

Engagement report

Philips
Pensioenfonds



Stichting Philips Pensioenfondsen - Engagement Summary Report - October 1, 2023 to December 31, 2023		
Total companies in portfolio (as of 31-12-2023)	5.075	
	Number	%
Total company engagements	128	
Number of individual companies engaged	124	2%
Number of companies with multiple engagements	4	0%
(of individual companies where we held multiple engagements over the course of the reporting period)		
Engagements by region*		
Americas	78	61%
EMEA	34	27%
APAC	12	9%
Engagement themes*		
Governance	119	93%
Social	59	46%
Environmental	57	45%
Engagement topics*		
E-Biodiversity	2	2%
E-Climate Risk Management	51	40%
E-Land Use/Deforestation	0	0%
E-Environmental Impact Management	0	0%
E-Operational Sustainability	0	0%
E-Other company impacts on the environment	7	5%
E-Water and Waste	9	7%
G-Board Composition and Effectiveness	60	47%
G-Board Gender Diversity	10	8%
G-Business Oversight/Risk Management	49	38%
G-Corporate Strategy	63	49%
G-Executive Management	31	24%
G-Governance Structure	42	33%
G-Other	10	8%
G-Remuneration	65	51%
G-Sustainability Reporting	52	41%
S-Business Ethics and Integrity	6	5%
S-Community relations	7	5%
S-Diversity and Inclusion	11	9%
S-Health and Safety	4	3%
S-Human Capital Management	33	26%
S-Indigenous Peoples Rights	2	2%
S-Other Human Capital Management issues	4	3%
S-Other company impacts on people/human rights	6	5%
S-Privacy and Data Security	12	9%
S-Social Risks and Opportunities	12	9%
S-Supply Chain Labour Management	6	5%

*Engagements include multiple company meetings during the year with the same company. Most engagement conversations cover multiple topics and are based on our vote guidelines and our engagement priorities found here: <https://www.blackrock.com/corporate/about-us/investment-stewardship#engagement-priorities>

On August 5th, 2022, BIS increased the level of detail reported on certain engagement topics captured while discontinuing other sub-topics that were seldom used. This provides more relevant information and further transparency to our clients. The report now reflects the improved transparency in any engagement post August 5, 2022.



