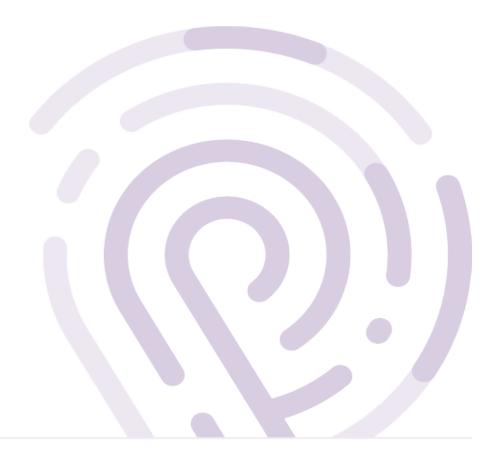
## Engagement report



Portfolio covered: PIM_AGG		
Total companies in portfolio (as of 03-31-2023)	5.050	
	Number	%
Total company engagements	611	
Number of individual companies engaged	557	11%
Number of companies with multiple engagements	47	8%
(of individual companies where we held multiple engagements over the course of the reporting period)		
Engagements by region*		
Americas	306	50%
EMEA	182	30%
APAC	123	20%
Engagement themes*		
Governance	582	95%
Social	241	39%
Environmental	212	35%
Engagement topics*		
E-Biodiversity	17	3%
E-Climate Risk Management	191	31%
E-Land Use/Deforestation	7	1%
E-Environmental Impact Management	0	0%
E-Operational Sustainability	0	0%
E-Other company impacts on the environment	36	6%
E-Water and Waste	25	4%
G-Board Composition and Effectiveness	295	48%
G-Board Gender Diversity	41	7%
G-Business Oversight/Risk Management	194	32%
G-Corporate Strategy	375	61%
G-Executive Management	154	25%
G-Governance Structure	130	21%
G-Other	35	6%
G-Remuneration	232	38%
G-Sustainability Reporting	117	19%
S-Business Ethics and Integrity	9	1%
S-Community relations	11	2%
S-Diversity and Inclusion	30	5%
S-Health and Safety	46	8%
S-Human Capital Management	160	26%
S-Indigenous Peoples Rights	2	0%
S-Other Human Capital Management issues	11	2%
S-Other company impacts on people/human rights	10	2%
S-Privacy and Data Security	20	3%
S-Social Risks and Opportunities	41	7%
S-Supply Chain Labour Management	26	4%

<sup>\*</sup>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.



	Significant Votes from bis_count Jan 2024 to Mar 2024 y	r bis_regio	n sector	engageme in person vide nt_count	o confema		Biodiversit y		ation n	ronme Operation ntal al npact Sustainabi	E-Other E-W company and V impacts on the	Vaste Composit on and Effectiver	Gender O	versight/ Corp	ategy Managem		munera Sustain tion lity Repor	Integrity ty		Manag	em s People	es Capital i		d Data Risks curity Oppo	ocial S-Su is and Ch ortuni Lab ies Mana
									Mar	nagem ity ent	environm ent	ess		ent								ent issues po	eople/h uman rights		ei
ENS ENERGY AG N SA	DE BR	EMEA AMER	Industrials Materials	4 0 3 1	4 0 2 0	0 0 3 0 1 0	4 0 3 0	0	0	0 0	0	0	2 0	0	2 0 3 3	0 0 3 0	1 0	0 0 1 0	0	0 0 0 0	0	0 1 0 0	2	0	0
DISNEY CO	US GB	AMER EMEA	Communication Services Energy	3 1	2 0	0 0 1	3 0	0	0	0 (	0	0	2 0	2	2 2	1 0	1	0 0	0	0 0	0	0 0	0	0	1
D A/S	DK	EMEA	Utilities	3 0	2 1	0 0 0	3 0	0	ō	0 0	0	0	2 0	3	3 0	0 0	0	0 0	0	0 0	0	0 0	0	0	ō
N CASTLE INC APPTEC CO LTD	US HK	AMER APAC	Real Estate Health Care	3 0 2 0	2 1 1 1	0 0 0	3 0 2 0	0	0	0 (	0	0 :	2 0	2	3 2 1 0	0 1	0	0 0	0	0 0	0	0 0	0	0	0
FARGO & COMPANY A BANK ABP	US FI	AMER EMEA	Financials	2 0	2 0	0 1 1	1 0	1	0	0 (	1	0	0	1	0 0	0 0	0	1 1	0	1 0	1	1 1	1	0	1
CKS CORPORATION	US	AMER	Financials Consumer Discretionary	2 0	2 0	0 0 1	1 0	0	0	0 (	0	0	1 0	0	1 0	0 0	0	0 0	0	0 0	1	0 0	0	0	0
NAKTIEBOLAGET LM ERICSSON RDIA FINANCIAL GROUP LTD	SE JP	EMEA APAC	Information Technology Financials	2 0	0 2	0 0 0	2 0	0	0	0 (	0	0	1 0	1	0 0	0 0	2	0 0	0	0 0	0	0 0	0	0	0
AFIN HOLDINGS PLC	GB	EMEA	Financials	2 0	0 2	0 0 0	2 0	0	0	0 (	0	0	) 0	0	0 0	0 0	2	0 0	0	0 0	0	0 0	0	0	0
RAILWAY CO OUP AG	JP DE	APAC EMEA	Industrials Industrials	2 1	1 0	0 0 2	2 0	0	0	0 0	0	0	0	0	2 0	1 0	0	0 0	1	0 0	1	0 0	0	0	0
	SE	EMEA	Communication Services	2 0	1 1	0 1 1	2 0	1	0	0 (	0	1	. 0	0	0 0	0 0	2	0 0	0	1 0	0	0 0	0	0	0
HOLDINGS CO LTD GROUP PLC	JP GB	APAC EMEA	Industrials Consumer Staples	2 2 2 2	0 0	0 0 2	2 0	0	0	0 (	0	0 (	0 1	0	2 0 2 1	1 0 0 0	0 1	0 0	0	0 0 1	1	0 0	0	0 1	1 0
L MOTORS CO	US	AMER	Consumer Discretionary	2 0	2 0	0 0 2	1 0	0	0	0 0	0	0	. 0	1	1 1	0 0	1	0 0	0	0 0	2	0 0	0	0	0
RASA E MEXICAN GRILL INC	NO US	EMEA AMER	Communication Services Consumer Discretionary	2 0	0 1 2 0	1 1 1 1	1 0	0	0	0 (	1	0	0	0	1 0	0 0	0	0 0	0	0 0	0	0 1	0	0	0 1
SHI CHEMICAL GROUP CORP	JP	APAC	Materials	2 1	1 0	0 0 0	2 0	0	0	0 (	0	0	0	0	1 0	2 0	0	0 0	0	0 0	0	0 0	0	0	0
K SOUTHERN CORPORATION ON CORPORATION	US US	AMER AMER	Industrials Industrials	2 0	1 0	1 0 0	2 0	0	0	0 (	0	0	2 0	0	0 0	0 0	0	0 0	0	0 0	0	0 0	0	0	0
PORATION INC	US	AMER AMER	Utilities	2 0	2 0	0 2 2	2 0	2	0	0 0	0	0	2 0	0	2 0	0 0	0	0 0	0	0 2	0	0 0	0	0	0
ROUP AG	US CH	EMEA	Communication Services Health Care	2 0	1 0	0 0 1	2 0	0	0	0 (	0	0	2 0	0	1 2	1 0	1	0 0	0	0 0	1	0 0	0	0	0
D SA ANCIAL GROUP INC	CL KR	AMER APAC	Consumer Staples Financials	2 0	2 0	0 1 1	2 0	1	0	0 0	0	0	2 0	2	1 0	2 0	0	2 0	0	0 0	1	0 0	0	0	0
NK SA	ES	EMEA	Financials	2 1	0 1	0 1 1	2 0	1	0	0 0	0	0	. 0	0	2 0	0 0	0	0 0	0	0 0	0	0 0	0	0	1
FINANCIAL GROUP INC AN CHASE & CO	US US	AMER AMER	Financials	2 0	2 0	0 0 0	2 0	0	0	0 0	0	0	0	0	1 0	0 0	2	1 0	0	0 0	0	0 0	0	0	0
CK FOODS CORP	US	AMER	Financials Consumer Staples	2 0	2 0	0 0 0	2 0	0	0	0 (	0	0	. 0	0	0 0	2 0	0	0 0	0	0 0	0	0 0	0	0	0
A FINANCIAL GROUP INC DLDINGS CO LTD	JP JP	APAC APAC	Financials Consumer Staples	2 2	0 0	0 0 1	2 0	0	0	0 (	0	0	2 1	0	1 0	0 0	0	0 0	0	0 0	1	0 0	0	0	0
AMERICAN PLC	GB	EMEA	Materials	2 1	1 0	0 1 1	2 0	1	0	0 0	0	0	0	1	2 0	0 0	0	1 0	0	0 1	0	0 0	0	0	0
ANA REAL ESTATE SOCIMI SA LAND POWER INC	ES CA	EMEA AMER	Real Estate Utilities	2 0	2 0 2 n	0 1 0	2 0	1 2	0	0 0	0	0 :	2 2 2 n	0	2 0 2 n	0 0	0	0 0 0 n	0	0 0 0	0	0 0 0 n	0	0	0 0
NK AB	SE	EMEA	Financials	2 0	2 0	0 0 1	2 0	0	0	0 (	0	0	2 0	0	1 0	0 0	0	0 0	0	0 0	0	0 0	0	1	0
V A	NL ES	EMEA EMEA	Financials Energy	2 0	1 0	1 0 0	2 0	0	0	0 0	0	0	2 0 I 1	0 1	1 0	0 0	0	0 0	0	0 0	0	0 0	0	0	0
DUP AG	DE	EMEA	Industrials	2 0	2 0	0 1 0	1 0	1	0	0 0	0	0	. 0	ō	0 0	1 0	0	0 0	0	0 0	0	0 0	0	0	0
NVIRONNEMENT SA INI SE	FR FR	EMEA EMEA	Utilities Information Technology	2 0 2	2 0 0 2	0 0 0	2 0	0	0	0 (	0	0	l 0 l 1	0	1 1 0 1	0 1	1	0 0 2	0	0 0	0	0 0	0	0	0
DITSPA	IT	EMEA	Financials	2 0	1 1	0 0 0	2 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
ERNATIONAL NV ia	NL FR	EMEA EMEA	Information Technology Consumer Staples	2 0 2	1 1 2	0 0 0 0 0 0 1 2	2 0 1 0	0 1	0 1	0 (	0	0	L 0 L 0	0	0 0	0 0	2 1	0 0	0	0 0 0 1	0	0 0	0	0	0 2
CORPORATION	JP	APAC	Consumer Staples	1 0	1 0	0 1 1	1 0	1	0	0 (	0	0	. 0	0	1 0	1 0	0	0 0	0	0 0	1	0 0	0	0	0
OODS HOLDINGS CO LTD JDOSAN CO LTD	JP JP	APAC APAC	Consumer Staples Real Estate	1 0	1 0	0 0 1	1 0	0	0	0 (	0	0 (	) 0 L 0	0	1 1	1 0 0 0	0	0 0	0	0 0	0	0 0	0	0	0
INC	JP FR	APAC EMEA	Information Technology	1 0	1 0	0 0 1	1 0	0	0	0 (	0	0	. 0	1	0 1	0 0	0	0 0	0	0 0	1	0 0	0	0	0
ER ELECTRIC SE	DE	EMEA	Industrials Information Technology	1 0	0 1	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 0	0	0	0
L LAND CO. ELECTRIC RAILWAY CO LTD	JP JP	APAC APAC	Consumer Discretionary Industrials	1 1	0 0	0 0 0	1 0	0	0	0 (	0	0	0	0	0 0	0 1	0	0 0	0	0 0	0	0 0	0	0	0
RAILROAD CO.	JP	APAC	Industrials	1 0	1 0	0 0 1	1 0	0	0	0 (	0	0	) 0	0	1 0	1 0	0	0 0	0	0 0	1	0 0	0	0	0
MANUFACTURING CO LTD SE	JP DE	APAC EMEA	Information Technology Health Care	1 0	1 0	0 0 1	1 0	0	0	0 0	0	0	0	1	1 0	0 0	0	0 0	0	0 0	1	0 0	0	0	0
D.S.K. LINES LTD.	JP	APAC	Industrials	1 1	0 0	0 1 0	1 1	0	0	0 (	0	0	) 0	0	1 0	0 0	0	0 0	0	0 0	0	0 0	0	0	0
