles (and OECD Guidelines);
RWE AG	Germany	Utilities	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: M&A and capital allocation; Financial: Strategy;
RWE AG	Germany	Utilities	Environmental;	Environmental: Specifically Net Zero/Science-based targets; Environmental: Water;
RYANAIR HOLDINGS PLC	Ireland	Industrials	Governance;	Governance: Board Independence; Governance: Executive Compensation;
SAAB AB	Sweden	Industrials	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Overboarding;

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
SAFRAN SA	France	Industrials	Governance;	Governance: Auditor; Governance: Board Independence;
SAGAX AB	Sweden	Real Estate	Governance;	Governance: Board Diversity; Governance: Board Independence; Governance: Overboarding;
SALMAR ASA	Norway	Consumer Staples	Environmental;	Environmental: Blue Economy; Environmental: Specifically Net Zero/Science-based targets;
SALZGITTER AG	Germany	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
SANDVIK AB	Sweden	Industrials	Governance;	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding;
SANTOS LTD	Australia	Energy	Environmental;	Environmental: Water;
SARTORIUS STEDIM BIOTECH SA	France	Health Care	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Board Transparency;
SCENTRE GROUP	Australia	Real Estate	Governance;	Governance: Auditor; Governance: Executive Compensation;
SCHNEIDER ELECTRIC SE	France	Industrials	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment;
SCOUT24 N AG	Germany	Communication Services	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Strategy;
SECURITAS AB	Sweden	Industrials	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Overboarding;
SHIMANO INC.	Japan	Consumer Discretionary	Governance;	Governance: Board Diversity; Governance: Board Independence;
SHIN-ETSU CHEMICAL CO., LTD.	Japan	Materials	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
SIBANYE STILLWATER LTD	South Africa	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
SIEMENS AG	Germany	Industrials	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Strategy;

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Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
SIEMENS AG	Germany	Industrials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy;
SIEMENS ENERGY	Germany	Industrials	Governance; Financial;	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: ESG Oversight; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
SIEMENS ENERGY	Germany	Industrials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation; Financial: Operations & Financial Performance; Financial: Strategy;
SIEMENS HEALTHINEERS AG	Germany	Health Care	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Strategy;
SIEMENS HEALTHINEERS AG	Germany	Health Care	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Strategy;
SIXT	Germany	Industrials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Financial: Strategy;
SKANDINAVISKA ENSKILDA BANKEN AB	Sweden	Financials	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Overboarding;
SOCIETE GENERALE SA	France	Financials	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment;
SOLVAY SA	Belgium	Materials	Environmental; Governance;	Environmental: Hazardous Waste/Toxic Emissions; Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
SONY CORP	Japan	Consumer Discretionary	Social; Governance;	Social: Human rights; Social: Supply chain/ contractors; Governance: Executive Compensation;
SOUTHERN COMPANY	United States	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
SSAB AB	Sweden	Materials	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
STANDARD BANK GROUP LTD	South Africa	Financials	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Overboarding;
STEEL DYNAMICS INC	United States	Materials	Governance;	Governance: Board Independence; Governance: Combined CEO/Chair; Governance: Executive Compensation;
STELLANTIS NV	Netherlands	Consumer Discretionary	Governance;	Governance: Board Composition; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment;
STELLANTIS NV	Netherlands	Consumer Discretionary	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
STELLANTIS NV	Netherlands	Consumer Discretionary	Governance; Financial;	Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy; Governance: ESG Oversight;
SUMITOMO CORP	Japan	Industrials	Governance;	Governance: Board Diversity;
SUMITOMO MITSUI FINANCIAL GROUP INC	Japan	Financials	Governance;	Governance: Board Independence;
SWISS RE AG	Switzerland	Financials	Governance; Financial;	Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Strategy;
TAIWAN SEMICONDUCTOR MANUFACTURING	Taiwan	Information Technology	Environmental;	Environmental: Specifically Net Zero/Science-based targets;
TC ENERGY CORP	Canada	Energy	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
TENCENT HOLDINGS LTD	China	Communication Services	Governance; Financial;	Governance: ESG Oversight; Financial: Risk Management; Financial: Strategy; Financial: M&A and capital allocation;
TENCENT HOLDINGS LTD	China	Communication Services	Social;	Social: Cyber security and data privacy; Social: Product/Service Availability and Safety; Social: Social impact and additionally ;
THALES SA	France	Industrials	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Combined CEO/Chair;
THYSSENKRUPP AG	Germany	Materials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Dividend Policy; Financial: Strategy;

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
THYSSENKRUPP AG	Germany	Materials	Environmental; Governance; Financial;	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Shareholder Rights/Proposals; Governance: Succession Planning/Refreshment; 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 Independence; Governance: Board Transparency; Financial: M&A and capital allocation; Financial: Strategy;
THYSSENKRUPP AG	Germany	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
THYSSENKRUPP AG	Germany	Materials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Shareholder Rights/Proposals; Financial: Capital Structure; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
TITAN SA	Belgium	Materials	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
TJX COMPANIES INC	United States	Consumer Discretionary	Social;	Social: Human rights; Social: Supply chain/ contractors;
TKMS AG & CO KGAA	Germany	Industrials	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Strategy;
TKMS AG & CO KGAA	Germany	Industrials	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Operations & Financial Performance; Financial: Strategy;
TOKIO MARINE HOLDINGS INC	Japan	Financials	Governance;	Governance: Board Diversity;
TOKYO ELECTRON LTD	Japan	Information Technology	Social; Governance;	Social: Human rights; Social: Supply chain/ contractors; Governance: Board Diversity; Governance: Executive Compensation;
TOTAL SA	France	Energy	Environmental; Social;	Environmental: Specifically Net Zero/Science-based targets; Social: Human rights;
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: Violations to the UNGC principles (and OECD Guidelines);
TOYOTA MOTOR CORP	Japan	Consumer Discretionary	Environmental; Financial;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets; Financial: M&A and capital allocation;