company_name	Significant Votes from Oct 2023 to Dec 2023	bis_count ry	bis_regio n	sector	engagemen t_count	in person	video	conf	email	E	S	G	E-Biodiversi ty	E-Climate Risk Management	E-Land Use/Defo restation	E-Environm ental Impact Management	E-Operational Sustainabi lity	E-Other company impacts on the environm ent	E-Water and Waste	G-Board Compositi on and Effectiven ess	G-Board Gender Diversity	G-Business Oversight /Risk Management	G-Corporate Strategy	G-Executive Management	G-Governan ce Structure	G-Other	G-Remuner ation	G-Sustaina bility Reporting	S-Business Ethics and Integrity	S-Community relations	S-Diversity and Inclusion	S-Health and Safety	S-Human Capital Manage ment	S-Indigeno us Peoples Rights	S-Other Human Capital Manage ment issues	S-Other company impacts on people/h uman rights	S-Privacy and Data Security	S-Social Risks and Opportunit ies	S-Supply Chain Labour Management				
10X GENOMICS INC		US	AMER	Health Care	1	0	1	0	0	1	1	1	0	1	0	0	0	0	0	0	1	0	1	1	0	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0			
ABM INDUSTRIES INCORPORATED		US	AMER	Industrials	1	0	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0		
ADYEN NV		NL	EMEA	Financials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
AEROVIRONMENT INC		US	AMER	Industrials	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AGCO CORPORATION		US	AMER	Industrials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
AGILENT TECHNOLOGIES INC		US	AMER	Health Care	1	0	1	0	0	1	1	1	0	1	0	1	0	0	0	1	1	0	1	1	0	1	1	1	1	0	0	0	1	0	1	0	1	0	0	0	0	0	
ALCON AG		CH	EMEA	Health Care	1	0	1	0	0	1	0	1	0	1	0	1	0	0	0	0	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
ALFA LAVAL AB		SE	EMEA	Industrials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ANYWHERE REAL ESTATE INC		US	AMER	Real Estate	1	0	1	0	0	1	1	1	0	1	0	1	0	0	0	0	1	0	1	1	0	1	0	1	1	0	0	0	0	0	1	0	0	0	1	1	0	0	
ARCBEST CORP		US	AMER	Industrials	1	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
ASTRAZENECA PLC		GB	EMEA	Health Care	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ATKORE INC		US	AMER	Industrials	1	0	1	0	0	0	1	1	0	1	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
AUO CORP		TW	APAC	Information Technology	1	0	0	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AVANTOR INC		US	AMER	Health Care	1	0	1	0	0	1	1	1	0	1	0	1	0	0	0	0	0	0	1	1	0	1	0	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0	
AXOS FINANCIAL INC		US	AMER	Financials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
AYALA CORPORATION		PH	APAC	Industrials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
BANK OF MONTREAL		CA	AMER	Financials	1	0	1	0	0	1	1	1	0	1	0	1	0	0	0	0	0	0	1	0	1	0	1	1	1	1	0	0	0	0	0	1	0	1	0	1	0	0	
BB SEGURIDADE PARTICIPACOES SA		BR	AMER	Financials	1	0	1	0	0	1	1	1	0	1	0	1	0	0	0	0	1	0	1	1	0	1	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
BEYOND MEAT INC		US	AMER	Consumer Staples	1	0	1	0	0	1	1	1	0	1	0	1	0	0	0	1	0	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BEZEQ ISRAELI TELECOMMUNICATION CORP LTD		IL	EMEA	Communication Services	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
BIO-TECHNE CORP		US	AMER	Health Care	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
BOC HONG KONG HOLDINGS LTD		HK	APAC	Financials	1	0	1	0	0	1	1	1	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0	
BREAD FINANCIAL HOLDINGS INC		US	AMER	Financials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BRIGHTHOUSE FINANCIAL INC		US	AMER	Financials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
BRIXMOR PROPERTY GROUP INC		US	AMER	Real Estate	1	0	1	0	0	1	0	1	0	1	0	1	0	0	0	0	0	1	0	1	1	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
CACI INTERNATIONAL INC		US	AMER	Industrials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CADENCE BANK		US	AMER	Financials	1	0	1	0	0	1	0	1	0	1	0	1	0	0	0	0	1	0	1	1	0	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
CANADIAN IMPERIAL BANK OF COMMERCE		CA	AMER	Financials	1	0	1	0	0	1	1	1	0	1	0	1	0	0	1	0	1	0	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	0	0	1	1	0	
CELLTRION INC		KR	APAC	Health Care	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CENCOSUD SA		CL	AMER	Consumer Staples	2	0	1	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	2	1	2	1	0	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	
CENTURY COMMUNITIES INC		US	AMER	Consumer Discretionary	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CHARGEPOINT HOLDINGS INC		US	AMER	Industrials	1	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
CHEMOMETEC A/S		DK	EMEA	Health Care	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CME GROUP INC		US	AMER	Financials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CNH INDUSTRIAL NV		NL	EMEA	Industrials	1	0	1	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
COTY INC		US	AMER	Consumer Staples	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0
COVESTRO AG		DE	EMEA	Materials	1	0	1	0	0	1	0	1	0	1	0	1	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRANSWICK PLC		GB	EMEA	Consumer Staples	2	1	1	0	0	1	1	2	0	0	0	0	0	0	1	0	0	1	0	1	0	1	0	0	2	0	0	0	0	1	1	1	0	0	0	0	0	1	0
CROWN CASTLE INC		US	AMER	Real Estate	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
DANAHER CORPORATION		US	AMER	Health Care	1	0	1	0	0	1	1	1	0	1	0	1	0	0	0	0	0	1	0	1	1	0	1	0	0	1	0	0	1	0	0	1	0	0	0	0	0	1	0
DBS GROUP HOLDINGS LTD		SG	APAC	Financials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEERE & CO		US	AMER	Industrials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
ENERGY OF MINAS GERAIS CO		BR	AMER	Utilities	1	1	0	0	0	1	1	1	0	1	0	0	0	0	0	1	0	1	1	1	1	0	1	1	1	0	1	0	1	1	0	1	0	0	0	0	0	0	0
EQT CORP		US	AMER	Energy	1	0	1	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
EQUIFAX INC		US	AMER	Industrials	1	0																																					