SHI ELECTRIC CORPORATION CORP	JP JP	APAC APAC	Industrials Information Technology	1 0	1 0	0 0 0	1 0	0	0	0 0	0	0	0	1	1 0	1 0	0	0 0	0	0 0	0	0 0	0	0	0
GROUP CO LTD	JP	APAC	Financials	1 0	1 0	0 0 1	1 0	0	0	0 (	0	0	. 0	0	1 1	0 0	0	0 0	0	0 0	1	0 0	0	0	0
ILFIELD SERVICES LTD IARINE HOLDINGS INC	HK IP	APAC APAC	Energy Financials	1 0	1 0	0 0 0	1 0	0	0	0 0	0	0	0	1	1 0	0 0	1	0 0	0	0 0	0	0 0	0	0	0
CORPORATION	JP	APAC	Industrials	1 0	1 0	0 1 0	1 0	1	0	0 (	0	0	. 0	0	1 0	0 0	0	0 0	0	0 0	0	0 0	0	0	0
AIR LINES CO LTD	KR DE	APAC EMEA	Industrials Utilities	1 0	1 0	0 1 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
ORF AG	DE	EMEA	Consumer Staples	1 0	1 0	0 0 1	1 0	Ö	ō	0 0	0	0	0	ō	0 1	0 0	1	0 0	0	0 0	0	0 1	0	0	0
AN CORPORATION DINGS CORPORATION	JP JP	APAC APAC	Consumer Staples Materials	1 0	1 0	0 0 0	1 0	0	0	0 0	0	0	0	0	1 0	1 1	0	0 0	0	0 0	0	0 0	0	0	0
OLDINGS INC	KR	APAC	Materials	1 0	1 0	0 0 0	1 0	0	0	0 0	0	0	. 0	0	1 1	0 0	0	0 0	0	0 0	0	0 0	0	0	0
JSHI BANK LTD/THE CORPORATION	JP JP	APAC APAC	Financials Consumer Staples	1 0	1 0	0 0 1	1 0	0	0	0 0	0	0 :	L 0	0	1 0	0 1	0	0 0	0	0 0	1	0 0	0	0	0
HOLDINGS INC	JP	APAC	Industrials	1 0	1 0	0 0 0	1 0	0	0	0 (	0	0	. 0	0	1 0	0 0	0	0 0	0	0 0	0	0 0	0	0	0
LECTRON LTD AS CO LTD	JP JP	APAC APAC	Information Technology Utilities	1 0	1 0	0 0 1	1 0	0 1	0	0 (	0	0	0	0	1 0	0 0	0	0 0	0	0 0	0	0 0	0	0	0
LWAY CO.LTD.	JP	APAC	Industrials	1 1	0 0	0 0 0	1 0	0	0	0 (	0	0	0	0	1 1	1 0	0	0 0	0	0 0	0	0 0	0	0	0
GAA EST CORPORATION	DE JP	EMEA APAC	Health Care Information Technology	1 0	1 0	0 0 0	1 0	0	0	0 (	0	0	0	0	0 0	1 0 1 0	0	0 0	0	0 0	0	0 0	0	0	0
DRPORATION	JP	APAC	Industrials	1 1	0 0	0 0 1	1 0	0	0	0 (	0	0	. 0	0	1 0	0 0	0	0 0	0	0 0	1	0 0	0	0	0
MO WAREHOUSE CO LTD THE MO RUBBER INDUSTRIES LTD	JP JP	APAC APAC	Industrials Consumer Discretionary	1 0	1 0	0 0 0	1 0	0	0	0 (	0	0	) 0	0	1 0	1 0	0	0 0	0	0 0	0	0 0	0	0	0
MO METAL MINING COLTD	DE	EMEA APAC	Utilities	1 1	0 0	0 1 1	1 1	1	0	0 (	0	0	0	0	1 1	0 0	1	0 0	0	0 0	1	0 0	0	0	0
MO METAL MINING CO LTD MO ELECTRIC INDUSTRIES LTD	Jb Jb	APAC	Materials Consumer Discretionary	1 0	1 0	0 1 0	1 0	1	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
FLECTRIC CO. LTD.	JP FR	APAC	Consumer Discretionary	1 1	0 0	0 0 0	1 0	0	0	0 (	0	0	0	0	1 1	0 0	0	0 0	0	0 0		0 0	0	0	0
CHOLDINGS CORP	JP	EMEA APAC	Consumer Discretionary Materials	1 1	0 0	0 0 0	1 0	1	0	0 0	0	0	) 0	0	1 0	0 0	1 0	0 0	0	1 0	0	0 0	0	0	0
U CHEMICAL CO LTD	JP	APAC	Materials	1 0	1 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 0	0	0	0
HOLDINGS LTD HEMICAL CO LTD	ZA JP	APAC	Consumer Staples Consumer Discretionary	1 1	0 0	0 1 0	1 0	1	0	0 (	0	0	) 0	0	0 0	1 0	0	1 0	0	0 0	0	0 0	0	0	0
HIPPING ENERGY TRANSPORTATION CO LTD IOLDINGS CORP	HK JP	APAC APAC	Energy Industrials	1 0 1 1	0 1 0 0	0 1 0	1 0	1	0	0 (	0	0	0	1 0	1 0 1 0	0 0	0	1 0 0 0	0	0 0	-	0 0	0	0	0
IC	JP	APAC	Industrials	1 0	1 0	0 0 1	1 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
ELECTRONICS CO LTD LL MOTOR CO LTD	KR HK	APAC APAC	Information Technology Consumer Discretionary	1 0	0 1	0 0 1	1 0	0	0 n	0 0	0	0	0	0	1 0	0 0	1 1	0 0 0	0	0 0	0	0 0	0	0	0
	AU	APAC	Financials	1 0	1 0	0 0 1	1 0	0	0	0 0	0	0	. 0	1	1 1	1 0	1	1 0	0	1 0	1	0 1	0	0	1
DRPORATION DLDINGS CO LTD	JP JP	APAC APAC	Materials Industrials	1 1	0 0	0 1 0	1 0	1	0	0 0	0	0 0	0	0	1 0	1 0 1 0	0	0 0	0	0 0	0	0 0	0	0	0
DRPORATION	JP	APAC	Industrials	1 0	1 0	0 0 1	1 0	0	0	0 (	0	0	) 0	1	1 0	0 0	0	0 0	0	0 0	1	0 0	0	0	0
I CO LTD. EI CORPORATION	JP JP	APAC APAC	Industrials Materials	1 0	1 0	0 0 1	1 0	0	0	0 0	0	0	0	0	1 0	1 0	0	0 0	0	0 0		0 0	0	0	0
GROUP INC	JP	APAC	Consumer Discretionary	1 0	1 0	0 0 0	1 0	0	0	0 (	0	0	) 0	0	1 0	1 0	0	0 0	0	0 0		0 0	0	0	0
AG NK LTD/THE	DE JP	EMEA APAC	Materials Financials	1 0	1 0	0 0 1	1 0	0	0	0 0	0	0	0	1	0 1	1 0	1	0 0	0	0 0	0	0 1	0	0	0
ERNETINC	JP	APAC	Information Technology	1 0	1 0	0 0 1	1 0	0	0	0 (	0	0	, U L 1	0	1 0	1 0	0	0 0	0	0 0	1	0 0	0	0	0
A GROUP CORP M AG	JP	APAC	Information Technology	1 0	1 0	0 1 0	1 0	1	0	0 0	0	1	0	0	1 0	0 0	0	0 0	0	0 0	0	0 0	0	0	0
A AG CRO INCORPORATED	CH JP	EMEA APAC	Communication Services Information Technology	1 0 1 0	1 0	0 0 0	1 0	0	0	0 (	0	0	0	1	0 0	0 0 0 1	1 0	0 0	0	0 0	0	0 0	0	0	0
	BE	EMEA	Health Care	1 0	1 0	0 0 1	1 0	0	0	0 0	0	0	0	0	0 0	1 0	1	1 0		0 0	0	0 0	0	0	1
ROUP LTD	ZA FR	EMEA EMEA	Consumer Staples Information Technology	1 0 1 0	1 0 0 1	0 0 1 0	1 0 1 0	0	0	0 0		0	L 0 L 0	1 0	0 0	1 0 0 0	1	0 0 0		0 0 0		0 0	0	1 0	0
DNCH CEMENT CO LTD	нк	APAC	Materials	1 0	1 0	0 1 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
RP	JP	APAC	Consumer Discretionary	1 0	1 0	0 1 1	1 0	1	0	0 (	0	0	0	1	1 1	0 0	0	0 0	0	0 0	1	0 0	0	0	0

	2024 to Mar 2024	У	bis_regio		nt_count				l l		Biodiversi	Risk		r Environm	e Operation					sight/ Corpo			Remur				Diversity	and Safety Capit			company		s and Ch
											У	Managen ent	n estation	ntal Impact	al Sustainabi	impacts on the		on and Div	ersity Ris		tegy Manage ent		tio	n lity Report		ty relations	and Inclusion	Manag ent	em s Peop Right			Security Opp	ortuni Lab ies Man
														Managem ent	n ity	environm ent		ess	er											ent issue			e
														Cinc																	rights		
SYSTEMS CO LTD NSE			APAC EMEA	Information Technology Information Technology	1	0	1	0 0	0	1 0	1 (	)	0 0	0 (	0 0	0 0	0	1	0	0	1	1 0 0 0	0	0	0 0	0	0	0	1	0	0 0	0	0
BERGER AG CO LTD		AT	EMEA APAC	Materials Industrials	1	. 0	1	0 0	0	0	1 (	1	0 0	0 (	0 (	0	0	1	0	0	0	0 0	0	1	0 (	0	0	0	0	0	0 0	0	0
J EXPRESSWAY CO LTD		HK	APAC	Industrials	1	1	0	0 0	0	0	1 (		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
OIL HELLAS CORINTH REFINERIES SA AN SA		CH	EMEA EMEA	Energy Materials	1	. 0	1	0 0	0	0	1 (	)	0 0	0 (	0 (	) 0	0	1	0	0	0	0 0	0	0	1 (	0	0	0	0	0	0 0	0	0
GENERALE SA ADEFABRIKEN LINDT & SPRUENGLI AG			EMEA EMEA	Financials Consumer Staples	1	. 0	1	0 0	0	0	0 0	)	0 0	0 ( 1 (	0 0	0	0	0	0	0	1 0	1 0 0 0	0	1 0	1 (	0	0	0	0	0	0 0	0	0 1
YJ		FI	EMEA	Communication Services	1	. 0	1	0 0	1	1	1 (		1 0	0 (	0 0	) 1	0	0	1	0	0	0 0	0	1	0 :	1	0	0	0	0	0 0	0	0
DNICA SA KLIJKE KPN NV		NL	EMEA EMEA	Communication Services Communication Services	1	. 0	1	0 0	1	1	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
NOYJ SCHE TELEKOM AG			EMEA EMEA	Information Technology Communication Services	1	. 0	0	1 0	0	0	1 (	) )	0 0	0 (	0 0	0 0	0	0	0	1	0	0 1 0	0	1 0	0 (	0 0	0	0	0	0	0 0	0	0
EVRY OYJ ABO HOLDINGS CO LTD		FI	EMEA APAC	Information Technology Information Technology	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
CHE BANK AG		DE	EMEA	Financials	1	. 0	1	0 0	0	0	1 (		0 0	0	0 (	0	0	1	0	1	1	0 0	0	1	0 (	0	0	0	0	0	0 0	0	0
A HOLDINGS INC IIUS MEDICAL CARE AG			APAC EMEA	Financials Health Care	1	. 1	0 1	0 0	0	0 1	1 (	)	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
O LTD DLDINGS CORP		JP	APAC APAC	Consumer Staples Industrials	1	. 0	1	0 0	0	0	1 (	1	0 0	0 (	0 (	0	0	0	0	0	1	0 0	1	0	0 (	0	0	0	0	0	0 0	0	0
E MATHESON HOLDINGS LTD		GB	EMEA	Industrials	1	. 0	0	1 0	1	0	1 (		0 1	1	0 (	0	0	1	1	1	0	0 0	0	0	0 (	0	0	0	0	0	0 0	0	0