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
TOYOTA MOTOR CORP	Japan	Consumer Discretionary	Environmental; Social; Governance; Financial;	Environmental: Climate change management and disclosure; Environmental: Supply chain/ contractors; Environmental: Water; Social: Human rights; Social: Supply chain/ contractors; Governance: Board Independence; Governance: ESG Oversight; Financial: M&A and capital allocation; Financial: Risk Management;
TRELLEBORG AB	Sweden	Industrials	Governance;	Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding;
TUI AG	Germany	Consumer Discretionary	Governance; Financial;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Operations & Financial Performance; Financial: Strategy;
TUI AG	Germany	Consumer Discretionary	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
UBER TECHNOLOGIES INC	United States	Industrials	Social;	Social: Health and safety;
UBS GROUP AG	Switzerland	Financials	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
UMICORE N.V.	Belgium	Materials	Governance;	Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Overboarding;
UMICORE N.V.	Belgium	Materials	Environmental;	Environmental: Climate change management and disclosure; 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: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
VALERO ENERGY CORP	United States	Energy	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
VALTERRA PLATINUM LTD	South Africa	Materials	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
VEOLIA ENVIRONNEMENT SA	France	Utilities	Environmental; Governance;	Environmental: Biodiversity; Environmental: Specifically Net Zero/Science-based targets; Environmental: Water; Governance: Board Independence;
VESTAS WIND SYSTEMS	Denmark	Industrials	Governance;	Governance: Board Independence; Governance: Overboarding;

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Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
VISTRA CORP	United States	Utilities	Environmental;	Environmental: Climate change management and disclosure; Environmental: Specifically Net Zero/Science-based targets;
VOLKSWAGEN AG	Germany	Consumer Discretionary	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Combined CEO/Chair; Governance: Succession Planning/Refreshment; Financial: Risk Management;
VOLKSWAGEN AG	Germany	Consumer Discretionary	Governance; Financial;	Governance: ESG Oversight; Financial: Risk Management; Financial: Strategy;
VOLKSWAGEN AG	Germany	Consumer Discretionary	Environmental; Governance; Financial;	Environmental: Climate change management and disclosure; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: Business Ethics (Money Laundering /Bribery/ Corruption etc); Governance: Combined CEO/Chair; Governance: Executive Compensation; Governance: Overboarding; Governance: Shareholder Rights/Proposals; Governance: Succession Planning/Refreshment; Financial: Capital Structure; Financial: Dividend Policy; Financial: M&A and capital allocation; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
VOLVO AB	Sweden	Industrials	Environmental; Governance;	Environmental: Climate change management and disclosure; Governance: Board Independence; Governance: Executive Compensation; Governance: Overboarding;
VOLVO AB	Sweden	Industrials	Environmental;	Environmental: Climate change management and disclosure;
VONOVIA SE	Germany	Real Estate	Governance; Financial;	Governance: Auditor; Governance: Board Composition; Governance: Board Diversity; Governance: Board Independence; Governance: Board Transparency; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Strategy;
VONOVIA SE	Germany	Real Estate	Governance; Financial;	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; Financial: Operations & Financial Performance; Financial: Risk Management; Financial: Strategy;
WALMART INC	United States	Consumer Staples	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: Executive Compensation;
WASTE CONNECTIONS INC	United States	Industrials	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: Executive Compensation;
WEC ENERGY GROUP INC	United States	Utilities	Environmental;	Environmental: Climate change management and disclosure;
WESTGOLD RESOURCES LTD	Australia	Materials	Governance;	Governance: Auditor;

Investee Company	Country	Sector	Area of Engagement	Sub-area of Engagement
WIENERBERGER AG	Austria	Materials	Social; Governance; Financial;	Social: Cyber security and data privacy; Social: Health and safety; Governance: Auditor; Governance: Board Composition; Governance: Board Independence; Governance: Board Transparency; Governance: ESG Oversight; Governance: Executive Compensation; Governance: Overboarding; Governance: Succession Planning/Refreshment; Financial: Strategy;
WOLTERS KLUWER NV	Netherlands	Industrials	Governance;	Governance: Board Transparency; Governance: Executive Compensation;
WOODSIDE ENERGY GROUP	Australia	Energy	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
WOOLWORTHS GROUP LTD	Australia	Consumer Staples	Social; Governance;	Social: Human rights; Social: Supply chain/ contractors; Governance: Executive Compensation;
WSP GLOBAL INC	Canada	Industrials	Governance;	Governance: Auditor; Governance: Board Independence; Governance: Overboarding;
XIAOMI CORP	China	Information Technology	Governance;	Governance: Auditor; Governance: Board Diversity; Governance: Combined CEO/Chair; Governance: Overboarding;
YARA INTERNATIONAL	Norway	Materials	Environmental; Governance;	Environmental: Specifically Net Zero/Science-based targets; Governance: ESG Oversight;
ZALANDO	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; Financial: M&A and capital allocation; Financial: Strategy;

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DWS Investment GmbH
Mainzer Landstrasse 11-17
60329 Frankfurt am Main
Germany

Telephone: +49 (69) 910 -12371
info@dws.com

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