company_name	Significant Votes from Oct 2023 to Dec 2023	bis_count ry	bis_regio n	sector	engagem nt_count	in person	video	conf	email	E	S	G	E-Biodiversi ty	E-Climate Risk Management	E-Land Use/Defo restation	E-Environm ental Impact Management	E-Operation al Sustainabi lity	E-Other company impacts on the environm ent	E-Water and Waste	G-Board Compositi on and Effectiven ess	G-Board Gender Diversity	G-Business Oversight /Risk Management	G-Corporat e Strategy	G-Executive Manage ment	G-Governan ce Structure	G-Other	G-Remuner ation	G-Sustainab ility Reporting	S-Business Ethics and Integrity	S-Communi ty relations	S-Diversity and Inclusion	S-Health and Safety	S-Human Capital Manage ment	S-Indigeno us Peoples Rights	S-Other Human Capital Manage ment issues	S-Other company impacts on people/h uman rights	S-Privacy and Data Security	S-Social Risks and Opportun ities	S-Supply Chain Labour Manage ment		
SAGE GROUP PLC		GB	EMEA	Information Technology	2	0	1	0	1	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1	0	0	0	0	0	0	0
SAP SE		DE	EMEA	Information Technology	1	0	0	1	0	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
SCHRODINGER INC		US	AMER	Health Care	1	0	1	0	0	1	1	1	0	1	0	0	0	0	0	1	1	0	1	1	0	1	0	1	1	0	0	0	0	0	1	0	0	0	1	0	0
SHOPRITE HOLDINGS LTD		ZA	EMEA	Consumer Staples	1	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
SK INC		KR	APAC	Industrials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
SKECHERS U.S.A. INC.		US	AMER	Consumer Discretionary	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
SONOVA HOLDING AG		CH	EMEA	Health Care	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	1	1	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0
STANLEY BLACK & DECKER INC		US	AMER	Industrials	1	0	1	0	0	1	1	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
STATE STREET CORP		US	AMER	Financials	1	0	1	0	0	1	0	1	0	1	0	1	0	0	0	0	0	0	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
SUNRUN INC		US	AMER	Industrials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TELEFONAKTIEBOLAGET LM ERICSSON		SE	EMEA	Information Technology	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TENCENT HOLDINGS LTD		HK	APAC	Communication Services	1	1	0	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	
THERMO FISHER SCIENTIFIC INC		US	AMER	Health Care	1	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	1	1	0	0	1	0	1	0	0	0	0	0	0	0
TORONTO-DOMINION BANK/THE		CA	AMER	Financials	1	0	1	0	0	0	1	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	
TRUIST FINANCIAL CORP		US	AMER	Financials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
UBER TECHNOLOGIES INC		US	AMER	Industrials	1	0	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0
UNITED OVERSEAS BANK LTD		SG	APAC	Financials	1	1	0	0	0	1	1	1	1	1	1	0	0	0	0	1	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0
UPM-KYMMENE OYJ		FI	EMEA	Materials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
US BANCORP		US	AMER	Financials	1	0	1	0	0	1	0	1	0	1	0	1	0	0	0	0	1	0	1	1	1	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0
VENTAS INC		US	AMER	Real Estate	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
VERADIGM INC		US	AMER	Health Care	1	0	1	0	0	1	1	1	0	1	0	0	0	0	0	0	0	1	1	1	0	1	0	0	1	0	0	0	0	0	0	1	0	0	1	0	0
VOYA FINANCIAL INC		US	AMER	Financials	1	0	1	0	0	1	0	1	0	1	0	1	0	0	0	0	0	0	1	1	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
WHITBREAD PLC		GB	EMEA	Consumer Discretionary	1	0	1	0	0	1	0	1	0	1	0	0	0	0	0	0	1	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
XINYI SOLAR HOLDINGS LTD		HK	APAC	Information Technology	1	0	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



Blackrock Investment Stewardship Engagement Priorities

Each year we prioritize our work around engagement themes to encourage sound governance practices and deliver sustainable long-term financial performance for clients. Our approach emphasizes direct dialogue with companies.

- Board Quality and Effectiveness - Quality leadership is essential to performance. Board composition, effectiveness, diversity and accountability remain top priorities
- Strategy Purpose and Financial Resilience - A purpose driven long-term strategy, underpinned by sound capital management, supports financial resilience
- Incentives Aligned with Value Creation - Appropriate incentives reward executives for delivering sustainable long-term value creation
- Climate and Natural Capital - Climate action plans with targets advance the transition to a low carbon economy. Managing natural capital dependencies and impacts through sustainable business practices
- Company Impacts on People - Sustainable business practices create enduring value for all key stakeholders

Read more about our engagement priorities and key performance indicators here: <https://www.blackrock.com/corporate/about-us/investment-stewardship#engagement-priorities>
Read more about our engagements in our annual stewardship report and our voting spotlight report: <https://www.blackrock.com/corporate/about-us/investment-stewardship#engagement-and-voting-history>

Blackrock Investment Stewardship Engagement Topic Overview

On August 5th, 2022, BIS increased the level of detail reported on certain engagement topics captured while discontinuing other sub-topics that were seldom used. This provides more relevant information and further transparency to our clients. The report now reflects the improved transparency in any engagement post August 5, 2022.