SECURITIES FINANCE CO LTD J CORPORATION			APAC APAC	Financials Industrials	1	. 0	1	0 0	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	1	0	0 0	0	0
GE SA IZ SE		FR	EMEA EMEA	Communication Services Financials	1	. 0	0	1 0	1	1	1 (	)	1 0	0 (	0 (	0	0	1	0	1	0	1 0	0	0	0 (	0	0	0	1	0	0 0	0	0
IUN KAISHA LTD		JP	APAC	Industrials	1	. 0	1	0 0	0	1	1 (		0 0	0	0 (	0	0	0	0	0	1	0 1	0	0	0 (	0	0	0	1	0	0 0	0	0
TSU KISHU PAPER CO LTD DMO MITSUI TRUST HOLDINGS			APAC APAC	Materials Financials	1	. 0	1 0	0 0	0	0	1 (	) )	0 0	0 (	0 0	0 0	0	0 1	0	0	1	1 1 0	0	0	0 (	0	0	0	0	0	0 0	0	0
OTORS LTD		JP	APAC	Industrials Communication Services	1	. 1	0	0 0	0	1	1 (	)	0 0	) (	0 0	0	0	0	0	1	1	0 0	0	0	0 (	0	0	0	1	0	0 0	0	0
J GROUP INC CRAT LEISURE LTD		AU	APAC APAC	Consumer Discretionary	1	. 0	1	0 0	1	1	1 (	,	1 0	) (	0 (	) 0	0	1	1	1	1	1 1	0	1	1 (	0	. 1	0	1	1	0 0	1	1
CORP HOLDINGS CO LTD			APAC APAC	Communication Services Industrials	1	. 0	1	0 0	0	1 0	1 (	) )	0 0	0 (	0 0	0 0	0	0 1	0	0	1	1 0 0 0	0	0	0 (	0	0 1	0	0	0	0 0	0	0
OUP HOLDINGS INC		JP	APAC	Health Care	1	. 0	1	0 0	0	1	1	)	0 0	)	0 (	0 0	ō	0	0	0	1	0 1	0	0	0 0	0	0	1	0	0	0 0	0	0
ES INTERNATIONAL SCA REEN MARINE CORP (TAIWAN) LTD		TW	APAC	Consumer Discretionary Industrials	1	. 0	1	0 0	1	1	1 (	,	0 C	) (	0 (	, 0	0	0	0	0	1	0 0	0	0	0 (	0	0	0	1	0	0 0	0	0
IOLOGY ONE LTD APAN RAILWAY COMPANY			APAC APAC	Information Technology Industrials	1	. 1	0	0 0	0	1	1 (	)	0 0	0 1	0 0	0 0	0	1	0	1	1	1 1 0 1	0	1	0 0	0	0	0	1	0	0 0	0	0
FIELDS LTD		ZA	EMEA	Materials	1	1	0	0 0	1	1	1 (	)	1 0	0	0 0	0	0	0	0	0	1	0 0	0	0	0 (	0	0	1	1	0	0 0	0	0
CHENER RUECKVERSICHERUNGS GESELLSCHAFT IN MUE A HOLDINGS CO LTD	IENCHEN AG		EMEA APAC	Financials Materials	1	. 0	0	0 0	0	0	1 (	)	0 0	) (	0 (	) 0	0	0	0	1	1	0 1	0	0	0 (	0	0	0	0	0	0 0	0	0
IMETALL AG JBISHI HC CAPITAL INC			EMEA APAC	Industrials Financials	1	. 0	0	1 0	0	0	1 (	)	0 0	) i	0 0	0 0	0	1	0	0	1	0 0	0	0	0 (	0	0	0	0	0	0 0	0	0
AL HOLDINGS CORP		JP	APAC	Consumer Discretionary	1	1	0	0 0	0	0	1 (		0 0	0 1	0 0	0	0	0	0	1	1	1 0	0	0	0 (	0	0	0	0	0	0 0	0	0
VE BIOTECHNOLOGIES CORP VA ELECTRIC CORPORATION			AMER APAC	Health Care Industrials	1	. 0	1	0 0	0	1 0	1 (	) )	0 0	0 (	0 0	0 0	0	1 0	0	1 0	1 0	0 1 0 1	0	0	0 (	0 0	0	0	1 0	0	0 0	0	0
IING MARINE TRANSPORT CORP R PLC			APAC AMER	Industrials Industrials	1	. 0	0	1 0	1	0	1 (	)	1 0	0 (	0 (	0	0	1	0	0	1	0 0	0	0	1 (	0	0	0	0	0	0 0	0	0
C		US	AMER	Financials	1	. 0	1	0 0	0	0	1 (		0 0	0	0 (	0	0	1	0	0	1	1 1	0	1	0 (	0	0	0	0	0	0 0	0	0
PLC HOLDINGS INC			EMEA APAC	Consumer Staples Industrials	1	. 1	0 1	0 0	1 0	1	0 :	)	0 0	0 (	0 0	0	1 0	0 1	0	0	0 1	0 0 1	0	0	0 0	0	. 0	1 0	0 1	0	0 0	0	0
IX HOLDINGS PLC RGY CORP			AMER AMER	Materials Energy	1	. 0	1	0 0	1	1	1 (	)	1 0	0 (	0 (	0	0	1	0	1	0	1 0	0	1	0 0	0	0	1	0	0	0 0	0	0
ESIDENTIAL PROPERTIES REIT PLC		IE	EMEA	Real Estate	1	. 0	1	0 0	0	0	1 (		0 0	0	0 (	0	0	0	0	1	1	1 1	0	1	0 (	0	0	0	0	0	0 0	0	0
R PLC FONE GROUP PLC			AMER EMEA	Materials Communication Services	1	. 0	0	0 0	0	0 1	1 (	)	0 0	0 (	0 (	0 1	0	0 1	0	0 1	0 1	0 0 1	0	0	0 (	0 (	0	0	0	0	0 0	0	0
A ADVANCE CORPORATION SAB DE CV NIX GROUP HOLDINGS PLC			AMER EMEA	Materials Financials	1	. 0	1	0 0	0	0	1 (	1	0 0	0 (	0 (	0	0	1	1	1	0	0 1	0	1	0 (	0	0	0	0	0	0 0	0	0
AN		HK	APAC	Consumer Discretionary	1	. 0	0	1 0	1	1	1		1 0	0 1	0 (	0	1	0	0	0	1	0 0	0	0	0 0	0	0	1	1	0	0 0	1	0
IGO COMPANY PLC BRASIL BOLSA BALCAO			AMER AMER	Health Care Financials	1	. 0	1	0 0	0	1	1 (	)	0 0	D 1	0 0	0 0	0	0	0	0 1	1	0 0	0	1	0 (	0 (	0	0	1	0	0 0	0	0
ИI CORP VICONDUCTOR IND.			APAC EMEA	Information Technology Information Technology	1	. 1	0	0 0	1	0	1 (	)	0 0	0 (	0 (	1	0	0	0	0	1	0 0	0	0	0 (	0	0	0	0	0	0 0	0	0
SION PLC			AMER	Industrials	1		1	0 0	1	0	1 (	,	1 0	0	0 (	) 0	0	0	0	0	1	1 0	0	0	1 (	0	0	0	0	0	0 0	0	0
ATA TECHNOLOGIES HOLDING PLC DLDINGS CO LTD			AMER APAC	Industrials Industrials	1	. 0	1	0 0	0	1	1 (	) )	0 0	0 (	0 0	0 0	0	0	0	1 0	1	0 0	0	0	0 (	0 0	0	0	1	0	0 0	0	0
N PLC IRD BIOMEDICA PLC			EMEA EMEA	Financials Health Care	1	. 0	0	1 0	0	0	1 (	)	0 0	0 (	0 (	0	0	0	0	0	1	0 0	0	0	0 (	0	0	0	0	0	0 0	0	0
ENG LITHIUM GROUP CO LTD		HK	APAC	Materials	1	. 0	1	0 0	0	0	1 (	,	0 0	0	0 (	) 0	0	0	0	1	1	0 0	0	0	0 0	0	0	0	0	0	0 0	0	0
NKLIJKE AHOLD DELHAIZE NV IEBENSAT 1 MEDIA SE			EMEA EMEA	Consumer Staples Communication Services	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
OVIA SE VEGIAN CRUISE LINE HOLDINGS LTD		DE	EMEA AMER	Real Estate Consumer Discretionary	1	. 0	1	0 0	1	0	1 (	)	1 0	0 (	0 (	0	0	1	1	1	1	0 1	0	0	0 0	0	0	0	0	0	0 0	0	0
GROUP PLC		GB	EMEA	Information Technology	1	. 0	0	0 0	0	0	1 (	,	0 0	0	0 (	) 0	0	1	0	1	1	1 0	0	1	0 0	0	0	0	0	0	0 0	0	0
BOSS AG DLEAF CO LTD			EMEA APAC	Consumer Discretionary Information Technology	1	. 0	1	0 0	0	1 0	1 (	) )	0 0	0 (	0 0	0 0	0	1	0	0	0	0 0	0	0	0 (	0	0	0	0	0	0 1 0	0	0
RE GROUP			APAC	Real Estate	1	. 1	0	0 0	1	1	1 (		0 0	0 (	0 (	0	1	1	1	1	0	1 1	0	1	1 (	0	1	1	1	0	0 0	0	1
G FISCHER AG EST GROUP PLC		GB	EMEA EMEA	Industrials Financials	1	. 1	0	0 0	0	1	1 (	,	0 0	) (	0 (	) 0	0	1	0	0	1	1 1	0	0	0 :	1	0	0	0	0	0 0	0	0 1
DD AB SON MATTHEY PLC			EMEA EMEA	Consumer Staples Materials	1	. 0	0 1	0 1	0	0	1 (	1	0 0	D (	0 (	0 0	0	0	0	0	0	0 0	1	0	0 0	0	0	0	0	0	0 0	0	0
RE PLC CAT PLC		GB	EMEA	Communication Services	1	. 0	1	0 0	0	0	1 (	)	0 0	) (	0 0	0	0	1	0	0	0	0 0	0	1	0 (	0	0	0	0	0	0 0	0	0
FRESH SE		DE	EMEA EMEA	Information Technology Consumer Staples	1	0	0	0 0	0	0	1	,	0 0	0	0 (	) 0	0	0	0	1	1	1 0	0	0	0 (	0	0	0	0	0	0 0	0	0
A ANK GROUP PLC			EMEA EMEA	Energy Financials	1	. 0	1 0	0 0	0	0	1 (	) )	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
CURE LTD		US	AMER	Health Care	1	. 0	1	0 0	0	1	1 (		0 0	) (	0 0	0	0	1	0	0	0	1 0	0	1	0 (	0	0	0	1	0	0 0	0	0
EY PLC T GLOBAL HOLDINGS INC		US	EMEA AMER	Financials Information Technology	1	. 0	1	0 0	0	0	1 (	,	0 0	) (	0 (	) 0	0	1	0	0	0	0 0	0	1	0 0	0	0	0	0		0 0		0
LS SA SON CONTROLS INTERNATIONAL PLC			EMEA AMER	Health Care Industrials	1	. 0	1	0 0	0	0	1 (	1	0 0	D (	0 (	0	0	0	0	1	0	0 1	0	0	0 0	0	0		0		0 0	0	0
EDGE TECHNOLOGIES INC		US	AMER	Information Technology	1	. 0	1	0 0	0	1	1 (		0 0	0	0 0	0	0	0	0	0	1	0 1	0	0	-	0	0	0	1 0	0	0 0	0	0
ART DE MEXICO SAB DE CV OUP AG			AMER EMEA	Consumer Staples Financials	1	0	0	0 0	0	0	1	,	0 0	0	0 (	) 0	0	0	0	0	1	1 0	0		0 0	0		0 0	0	0	0 0	0	0
IAN PACIFIC KANSAS CITY T HOLDINGS CO LTD			AMER APAC	Industrials Industrials	1	. 0	1	0 0	0	1	1 (	1	0 0	) i	0 (	0 0	0	0	0	1	1	1 0 1 0	0			0			1	0	0 0	0	0
MANN HOLDING AG		CH	EMEA	Health Care	1	0	1	0 0	1	1	1		1 0	Ď (	0 0	0	0	1	0	ō	ō	1 0	0	1	1 (	0	0	0	1	0	0 0	ō	0
FIELD CORP NORDISK A/S			AMER EMEA	Financials Health Care	1	. 0	1	0 0	0	1	1 (	)	0 0	) (	0 (	) 0	0	1	0	1	0	1 0 0 0	0	0	0 0	0	0	0	0	0	0 0	0	0
/EI CO LTD ( SE		CN	APAC EMEA	Information Technology Health Care	1	. 0	1	0 0	0	1	0 (	)	0 0	D (	0 0	0	0	0	0	0	0	0 0	0	0	0	0	0	0	0		0 0		0
WIND SYSTEMS A/S		DK	EMEA	Industrials	1	. 0	1	0 0	0	0	1	,	0 0	0	0 (	) 0	0	1	0	0	0	0 0	0	1	0 (	0	0	0	0	0	0 0		0
N PLC NT HOLDINGS LTD			EMEA APAC	Consumer Staples Communication Services	1	1	0	0 0 0 0	1	1	1 1		1 0	0 (	0 0	0	0 1	1 0	0 1	0	1 0	0 1 0	0	0	1 (	0			1 0	0	0 0	0	0
RMA PLC		GB	EMEA	Communication Services	1	. 0	1	0 0	0	1	1 (	)	0 0	)	0 (	0 0	0	1	0	0	1	0 0	0	1		0		0	1	0	0 0	0	0
EN NV VIZ TECHNOLOGIES LTD		IL	EMEA EMEA	Health Care Information Technology	1	. 0	0	0 0 1 0	0	0	1 (	,	0 0	) (	0 (	) 0 ) 0	0	1	0	0	υ 1	1 1 1	0	0	1 (	0	0		0	0	0 0		0
DSIDE ENERGY GROUP LTD ET PLC		AU	APAC EMEA	Energy Industrials	1	. 1	0	0 0	1	1	1 (	)	1 0	o (	0 (	0	0	0	0	1	1	0 0	0	0	1 0	0	0		1		0 0	0	1
SPACE GROUP PLC		GB	EMEA	Real Estate	1	1	0	0 0	0	0	1 (		0 0	j (	0 (	0	0	1	0	0	1	1 0	0	0	0 0	0	0	0	0	0	0 0	0	0
UNO ADMINISTRACION SA DE CV OM ITALIA SPA			AMER EMEA	Real Estate Communication Services	1 1		1	0 0			1 (		0 0		0 0		0	0 1	0	0 1		0 0	0	0	0 0				0		0 0	0	0
EOYJ			EMEA	Energy	1			0 0			1 (		0 0		0 0		0	0	0	0		0 0	0			0			0		0 0		0

	Jan 2024 to Mar 2024 y	bis_regio	n sector	engageme in p nt_count	person video	conf ema	ail E		E- Biodiversi	E-Climate Risk Managem ent	E-Land Use/Defor E estation	Environme Ope ntal Impact Sust	eration comp al impac ainabil th	ts on e	e Compositi on and Effectiven	Gender Ove Diversity	Business G- ersight/ Corpor Risk Strate anagem	rate Executive Governan	tion li	y Integrity	ommuni Div	S- S- versity an and lusion	d Safety Capital Manager ent	Indigeno s People Rights	Managem	S-Other company impacts on	and Data R	portuni L ties M	Chain Labour Managem
												Managem ent	ity envir er		ess		ent								ent issues	people/h uman rights			ent
ENA CO LTD NROSS GOLD CORP	CA	APAC AMER	Communication Services Materials	1 1	1 0 0 1	0	0 0 1	0 1	1 0	-	0	0	0	-	0 0 1	0	0 1	1 0 1 0 0 0	0 0	0 0 1 0	0 1	0	0 1	0	0 0	0	0	0	
UTSOURCING INC REGLI DEMIR VE CELIK FABRIKALARI TAS		APAC EMEA	Industrials Materials	1 1	0 1 0 1	0	0 0 0	0	1 (	0	0	0	0	0	0 0 0	0	0	0 0 0	1 0 1 0	0 0	0	0	0	0	0 0	0	0	0	(
KBANK TAS NING CO LTD		EMEA APAC	Financials Consumer Discretionary	1	1 0	0	0 0	0	1 (	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	C
RNA RETE ELETTRICA NAZIONALE SPA	IT	EMEA	Utilities	1	0 1	0	0 1	0	1 1	1	0	0	0	0	0 0	0	0	1 0 0	1 0	1 0	0	0	0	0	0 0	0	0	0	(
AGELLAN FINANCIAL GROUP LTD ARSHALLS PLC		APAC EMEA	Financials Materials	1	0 1	0	0 0	0 1	1 (	0	0	0	0	0	0 1	0	0	1 1 0 1 0 0	0 1 0 0	0 0	0	0	0	0 1	0 0	0	0	0	,
RAFTON GROUP PLC EINEKEN NV		EMEA EMEA	Industrials Consumer Staples	1	0 0	1	0 0	0	1 (	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	
OVIVIO SA	FR	EMEA	Real Estate	1	0 1	0	0 0	0	1 (	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	(
NISS LIFE HOLDING AG DCALIZA RENT A CAR SA	CH BR	EMEA AMER	Financials Industrials	1	0 0	1 0	0 0	0 1	1 (	0	0	0	0	0	0 0 0	0	0 1	0 1 0 1 1 1	0 1 0 1	0 0	0	0	0	0	0 0	0	0	0	(
'ENDEL SE REDIT AGRICOLE SA	FR	EMEA EMEA	Financials Financials	1	0 1	0	0 0	0	1 (	0	0	0	0	0	0 1	0	0	0 1 0	0 1	0 0	0	0	0	0	0 0	0	0	0	C
RNOD-RICARD SA	FR	EMEA	Consumer Staples	1	1 0	0	0 0	1	1 (	0	0	0	0	0	0 1	0	1	1 0 0	0 0	0 0	0	1	0	0	0 0	0	0	0	(
SILORLUXOTTICA SA MENOS AG		EMEA EMEA	Health Care Information Technology	1	0 1	0 1	0 0	0	1 (	0	0	0	0	0	0 1 0 1	0	0	1 1 0 0	0 1 0 1	0 0	0	0	0	0	0 0	0	0	0	(
NEL SPA QUINOR ASA		EMEA EMEA	Utilities Energy	1	0 1	0	0 1	0	1 (	1	0	0	0	0	0 1	0	0	1 1 0	0 1	0 0	0	0	0	0	0 0	0	0	0	C
EXANS SA	FR	EMEA	Industrials	1	0 1	0	0 1	1	1 (	1	0	0	0	0	0 1	0	0	0 0 0	0 1	0 0	0	0	1	0	0 0	0	0	0	ľ
ESTLE SA DECCO GROUP AG		EMEA EMEA	Consumer Staples Industrials	1 1	0 1	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	1 0	0	0 0	0	0	1 0	0
BB LTD DVARTIS AG	СН	EMEA	Industrials	1	0 1	0	0 0	0	1 (	0	0	0	0	0	0 1	0	0	1 0 0	0 0	0 0	0	0	0	0	0 0	0	0	0	ſ
OEP BRUSSEL LAMBERT NV		EMEA EMEA	Health Care Financials	1	0 1	0	0 0	0	1 (	0	0	0	0	0	0 1	0	0	0 0 0	0 1	1 0	0	0	0	0	0 0	0	0	0	,
LAPAGOS NV SCO SHIPPING HOLDINGS CO LTD		EMEA APAC	Health Care Industrials	1	0 1	0	0 0	0	1 (	0	0	0	0	0	0 0	0	0	0 0 0	0 1	1 0	0	0	0	0	0 0	0	0	0	C
DENRED	FR	EMEA	Financials	1	0 1	0	0 0	0	1 (	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	(
ATSUKIYOCOCOKARA & CO IEOS HOLDINGS INC		APAC APAC	Consumer Staples Energy	1 1	0 1 1 0	0	0 0 0	1 1	1 (	0	0	0	0	0	0 0 0	0	0	1 0 0 1 0 1	0 0	0 0	0	1 0	0 0	0 1	0 0 0	0	0	0	C
N-ICHI LIFE HOLDINGS INC	JP	APAC	Financials	1	0 1	0	0 1	1	1 (	1	0	0	0	0	0 1	0	0	0 1 0	0 0	0 0	0	1	0	0	0 0	0	0	0	ſ
-S AG GONQUIN POWER & UTILITIES CORP	CA	EMEA AMER	Materials Utilities	1	0 1	0	0 0	0	1 (	0	0	0	0	0	0 0	0	0	1 1 0	0 0	0 0	0	0	0	0	0 0	0	0	0	,
JLIUS BAER GRUPPE AG UANGZHOU AUTOMOBILE GROUP CO LTD	CH HK	EMEA APAC	Financials Consumer Discretionary	1	0 1	0	0 0 0 n	0	1 (	0	0 n	0 0	0	0	0 1 0 n	0	1 0	1 1 0	0 1 0 n	0 0 0 n	0	0	0	0	0 0 0 n	0	0	0 n	
REEINC	JP	APAC	Communication Services	1	0 1	0	0 0	0	1 (	0	0	0	0	0	0 1	1	ō	0 1 0	0 0	0 0	0	0	0	0	0 0	0	0	0	ſ
OSHIZAKI CORP RRC CORP LTD	нк	APAC APAC	Industrials Industrials	1	0 1 0 1	0	0 1 0 0	0	1 (	0	0	0	0	0	0 1 0 0	1 0	0 1	1 0 0 1 0 0	0 0 0	0 0	0	υ 0	0	0	0 0	0	0	0	(
PERA SA H SMITH PLC	BR	AMER EMEA	Health Care Consumer Discretionary	1	1 0	0	0 0	0	1 (	0	0	0	0	0	0 1	0	1	1 1 1	0 0	1 0	0	0	0	0	0 0	0	0	0	(
ERDROLA SA	ES	EMEA	Utilities	1	0 1	0	0 1	0	1 (	1	0	0	0	0	0 0	0	0	0 0 0	1 0	0 0	0	0	0	0	0 0	0	0	0	(
CKITT BENCKISER GROUP PLC RONT RETAILING CO LTD		EMEA APAC	Consumer Staples Consumer Discretionary	1	0 1	0	0 0	1	0 (	0	0	0	0	0	0 0	0	0	0 0 0	0 0	0 0	0	0	1 0	0	0 0	1	0	1 0	C
IGIE SA	FR	EMEA	Utilities	1	0 1	0	0 1	0	1 1	1	0	0	0	0	0 1	0	0	1 0 0	0 1	0 0	0	0	0	0	0 0	0	0	0	ſ
INNY OPTICAL TECHNOLOGY GROUP CO LTD ANONE SA		APAC EMEA	Information Technology Consumer Staples	1	0 1	0	0 1	0	1 (	0	0	0	0	0	0 0	0	0	0 0 0	1 1	0 0	0	0	0	0	0 0	0	0	0	1
YSMIAN SPA XEL SA		EMEA EMEA	Industrials Industrials	1	0 1	0	0 0	0	1 (	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	C
AX GROUP PLC	GB	EMEA	Utilities	1	1 0	0	0 1	0	1 (	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	ľ
ILVO AB DUSTRIAL AND COMMERCIAL BANK OF CHINA LTD		EMEA APAC	Industrials Financials	1	0 1	0	0 1	0	1 1	. 1	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	C
/ERN TRENT PLC LMAR INTERNATIONAL LTD	GB	EMEA APAC	Utilities Consumer Staples	1	1 0	0	0 1	0	1 (	0	0	0	0	0	1 1	0	0	1 1 0	0 1	0 0	0	0	0	0	0 0	0	0	0	(
DL HOLDINGS CO LTD	JP	APAC	Consumer Staples	1	0 1	0	0 0	0	1 (	0	0	0	0	0	0 1	0	1	1 0 0	0 0	0 0	0	0	0	0	0 0	0	0	0	ľ
IILEVER PLC KEMA SA		EMEA EMEA	Consumer Staples Materials	1	0 1	0	0 0	1	1 (	0	0	0	0	0	0 0	0	1 0	1 0 0	0 0	0 0	0	0	0	0	0 0	0	0	0	C
NDON STOCK EXCHANGE GROUP PLC	GB	EMEA	Financials	1	1 0	0	0 0	1	1 (	0	0	0	0	0	0 0	0	1	1 0 0	0 0	0 0	0	0	0	1	0 0	0	1	0	ſ
IAM SPA NIDAS AG		EMEA EMEA	Utilities Consumer Discretionary	1	0 1	0	0 1	0	1 1	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	1
MV AG JELCELL ENERGY INC		EMEA AMER	Energy Industrials	1	0 1	0	0 1	0	1 (	1	0	0	0	0	0 1	0	0	1 0 1	0 1	0 0	0	0	0	0	0 0	0	0	0	C
RTZ GLOBAL HOLDINGS INC	US	AMER	Industrials	1	0 1	0	0 1	0	1 (	1	0	0	0	0	0 1	ō	0	1 0 0	0 1	0 0	ō	0	0	0	0 0	0	0	0	(