Governance	Board Composition & Effectiveness Skills, Diversity, Independence, Mix of tenures/ Refreshment strategy, Presence of appropriate committees, Attendance, Over-commitment, External evaluation and Board dynamics	Board Gender Diversity Gender diversity, gender diversity targets, recruitment, board diversity succession planning	Business Oversight/Risk Management Process for identifying, monitoring, disclosing, managing key risks, Responsiveness to shareholders on material risks to the business Handling of past and current controversies (business track record). Process for assessing robustness of risk disclosure	Corporate Strategy Board and Management attention to, and oversight of, strategic direction, Capital Management (how company ensures proper capital issuance and allocation), Articulation of purpose-driven strategy and plan to achieve it, Culture/ employee connection to purpose, Articulation of M&A opportunities	Executive Management CEO and C-Suite succession planning, Management turnover/sudden departures, Management track record & oversight of strategy, Quality of management (right people in terms of skill sets and experience to execute the strategy)
Social	Community Relations Community Relations, Social License to Operate	Diversity and Inclusion Recruit, retain, and develop diverse talent, Inclusive workplace environment for all workers, Pay equity, Executive training for all underrepresented groups	Health and Safety Worker health and Safety, Safety management plans, Workplace wellness programs	Human Capital Management Recruitment (sourcing, efficiency), Training, re-training, and development, Diversity and Inclusion, Employee engagement (e.g., surveys, Participation in employee networks, Process for addressing feedback), Workforce compensation	Indigenous Peoples Rights Human Rights, Protection of cultural heritage sites and local communities, Access to resources and/or compensation in the event of displacement or destruction
Environment	Biodiversity Company impact on native species, their environment, and migratory patterns	Climate Risk Management Robustness and Materiality of Disclosure (alignment with TCFD), Transition risk (e.g. pace of change to low carbon economy), Physical Risk Assessment (vulnerability of the business), Capex Spend/R&D in clean energy, GHG/Methane Reduction Targets	Land Use/Deforestation Palm Oil, Deforestation-free supply chain management, Commodity-driven deforestation, Deforestation exposure, Loss to disputed land use	Environmental Impact Management Packaging, Product life cycle management, Pollution Management (impact on water quality), Air quality (non-GHGs), Hazardous waste spills	Operational Sustainability Company efforts to diminish environmental impact and improve resource efficiency in their ongoing operations

Governance

Governance Structure Major or majority ownership/shareholder structure, M&A, Capital issuances	Other Governance Related Issues Bribery and Corruption Prevention, Disclosure Anti-Bribery Policy, Issues relating to global norms controversies	Remuneration Alignment of Pay and Performance, Stock ownership plans and requirements (how paid out), Sound compensation structure in Industry/ and relative to peers, Director compensation and stock ownership requirements, Alignment of pay across employee levels (working towards same goals) Median pay/Gender Parity	Sustainability Reporting Publish Sustainability Report, Disclose TCFD report
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Social

Other Company Impacts on People/Human Rights Issues relating to global norms controversies, Impact on local communities, Stakeholder health and wellbeing; AMR	Other Human Capital Management Issues Human Capital Management issues relating to global norms controversies	Privacy and Data Security Risk management and oversight, Data privacy management, Policy development and disclosure, Employee training and incident response planning, Crisis preparedness (i.e. activism defense, cyber war games)	Social Risks and Opportunities Human Rights (i.e. preventing human trafficking) Access to Products, Geopolitical Risk/Relations with States/Countries/Regulatory bodies, Product Safety/Supply Chain oversight	Supply Chain Labour Management Supplier due diligence, policy management, risk oversight, reputational risk assessment
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Environment

Other Company Impacts on the Environment Energy efficiency, Product offerings (opportunities), issues related to global norms controversies, company efforts to diminish environmental impact and improve resource efficiency in their ongoing operations, air quality (non-GHGs)	Water and Waste Waste management, Water management, Packaging, Product life cycle management, Pollution Management, hazardous waste spills
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