ERSHEY COMPANY THE ASBRO INC	US US	AMER AMER	Consumer Staples Consumer Discretionary	1	0 1	0	0 1 0	1 0	1 1	0	1 0	0	0	0	1 0 0 0	0	1 0	0 0 0 1 1 0	0 0 0 1	0 0	0	1 0	0	0	0 0	0	0	0	1
NN CELESTIAL GROUP INC		AMER AMER	Consumer Staples Information Technology	1	0 1	0	0 1	1	1 (	1	0	0	0	0	1 1	1	0	1 1 0	0 1	1 0 0 0	0	1	0	1	0 0	0	0	1	(
JARDANT HEALTH INC	US	AMER	Health Care	1	0 1	0	0 0	1	1 (	0	0	0	0	0	0 1	0	0	0 1 0	0 1	1 0	0	0	0	1	0 0	0	0	0	ſ
ROCERY OUTLET HOLDING CORP RANITE POINT MORTGAGE TRUST INC		AMER AMER	Consumer Staples Financials	1	0 1	0	0 1	1	1 (	1 0	0	0	0	0	1 0 0 0	0	0	1 1 0	0 0	1 0	1	1	0	0	0 0	0	0	1	C
OLDMAN SACHS GROUP INC/THE	US	AMER AMER	Financials	1	0 1	0	0 1	0	1 (	1	0	0	0	1	0 0	0	1	0 0 0	1 0	1 0	0	0	0	0	0 0	0	0	0	ſ
OBAL INDUSTRIAL CO ENTHERM INC	US	AMER	Industrials Consumer Discretionary	1	0 1	0	0 0	1	1 (	0	0	0	0	1	0 1	0	1	0 0 0	0 0	0 0	0	0	0	1	0 0	0	0	0	,
NWORTH FINANCIAL INC NERAL MILLS INC		AMER AMER	Financials Consumer Staples	1	0 1	0	0 0	0 1	1 (	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	C
HEALTHCARE TECHNOLOGIES INC	US	AMER	Health Care	1	0 1	0	0 1	1	1 (	1	0	0	0	0	0 0	0	1	1 0 0	0 1	0 0	0	0	0	0	0 0	0	0	1	ſ
NKLIN RESOURCES INC LOGIC INC		AMER AMER	Financials Health Care	1	0 0	0	0 0	0 1	0 0	0	0	0	0	0	0 0	0	0	0 0 1	0 1 0	0 0	0	0	0	0	0 0	0	0	0	(
RTIS INC RD MOTOR COMPANY	CA	AMER AMER	Utilities Consumer Discretionary	1	0 1	0	0 1	1	1 (	1	0	0	0	0	0 1	1	1	0 0 1	0 1	0 0	0	0	0	1	0 0	0	0	0	
E9 INC	US	AMER	Information Technology	1	0 1	0	0 0	0	1 (	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	
E BELOW INC STENERGY CORPORATION		AMER AMER	Consumer Discretionary Utilities	1 1	0 1 0 1	0	0 1 1	1 1	1 (	1	0	0	0	0	0 1 0 0	1 0	0 1	1 1 0 1 1 1	0 0	1 0 0 0	0	0	0	1	0 0	0	0	0	(
ST QUANTUM MINERALS LTD	CA	AMER	Materials	1	0 1	0	0 0	0	1 (	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	(
ST AMERICAN FINANCIAL CORP ELITY NATIONAL INFORMATION SERVICES INC	US	AMER AMER	Financials Financials	1	0 1 0 1	0	0 0	0	1 (	0	0	0	0	0	0 0	0	0	1 0 0	0 1 0 1	0 0	0	0	0		0 0	0	0	0	0
INC R ISAAC CORP	US	AMER AMER	Information Technology Information Technology	1	0 1	0	0 0 0 n	0	1 (	0	0 n	0 0	0	0	0 1 0 n	0	0	0 0 0	0 1 0 1	0 0	0	0	0	0	0 0	0		0	
CORPORATION	US	AMER	Materials	1	0 1	0	0 1	0	1 (	0	0	0	0	1	0 1	0	1	1 0 0	0 0	0 0	ō	0	0		0 0	0	0	0	0
EDIA GROUP INC LIXIS INC.		AMER AMER	Consumer Discretionary Health Care	1 1	0 1 0 1	0	0 0	0 1	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	C
LON CORPORATION	US	AMER	Utilities	1	0 1	0	0 1	1	1 (	1	0	0	0	0	0 1	0	1	0 0 0	0 0	0 0	0	0		1	0 0	0	0	0	
/LETT PACKARD ENTERPRISE CO BELL INCORPORATED	US	AMER AMER	Information Technology Industrials	1	0 1	0	0 1	0	1 (	1	0	0	0	0	0 0	0	0	1 0 0	0 1 0	0 0 1 0	0	0	0	-	0 0	0	0	0	
MAB A/S ENTUM HOLDINGS INC		EMEA AMER	Health Care Information Technology	1	0 0	0	1 0	0	1 (	0	0	0	0	0	0 1	0	0	0 0 0	0 1 0 1	0 0	0	0	0	0	0 0	0	0	0	
ITROSE ENVIRONMENTAL GROUP INC	US	AMER	Industrials	1	0 1	0	0 0	0	1 (	0	0	0	0	0	0 1	0	0	0 0 0	1 1	0 0	0	0	0		0 0	0	0	0	,
NGODB INC ERALS TECHNOLOGIES INC.	US US	AMER AMER	Information Technology Materials	1 1	0 1 0 1	0	0 1 0 1	0	1 (	1	0	0	0	0 1	0 0 0	0	0	1 0 0 0 0 n	0 1 0 0	0 0	0	0			0 0 0	0	0	0	1
DLEBY CORPORATION (THE)	US	AMER	Industrials	1	0 1	0	0 0	0	1 (	0	0	0	0	0	0 0	0	0	1 0 0	0 0	1 0	0	0	0	0	0 0		0	0	Ĭ
FRO INC SA LABORATORIES INC	CA US	AMER AMER	Consumer Staples Health Care	1	0 1 0 1	0	0 0 1	0 1	1 (	0	0	0	0	0	0 0 1	0	1	1 0 0 1 0 1	0 0 0 1	1 0	0	0	0	1	0 0		0	0	C
RCADOLIBRE INC DONALDS CORPORATION	US US	AMER AMER	Consumer Discretionary Consumer Discretionary	1	0 1 0 1	0	0 1	1	1 (	0	0	0	0	0	1 1	1	1	1 0 1	0 0 1 0	1 0 0 0	0	0	0	1	0 0	0	1	0	
AXIMUSINC	US	AMER	Industrials	1	0 1	0	0 0	1	1 (	0	0	0	0	0	0 0	0	1	0 0 0	1 0	0 0	0	0	0	1	0 0	1	0	0	
ARTIN MARIETTA MATERIALS INC ARRIOTT INTERNATIONAL INC	US US	AMER AMER	Materials Consumer Discretionary	1	0 0 0	1 0	0 1 0 0	1 0	1 (	1	0 0	0	0	0	0 1 0 0	0 n	1 0	1 0 0 1 0 0	0 0	0 0	0	0			0 0	0 0	0	0	0
NHATTAN ASSOCIATES INC	US	AMER	Information Technology	1	0 1	0	0 0	0	1 (	0	0	0	0	0	0 1	0	0	0 0 0	0 1	1 0	0	0	0	0	0 0	0	0	0	
IM RESORTS INTERNATIONAL IC HOLDINGS INC	US US	AMER AMER	Consumer Discretionary Consumer Discretionary	1 1	0 1 0 1	0	0 0	1 0	1 (	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	
CID GROUP INC	US	AMER	Consumer Discretionary	1	0 1		0 1	1	1 (		0	0	0	1	0 0	0	0	0 0 0	0 0	1 0	0	0	0	1	0 0		0	1	
A FINANCIAL INC NES COMPANIES INC	CA US	AMER AMER	Financials Consumer Discretionary	1 1	0 1 0 1	0	0 0 0	0 1	1 (		0	0	0		0 0 1	0	1 0	1 1 0 1 0 0	0 1 0 0	0 0	0	0 1		0	0 0	0	0	0	
• •				•		-		-		-	ŭ	,	-		-		-	- 0		, and a	-	-				J			

	Jan 2024 to Mar 2024 y	r bis_regio	on sector	engageme in pe					Biodiversi y	E-Climate t Risk Managem ent	Use/Defor estation	ntal Impact Sus	peration com al impa stainabil t		ste Compositi on and Effectiven	Gender Diversity	Managem	G- G- G- porate Executive Governa ategy Managem ce ent Structur	tio		Ethics and Comn Integrity ty relati	and			n s Peoples	Capital in Managem	impacts Se on	nd Data Risk ecurity Oppo	ks and Chain ortuni Labour cies Manage
												Managem ent		ronm	ess		ent										eople/h uman rights		ent
NNAR CORPORATION AURENTIAN BANK OF CANADA	US CA	AMER AMER	Consumer Discretionary Financials	1 1	0 1 0 1	0 0	0 0 0	1 0	1 (		0 0 1 0		0	0 0	0 0	0	0 1		0 1 0	0 0	0	0	0	0 0	0 0	1 0	0	0	0 0
BORATORY CORPORATION OF AMERICA HOLDINGS NDER MORGAN INC	US US	AMER AMER	Health Care Energy	1	0 1 0 1	0	0 0	1 0	0 (	) (	0 0	0	0	0	0 1	. 0	0	0 0	0 0	0 0	0	0	0	0 0 0 C	0 0	0	0	1 0	1 0
HOME ISER ALUMINUM CORPORATION	US US	AMER AMER	Consumer Discretionary Materials	1	0 1	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	) O	0	0	0	0
PENLANE INC	US	AMER	Industrials	1	0 1	0	0 0	1	1 (	) (	0 0	0	0	0	0 1	. 0	0	1 0	0 0	0 0	0	0	0	0 1	ī 0	0	0	0	0
IFF DAVIS INC ACK IN THE BOX INC.	US US	AMER AMER	Communication Services Consumer Discretionary	1	0 1	0	0 1	0	0 (	) 1	1 0 1 0	0	0	0	0 1	. 0	1 0	1 0 0 0	0 0	1 1	0	0	0	0 1	. 0 ) 0	0	0	0	0
ITEL CORPORATION IGERSOLL RAND INC	US US	AMER AMER	Information Technology Industrials	1	0 1	0	0 1	0	0 (	) (	0 0	0	0	1	1 0	0	0	0 0	0 0	0 0	0	0	0	0 0	0	0	0	0	0
NDUSTRIAL LOGISTICS PROPERTIES TRUST	US	AMER	Real Estate	1	0 1	0	0 0	0	1 (	) (	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
LINOIS TOOL WORKS INC NTERGY CORPORATION	US US	AMER AMER	Industrials Utilities	1	0 1 0 1	0	0 1 0 1	1	1 (	) (	0 0	0	0	1 0	0 1	. 0	0 1	1 1 1 0	0 0	0 0	0	0	0	0 0	, 0 1 0	1 0	0	0	0
NPHASE ENERGY INC NERPAC TOOL GROUP CORP	US US	AMER AMER	Information Technology Industrials	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	0	0 0	0	0	1 0	0 0	0 0	0	0	0	0 1	. 0	0	0	0	0
VISTA CORPORATION	US	AMER	Utilities	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	0	0 0	) 0	1	1 1	0 0	0 0	0	0	0	1 1	1 0	0	0	0	0
ASELLA WASTE SYSTEMS INC ARRIER GLOBAL CORP	US US	AMER AMER	Industrials Industrials	1	0 1 0 1	0	0 0	0	1 (	) (	0 0	0	0	0	0 1	. 0	0	0 0	1 0 0 1	0 0	0	0	0	1 1 0 C	. 0	0	0	0	0
CARLYLE GROUP INC/THE CMS ENERGY CORPORATION	US US	AMER AMER	Financials Utilities	1	0 1	0	0 0	0	1 (	) (	0 0	0	0	0	0 0	0	1	1 1	0 0	1 0	0	0	0	0 0	) 0	0	0	0	0
BURLINGTON STORES INC	US	AMER	Consumer Discretionary	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	0	0 0	) 0	0	1 0	1 0	1 1	0	0	0	0 1	, 0	0	0	0	1
BUILDERS FIRSTSOURCE INC AZENTA INC	US US	AMER AMER	Industrials Health Care	1	0 1 0 1	0	0 1 0	0	1 (	) 1	1 0 0 0	0	0	0	0 1	1 1	0	1 0 0 0	0 0 1	0 0	0	0	0	0 0	0	0	0	0	0
BLACK HILLS CORPORATION BECTON DICKINSON AND COMPANY	US US	AMER AMER	Utilities Health Care	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	0	0 0	0	1	1 0	0 0	0 0	0	0	0	1 0	) 0	0	0	0	0
ANK OF NEW YORK MELLON CORP/THE	US	AMER	Financials	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	1	0 0	) 0	1	1 0	0 0	0 1	0	0	0	0 0	) 0	0	0	0	1
SANK OF HAWAII CORP SALCHEM CORPORATION	US US	AMER AMER	Financials Materials	1	0 1	0	0 0	0	1 (	) (	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
AZEK COMPANY INC	US	AMER	Industrials	1	0 1	0	0 0	0	1	) (	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
AVNET INC AVALONBAY COMMUNITIES INC	US US	AMER AMER	Information Technology Real Estate	1 1	U 1 0 1	0 0	0 0 1	0	1 (	) ( ) 1	0 1 0	0	0	υ 0	0 1	. 0	0	1 1 1 0	0 0	υ ( 1 1	0	0	0	0 0	) 0 0	0	0 0	0	0 0
ENERGIZER HOLDINGS INC ASSURANT INC	US US	AMER AMER	Consumer Staples Financials	1	0 1	0 n	0 0	0 n	1 (	) (	0 0	0	0	0	0 1	. 0	0	0 0 1 1	0 0 0	0 0	0 n	0	0	0 0	0	0	0	0	0
ARRAY TECHNOLOGIES INC	US	AMER	Industrials	1	0 1	0	0 1	0	1	) 1	1 0	0	0	0	0 1	. 0	1	1 0	0 0	0 0	0	0	0	0 0	) 0	0	0	0	0
ARAMARK ANTERO RESOURCES CORP	US US	AMER AMER	Consumer Discretionary Energy	1 1	0 1 0 1	0	0 0 0 1	1	1 (	) i	υ 0 1 0	0	0	υ 0	0 0	. 0	0	1 1 1 0	0 0	0 0	0	0	0	0 1 0 1	T 0	0	0	0	0
ANALOG DEVICES INC AMERIPRISE FINANCIAL INC	US US	AMER AMER	Information Technology Financials	1	0 1	0	0 0	0	1 (	) (	0 0	0	0	0	0 1	. 0	0	0 0	1 0	1 0	0	0	0	0 0	0	0	0	0	0
AMERICAN WELL CORP	US	AMER	Health Care	1	0 1	0	0 0	0	1	) (	0 0	0	0	0	0 1	. 1	1	1 0	1 0	1 0	0	0	0	0 0	) 0	0	ő	0	0
AMERICAN INTERNATIONAL GROUP INC AMAZON.COM INC	US US	AMER AMER	Financials Consumer Discretionary	1	0 1	0	0 0	0 1	1 (	) (	0 0	0	0	0	0 0	. 0	0 1	1 0 1 0	0 0	0 0	0	0	0	0 0	) 0 1 0	0	0	0 1	0 1
ALLIANT ENERGY CORP BREAD FINANCIAL HOLDINGS INC	US US	AMER AMER	Utilities Financials	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	0	1 1	. 0	1	1 1	0 0	0 0	0	0	0	1 1	. 0	0	0	0	0
ALEXANDRIA REAL ESTATE EQUITIES INC	US	AMER	Real Estate	1	0 0	1	0 0	0	1 (	) (	0 0	0	0	0	0 1	. 0	0	0 1	0 0	0 1	0	0	0	0 0	) 0	0	0	0	0
ALEXANDER & BALDWIN INC (HAWAII) AIR PRODUCTS AND CHEMICALS INC	US US	AMER AMER	Real Estate Materials	1	0 1	0	0 1	0	1 (	) 1	1 0 0 0	0	0	0	0 1	. 0	0	1 1 0 1	1 0	0 0	0	0	0	0 0	0	. 0	0	0	0
CATALENT INC CEMEX SAB DE CV	US	AMER	Health Care	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	0	1 1	. 0	0	1 1	0 0	1 0	0	0	0	0 1	1 0	0	0	0	0
DAYFORCE INC	MX US	AMER AMER	Materials Industrials	1	0 1	0	0 0	1	1 (	) (	0 0	0	0	0	0 0	. 1	0	1 1	0 0	1 0	0	0	0	0 0	) 0	0	0	1	0
CHEESECAKE FACTORY INC EMERSON ELECTRIC CO	US US	AMER AMER	Consumer Discretionary Industrials	1	0 1	0	0 0	1	1 (	) (	0 0	0	0	0	0 0	0	0	1 1	0 0	0 0	0	0	0	0 0	0 0	1 0	0	0	0
MERA INCORPORATED	CA	AMER	Utilities	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	1	0 0	0	1	1 0	0 0	0 0	0	0	0	1 0	, 0	0	0	0	0
EHEALTH INC EDITAS MEDICINE INC	US US	AMER AMER	Financials Health Care	1	0 1	0	0 0	0	1 (	) (	0 0	0	0	0	0 0	. 0	0	1 0	1 0	0 0	0	0	0	0 0	) 0	0	0	0	0
DISON INTERNATIONAL EQT CORP	US US	AMER AMER	Utilities Energy	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	0	0 0	0	1	1 0	0 0	1 0	0	0	0	0 1	. 0	0	0	0	0
DRAFTKINGS INC	US	AMER	Consumer Discretionary	1	0 1	0	0 0	0	1 (	, i	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
DOUGLAS EMMETT INC DOMINOS PIZZA INC	US US	AMER AMER	Real Estate Consumer Discretionary	1	0 1 0 1	0	0 0	0	1 (	) (	0 0	0	0	0 1	0 0	0	0	0 0	0 0 1	1 0	0	0	0	0 0	0	0	0	0	0
DOMINION ENERGY INC DELL TECHNOLOGIES INC	US	AMER AMER	Utilities	1	0 1	0	0 1	0	1 (	) 1	1 0	0	0	0	0 1	. 0	0	1 0	1 0	0 0	0	0	0	0 0	) 0	0	0	0	0
DEERE & CO	US US	AMER	Information Technology Industrials	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	1	0 0	) 0	0	0 0	0 0	1 0	0	0	0	0 0	) 0	0	0	0	1
DECKERS OUTDOOR CORPORATION DXC TECHNOLOGY CO	US US	AMER AMER	Consumer Discretionary Information Technology	1	0 1 0 1	0	0 0	0	1 (	) (	0 0	0	0	0	0 1	. 0	0	1 1	0 0	0 0	0	0	0	0 0	0 0	0	0	0	0
O R HORTON INC	US	AMER	Consumer Discretionary	1	0 1	0	0 0	0	1 (	) (	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
CORCEPT THERAPEUTICS INCORPORATED CONSOLIDATED EDISON INC	US US	AMER AMER	Health Care Utilities	1	0 1 0 1	0	0 0	1	1 (	) (	0 0	0	0	0	0 0	) 0	1	1 0	0 0	0 0	0	0	0	1 1	0 0	0	0	0	0
CONAGRA BRANDS INC COMPASS MINERALS INTERNATIONAL INC	US US	AMER AMER	Consumer Staples Materials	1	0 1	0	0 0	1	1 (	) (	0 0	0	0	0	0 1	. 1	0	1 1	1 0	1 0	0	0	0	0 1	. 0	0	0	0	0
COMERICA INCORPORATED	US	AMER	Financials	1	0 1	0	0 0	0	1 (	) (	0 0	0	0	0	0 1	. 0	1	1 1	0 0	1 0	0	0	0	0 0	0 0	0	Ö	0	0
COMCAST CORPORATION COINBASE GLOBAL INC	US US	AMER AMER	Communication Services Financials	1	0 1 0 1	0	0 1	0	1 (	) 1	0 0	0	0	0	0 0	) 0	0 1	1 0 1 1	0 0	0 0	-	0	0	0 0	) 0 ) 0	0	0	0	0
CODEXIS INC CLEVELAND-CLIFFS INC	US US	AMER AMER	Health Care Materials	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	0	0 1	. 0	1	1 0	1 0	1 1	0	0	0	0 1	. 0	0	0	0	0
CITIGROUP INC	US	AMER	Financials	1	0 1	0	0 1	0	1 (	) 1	1 0	0	0	1	0 0	) 0	0	0 0	0 0	0 1	0	0	0	0 0	) 0	ō	o /	0	0
CINEMARK HOLDINGS INC CHESAPEAKE UTILITIES CORPORATION	US US	AMER AMER	Communication Services Utilities	1	0 1 0 1	0	0 1 1	1	1 (	) 1	1 0 1 0	0	0	0	1 1	. 0	0	1 0 1 0	0 0	0 0	0	0	0	0 1 1 C	. 0	0	0	1	1 0
CHESAPEAKE ENERGY CORPORATION	US	AMER	Energy	1	0 1	0	0 1	1	1 (	) 1	1 0	0	0	0	0 1	. 0	1	1 1	0 0	0 0	0	0	0	0 1	1 0	0	0	0	0
CHEGG INC WR COOPER GROUP INC	US US	AMER AMER	Consumer Discretionary Financials	1	0 1	0	0 0	0	1 (	, (	0 0	0	0	0	0 1	. 0	1	1 0	1 0	1 0	0	0	0	0 0	) 0 0	0	0	0	0 0
NASDAQ INC NATIONAL BANK HOLDINGS CORP	US US	AMER AMER	Financials Financials	1	0 1 0 1	0	0 1 0 n	0	1 (	) 1	1 0 0 n	0 0	0	0	0 1	. 0 ) n	1	1 1 1 1	1 1 0 0	1 1	0	0	0	0 0	0	0	0	0	0
/ERISK ANALYTICS INC	US	AMER	Industrials	1	0 1	0	0 0	1	1	) (	0 0	0	0	Ó	0 1	. 0	1	1 0	0 0	0 0		0	0	0 1	. 0	0	0	1	0
PURN ELKAY WATER SOLUTIONS CORP PSCALER INC	US US	AMER AMER	Industrials Information Technology	1	0 1 0 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
ZIONS BANCORPORATION NATIONAL ASSOCIATION ZIMMER BIOMET HOLDINGS INC	US US	AMER AMER	Financials Health Care	1	0 1 0 1	0	0 1 0 n	0	1 (	) 1	1 0 0 n	0	0	0	0 0	0	1	1 0 0 1	0 0 1	1 1	0	0	0	0 0	0 0	0	0	0	0
EROX HOLDINGS CORP	US	AMER	Information Technology	1	0 1	0	0 0	0	1		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
CEL ENERGY INC VILLIAMS-SONOMA INC	US US	AMER AMER	Utilities Consumer Discretionary	1 1	0 1 0 1	0	0 1 0 1	1 1	1 (	) 1	1 0 1 0	0	0	0	0 1	. 0	1 0	1 0 1 1	0 0	0 0	0		0	1 1 0 1	1 0 1 0		0	0	0
VESCO INTERNATIONAL INC	US	AMER	Industrials	1	0 1	0	0 1	0	1 (	) 1	1 0	0	0	0	0 1	. 0	1	1 0	0 0	0 0	0		0	0 0	0 0	0	0	0	0
VALKER & DUNLOP INC VALGREENS BOOTS ALLIANCE INC	US US	AMER AMER	Financials Consumer Staples	1	0 1 0 1	0	0 0	0	1 (	, 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
VEC ENERGY GROUP INC VISTRA CORP	US US	AMER AMER	Utilities Utilities	1	0 1 0 1	0	0 1	1	1 (	) 1	1 0 1 ^	0	0	0	0 0	0	1	1 0 1 0	0 0 0	0 0		0	0	0 0	0 0	0	0	0	0
IRTUS INVESTMENT PARTNERS INC	US	AMER	Financials	1	0 0	1	0 0	0	1		0 0	0	0	0	0 0	) 0	1	1 1	0 0	1 1	0	0	0	0 0	, 0	0	ő	0	0
ICTORIAS SECRET & CO ERITEX HOLDINGS INC	US US	AMER AMER	Consumer Discretionary Financials	1 1	0 1 0 1	0	0 1 0	1 0	1 (	) 1	1 0 0 0	0	0	0	0 1	. 1	1 0	1 0 1 0	0 0	0 0		0	1 0	0 1 0	1 0 0 0	0	0 0	0	1 0
UPER MICRO COMPUTER INC	US	AMER	Information Technology	1	0 1	0	0 0	0	1 (	) (	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
ERIZON COMMUNICATIONS INC EECO INSTRUMENTS INC.	US US	AMER AMER	Communication Services Information Technology	1	0 1 0 1	0	0 0	0	1 (	, (	0 0	0	0	0	0 1	. 0	0	1 0	1 0	0 0	0	0	0	0 0	0 0	0	0	0	0
ALLEY NATIONAL BANCORP NIFIRST CORPORATION	US US	AMER AMER	Financials Industrials	1	0 1 0 1	0 n	0 0	0 n	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
JDR INC	US	AMER	Real Estate	1	0 1	0	0 1	0	1	) 1	1 0	0	0	1	0 1	. 0	0	1 1	0 0	1 1	0	0	0	0 0	0 0	0	0	0	0
TYSON FOODS INC TRANSDIGM GROUP INC	US US	AMER AMER	Consumer Staples Industrials	1 1	0 1 0 1	0	0 1 0	1 0	1 1	) (	0 1	0	0	0	1 0	. 0	1 0	0 0	0 0	0 1	0	0	0	1 0 0 0			0	0	1 0
TRADEWEB MARKETS INC	US	AMER	Financials	1	0 1	0	0 0	0	1 (	) (	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
REALREAL INC TEXAS ROADHOUSE INC	US US	AMER AMER	Consumer Discretionary Consumer Discretionary	1	0 1 0 1	0	0 1	1	1 (	, 1 ) 1	1 0 1 0	0	0	0	0 1	. 0	0	0 0	1 0	1 1			0	0 1 0 1	1 0	0	0	0 0	0
ESLA INC ERADATA CORP	US US	AMER AMER	Consumer Discretionary Information Technology	1	0 1 0 1	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	1 0
TEMPUR SEALY INTERNATIONAL INC	US	AMER	Consumer Discretionary	1	0 1	0	0 0	0	1 (	) (	0 0	0	0	0	0 1	. 0	0	1 0	0 0	0 0	0	0	0	0 1 0	0 0	0	0	0	0
r-MOBILE US INC	US	AMER	Communication Services	1	0 1	0	0 0	0	1 (	) (	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

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												e	nt	Ma		ity env	he ironm nt		etiven	Manag ent		ent	Structure		Rep	orting	relat	ions Inclu	sion	ent	Rights		n on s people/h uman rights	ties	Manage ent
		EMEA	Financials Materials	1		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
	NL	AMER EMEA	Materials Information Technology	1	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
	DK	EMEA	Financials Financials	1	1 0 1 0	1	0	0	0 1	0	0	0 1	0 1	0	0	0	0	0	1 0	0	0 :	1 :	0 0	0	0	0	0	0	0	0	0	0 (	0 0	0 0	0
			Utilities Utilities	1	1 0 1 0	1 1	0	0	1 0	0	1	0	1 0	0	0	0	0	0	1 0	0	0 (	) (	0 0	0 1	1	0	0	0	0	0	0	0 0	0 0 0 0	0 0	0
	FR	EMEA	Consumer Discretionary	1	1 0	1	0	0	1	1	1	1	1	1	0	0	1	1	0	0	0 (	) (	0 0	0	0	1	0	0	0	0	0	0 (	0 0	0	0
	GB	EMEA	Financials	1	1 1	. 0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1 :	1 :	. 0	0	0	0	0	0	0	0	0	0 (	0 0	) 0	0
			Utilities Materials	1	1 0 1 0	1	0	0	1	1	1	0	1 0	0	0	0	0	0 1	1	0	1 :	1 (	0 0	0	0 1	0	0	0	0	0	1	0 (	0 0 0 0	0 0	0
				1	1 0 1 0	1	0	0	1 1	1 0	1	0	1 0	0	0	0	1	0	0 1	0	0 (	1 (	0 0	1 0	0	1 1	0	0	0	0	0	0 0	0 0 0 0	0 0	1 0
			Industrials Financials	1	1 0	1	0	0	1	0	1	0	1	0	0	0	0	0	1	0	1 :	1 (	) 1	0	0	1	0	0	0	0	0	0 0	0 0	0	0
	MX	AMER	Materials	1	1 0	1	0	0	1	0	1	0	1	0	0	0	0	1	1	1	1	1 (	) 1	0	0	1	0	0	0	0	0	0 (	0 0	0	0
	BR	AMER	Utilities	1	1 1	. 0	0	0	1	0	1	0	1	0	0	0	0	0	1	0	1 :	1 (	) 1	0	0	1	0	0	0	0	0	0 (	0 0	) 0	0
			Financials Financials	1	1 0 1 0	1	0	0	1	1	1	0	1	0	0	0	1	0	0	0	1 :	1 ( 1 (	0 0	0	0	1	0	0	0	0	0 1	0 (	0 0 0 0	0 0	1
			Materials Financials	1	1 0 1 0	1 0	0 1	0	1 0	1 0	1	0	0	0	0	0	1 0	0	0	0	0 (	) (	0 0	0	0	1 0	0	1 0	0	1 0	0	0 0	0 0 0 0	0 0	0
	GB	EMEA	Financials	1	1 0	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	0 (	) (	0 0	0	0	1	0	0	0	0	0	0 (	0 0	0	0
	GB	EMEA	Financials	1	1 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	0
			Information Technology Consumer Discretionary	1	1 0 1 0	0	1 0	0	0	0	1	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 0	0 0	0
			Industrials Communication Services	1	1 0	0	1	0	0	0	1	0	0	0	0	0	0	0	0 1	0	0 (	) (	0 0	0	1	0	0	0	0	0	0	0 (	0 0	0	0
	IT	EMEA	Utilities	1	1 0	1 1	0	0	1	0	1	0	1	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
	DE	EMEA	Consumer Discretionary	1	1 0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1 (	. (	. 0	1	1	0	0	0	0	0	0	0 (	0 0	0	0
1	US	AMER	Consumer Discretionary	1	1 0	1 1	0	0	0	0 1	0	υ 0	0	0	0	0	0	0	1 0	0	0 (	) (	) 1 ) 0	0	υ 0	0	0	0	0	0	0	0 (	0 0 1	, 0 L 0	0
	US	AMER	Consumer Discretionary Energy	1	1 0 1 0	1 1	0	0	1	1	1	0	1 1	0	0	0	0	0	1 1	0	0 :	1 ( 1 (	0 1	0	1 0	1 0	0 0	1 0	1 0	0 1	1	0 (	0 0 0 0	0 0	1 0
1	US		Utilities Financials	1	1 0 1 n	1 1	0	0 0	1 0	1 0	1	0	1 0	0	0	0	0	0	0 1	0	1 :	1 (	) 0 ) n	0 0	0	0	0	0	0	0	1	0 0	0 0 0 n	0 0	0
1	US	AMER	Financials	1	1 0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1 0	0	0	0	0	0	0	0	0	0 (	0 0	0 0	0
1	US	AMER	Financials	1	1 0	1	0	0	1	0	1	0	1	0	0	0	0	0	1	0	1 :	1 :	1 1	0	0	1	0	0	0	0	0	0 (	0 0	0	0
			Consumer Discretionary Financials	1	1 0 1 0	1	0	0	1 0	1 0	1	0	0	0	0	0	1 0	0	1 0	0	0 :	1 :	l 1 l 1	0	0	0	0	0	0	0	0	0 0	0 0 0 0	0 0	0
			Materials Financials	1	1 0	1	0	0	1	1	1	0	1	0	0	0	0	0	1	0	1 :	1 (	0	0	0	1	0	0	0	0	1	0 (	0 0	0	0
1	US	AMER	Utilities	1	1 0	1	0	0	1	1	1	1	1	0	0	0	0	0	0	0	1	1 (	0	0	1	0	0	0	0	1	0	0 0	0 0	0	0
1	US	AMER	Industrials	1	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
			Real Estate Financials	1	1 0 1 0	1	0	0	0	0	1	0	0	0	0	0	0	0	0 1	0	0 (	) ( 1 :	0 L 0	0	1	0	0	0	0	0	0	0 (	0 0 0 0	0 0	0
1	US		Information Technology	1	1 0	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	1 :	1 (	0	0	0	1	0	0	0	0	0	0 (	0 0	0	0
1	US	AMER	Communication Services	1	1 0	1	0	0	1	1	1	0	1	0	0	0	0	0	1	1	1 :	1 (	0	0	0	1	0	0	1	0	1	0 (	0 0	) 1	0
1	US	AMER	Real Estate	1	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
			Consumer Discretionary Materials	1	1 0 1 0	1	0	0	1 1	1 0	1	0	1	0	0	0	0 1	0	0 1	0	0 (	1 (	L 0	0	0	1 0	0	0	1 0	1 0	1 0	0 0	0 0 0 0	0 0	0
1	US	AMER	Utilities	1	1 0	1	0	0	1	1	1	0	1	0	0	0	0	0	1	0	1 :	1 (	) 1	0	1	0	0	0	0	1	1	0 (	0 0	0	0
	US	AMER	Consumer Discretionary	1	1 0	1	0	0	1	1	1	0	1	0	0	0	0	0	1	1	0	1 (	0	0	1	1	0	0	0	0	0	0 (	0 0	) 0	1
			Utilities Consumer Discretionary	1	-	_	0	0	0	1 0	1	0	1 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 1	0
			Financials Financials	1	1 1 1 0	0	0	0	1 0	0	1	0	1	0	0	0	0	0	1 1	0	0 :	1 1	l 0 l 1	0	1	1 0	0	0	0	0	0	-			0
	US	AMER	Real Estate	1	1 0	1	0	0	0	0	1	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
1	US	AMER	Financials	1	1 0	1	0	0	0	0	1	0	0	Ō	0	0	0	0	0	0	1 :			0	1	0	0	0	0	0		0 (			0
1	US	AMER	Financials	1	1 0	1	0	0	0	0	1	0	0	Ō	0	0	0	0	1	0			L 0	0	0	0	0	0	0	0	0	0	0 0	0	0
			Information Technology Consumer Staples	1			0	0	0 1	0 1	1	0	0 1	0	0	0	0	0 1	1 1	0	0 (	) (	) 1 L 0	0	0	0 1	0	0	0 1	0	0	0 0	0 0	0 0	0
			Industrials Industrials	1			0	0	0	0	1	0	0	0	0	0	0	0	0 1	0	1 (	) :	L 0	0	1	0	0	0	0	0	0	0 0	-		0
1	US	AMER	Consumer Staples	1			0	0	1	1	1	0	1	0	0	0	0	0	1	0	1 :	1 :	1 0	0	0	1	0	0	0	0	1	0 (	0 0	0	0
1	US	AMER	Consumer Discretionary	1	1 0	1	0	0	0	0	1	0	0	Ō	0	0	0	0	0	0	0	1 (	0	0	1	0	0	0	0	0	0	0	0 0	0	0
			Information Technology Industrials	1			0	0	0	0 1	1	0	0	0	0	0	0	0	0	0	0 :	1 (	0 L 0	0	0	1	0	0	0	0	0	0 0	0 0		0
			Consumer Discretionary Real Estate	1			0	0	0	0	1	0	0	0	0	0	0	0	0	0	0 :	1 : 1 (	L 0	0	0	0	0	0	0	0	0				0
1	US	AMER	Consumer Discretionary	1			0	0	0	0	1	0	0	0	0	0	0	0	1	0	0 :	1 (	0 0	0	1	1	0	0	0	0	0	0 (		0	0
1	US	AMER	Financials	1	1 0	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	1	1 1	. 0	0	1	1	0	0	0	0	0	0 (	0 0	0	0
1	US	AMER	Information Technology	1	1 0	1	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0 :	1 :	) 1 L 0	0	0	0	0	0	0	0	1	0	0 0	0	0
		AMER AMER	Industrials Real Estate	1			0	0	1 0	1 0	1	0	1 0	0	0	0	0	0	0	0	0 :	1 (	0 0	0	0	0	0	0	0	1 0	1	0 0	0 1		0
1	US	AMER AMER	Real Estate Industrials	1	1 0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0 :	1 :	1 0	0	0	1	0	0	0	0			0 0	0	0
1	US	AMER	Financials	1	1 0	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	1 :	1 :	1 1	0	1	0	0	Ö	0	0	0	0 (	0 0	0	0
		AMER AMER	Real Estate Financials	1	1 0 1 0		0	0	0	0	1	0	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	0
		AMER AMER	Real Estate Real Estate	1	1 0 1 0		0	0	0	0	1	0	0	0	0	0	0	0	0 1	0	0 (	) (	0	0	1	0	0	0	0	0	0	0 0	0 0	0	0
		AMER	Energy	1	1 0	1	0	0	1	1	1	0	1	0	0	0	0	0	1	0	0 :	1	. 0	0	0	0	0	0	0	0	1	0 (	0 0	0	0
		AMER	Information Technology Information Technology	1	-	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	1 :			0	0	0	0	0	0	0	0	0	0 0	0	0
 	US US	AMER			1 1		0	0	0	0	1	0	0	0	0	0	0	0	0	0	1 (				1	0	0	0	0	0		0	0 0		0
	US US US US	AMER AMER AMER EMEA	Real Estate Financials	1	1 0	1	0	0	1	U	1				Ō		ō	0						U		1	U	U	0	0	0	0	0 0	, ,	
		DE     DK     AT     PT     US     GB     CA     CA     CA     MXX     CL     CA     MXX     BR     GB     GB     GB     GB     GB     GB     GB     US     US	DE         EMEA           DK         EMEA           PT         EMEA           FR         EMEA           FR         EMEA           GR         EMEA           GR         EMEA           CA         AMER           CA         AMER           MX         AMER           MX         AMER           MX         AMER           MX         AMER           CA         AMER           GB         EMEA           GB	DE EMEA Financials AT EMEA Utilities PT EMEA Utilities PR EMEA Consumer Discretionary US AMER Health Care GB EMEA Financials CA AMER Utilities CA AMER Utilities CA AMER Health Care CA AMER Health Care CA AMER Hancials CA AMER Financials MX AMER Materials CA AMER Financials MX AMER Materials CA AMER Financials BR AMER Financials BR AMER Financials CA AMER Financials GB EMEA Utilities CA AMER Financials GB EMEA Financials GB EMEA Industrials GB EMEA Industrials GB EMEA Industrials GB EMEA Industrials GB EMEA Consumer Discretionary GB EMEA Consumer Discretionary US AMER Information Technology US AMER Consumer Discretionary US AMER Consumer Discretionary US AMER Information Technology US AMER Information Technology US AMER Consumer Discretionary US AMER Financials US A	DE EMEA Financials AT EMEA Utilities PT EMEA Utilities FR EMEA Consumer Discretionary US AMER Health Care GB EMEA Financials CA AMER Hasth Care CA AMER Withites CA AMER Materials CA AMER Financials CA AMER Financials CA AMER Financials CA AMER Industrials CL AMER Industrials CL AMER Industrials CL AMER Industrials GB EMEA Financials MX AMER Materials BR AMER Financials GB EMEA FINANCIA FERENCE GR EME	DE	DE	DE	DE	DE BMEA Financials	DECORPORT   Financicis   1	DE   BMA   Prisoncials   2   0   1   0   0   0   0   0   0   0   0	Dec   EMA	DEC.   DelAA   Financials	Decoration   Dec	C	SE	ST	Column   France   Column   C	Fig.   Part   Part	Second	STATE   STATE   A PENNE STATE   STAT	10   10   10   10   10   10   10   10	Second   March   Mar	10. Model Marches 1 2 9 1 10 0 10 10 10 10 10 10 10 10 10 10 10	1.   1.   1.   1.   1.   1.   1.   1.	See	Second   S	Martin   M	State   Stat	March   Marc	Second   S	State	Column	Column

## 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 client 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
lineatives Aligned with Value Creation - Appropriate incentives reward executives for delivering sustainable long-term value creation
Climate and Natural Capital - Climate action plants with targets advance the transition to a low carbon coronomy. 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/cooporate/about-us/investment-stewardships/engagement-priorities
Read more about our engagements in our annual stewardship report and our voting spotlight report: https://www.blackrock.com/cooporate/about-us/investment-stewardships/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 risk, Responsiveness to shareholders on material raiks 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	<b>Governance</b> y	Executive Management CEO and C-Suite succession planning. Management turnoversudden departures, Management track record & oversight of strategy, Quality of management (right people in terms of skill sets and experience to execute the strategy)	è Capital issuances	Other Governance Related Issues Bribery and Corruption Prevention, Disclosure And Tabbery Policy, Issues relating to global norms controversies	Remuneration Alignment of Pay and Performance, Stock ownership plans and requirements (how paid out), Sound requirements (how paid out), Sound relative to peers, Director compensation and stock ownership requirements, Alignment of pay across employee levels (working its ownership and the compensation and stock ownership requirements) Median pay/Gender Parity		
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, Wortplace wellness programs	Human Capital Management Recuriment (sourcing, efficiency), Training, re- training, and development. Divestly and Inclusion, Employee engagement (e.g., surveys, Participation in employee networks, Process for addressing feedback), Workforce compensation	Social	Indigenous Peoples Rights Human Rights, Protection of cultural heritags sites and local communities, Access to resources and/or compensation in the event of displacement or destruction	Other Company Impacts on People/Human Rights Issues relating to global norms controversics. 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
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 cosomy), Physical Risk Assessment (vulnerability of the business), Cape 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	Environment	Operational Sustainability Company efforts to diminish environmental impact and improve resource efficiency in their ongoing operations	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-				

