

Engagement report

Philips
Pensioenfonds



Phillips - Engagement Summary Report - Oct 01, 2024 to Dec 31, 2024		
Total companies in portfolio	4.764	
	Number	%
Total company engagements	623	
Number of individual companies engaged	596	12,51%
Number of companies with multiple engagements	26	4,36%
(of individual companies where we held multiple engagements over the course of the reporting period)		
Engagements by region*		
Americas	324	52,01%
EMEA	150	24,08%
APAC	149	23,92%
Engagement themes*		
Governance	605	97,11%
Social	251	40,29%
Environmental	271	43,50%
Engagement topics*		
E-Biodiversity	25	4,01%
E-Climate Risk Management	266	42,70%
E-Deforestation/Land Use	4	0,64%
E-Other company impacts on the environment	25	4,01%
E-Waste	32	5,14%
E-Water	32	5,14%
E-Water and Waste	0	0,00%
G-Board Composition	38	6,10%
G-Board Effectiveness and Director Qualifications	370	59,39%
G-Business Oversight/Risk Management	242	38,84%
G-Compensation & Remuneration	278	44,62%
G-Corporate Strategy (Disclosure/Governance)	0	0,00%
G-Cybersecurity and Data Privacy	41	6,58%
G-Executive Management and Succession Planning	228	36,60%
G-Governance Structure	156	25,04%
G-Other Governance Issues	23	3,69%
G-Sustainability Reporting	157	25,20%
S-Business Ethics and Integrity	13	2,09%
S-Community Relations	16	2,57%
S-Diversity and Inclusion	41	6,58%
S-Health and Safety	55	8,83%
S-Human Capital and Talent	179	28,73%
S-Human Rights	8	1,28%
S-Indigenous Peoples Rights	4	0,64%
S-Other Social/Human Capital Issues	11	1,77%
S-Social Risks and Opportunities	49	7,87%
S-Supply Chain	18	2,89%

*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>

For more information on our engagement topics see the "Enagement Priorities & Topics" tab.



company_name	Significant Votes from Oct 2024 to Dec 2024	bis_count ry	bis_regio n	sector	engagem nt_count	Virtual Meeting/ Call	In Person	Email	E	S	G	E-Biodiversi ty	E-Climate Risk Management	E-Deforesta tion/Land Use	E-Other company impacts on the environm ent	E-Waste	E-Water	E-Water and Waste	G-Board Compositi on	G-Board Effectiven ess and Director Qualificati ons	G-Business Oversight /Risk Management	G-Compens ation & Remunera tion	G-Corporat e Strategy (Disclosur e/Governa nce)	G-Cyberse curity and Data Privacy	G-Executive Management and Succession Planning	G-Governan ce Structure	G-Other Governan ce Issues	G-Sustainab ility Reportin g	S-Business Ethics and Integrity	S-Communi ty Relations	S-Diversity and Inclusion	S-Health and Safety	S-Human Capital and Talent	S-Human Rights	S-Indigeno us Peoples Rights	S-Other Social/Hu man Capital Issues	S-Social Risks and Opportun ities	S-Supply Chain				
CRACKER BARREL OLD COUNTRY STORE INC		US	AMER	Consumer Discretionary	3	2	1	0	1	1	3	0	1	0	0	0	0	0	0	3	1	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0
RYDER SYSTEM INC		US	AMER	Industrials	2	2	0	0	1	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
LLOYDS BANKING GROUP PLC		GB	EMEA	Financials	2	2	0	0	1	1	2	0	1	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	
CENTRICA PLC		GB	EMEA	Utilities	2	0	2	0	1	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0		
VIVENDI SE		FR	EMEA	Communication Services	2	2	0	0	0	0	2	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		
DELTA AIR LINES INC		US	AMER	Industrials	2	2	0	0	1	2	2	0	1	0	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0		
COSCO SHIPPING HOLDINGS CO LTD		HK	APAC	Industrials	2	0	2	0	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0		
UNICREDIT SPA		IT	EMEA	Financials	2	1	1	0	1	0	2	0	1	0	0	0	0	0	0	1	2	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SCHNEIDER ELECTRIC SE		FR	EMEA	Industrials	2	2	0	0	0	0	2	0	2	0	0	0	0	0	0	0	1	0	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
TC ENERGY CORP		CA	AMER	Energy	2	2	0	0	1	0	2	0	1	0	0	0	0	0	0	1	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
BNP PARIBAS SA		FR	EMEA	Financials	2	2	0	0	0	0	2	0	2	0	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	
NOVARTIS AG		CH	EMEA	Health Care	2	0	2	0	1	1	0	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	0	0		
ZURICH INSURANCE GROUP AG		CH	EMEA	Financials	2	0	2	0	1	0	2	0	1	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
NUTANIX INC		US	AMER	Information Technology	2	1	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	0	0	0	0	0	0	
DYE & DURHAM LTD		CA	AMER	Information Technology	2	2	0	0	0	0	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
INTERTEK GROUP PLC		GB	EMEA	Industrials	2	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	0	0	0	0	0	0	
BANCO SANTANDER SA		ES	EMEA	Financials	2	2	0	0	0	0	2	0	2	0	0	0	0	0	0	1	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SOUTHWEST AIRLINES CO		US	AMER	Industrials	2	1	1	0	0	0	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ASSICURAZIONI GENERALI SPA		IT	EMEA	Financials	2	2	0	0	1	1	2	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0		
NORTHAM PLATINUM HOLDINGS LTD		ZA	EMEA	Materials	2	2	0	0	1	2	2	0	1	0	1	1	1	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0		
DANONE SA		FR	EMEA	Consumer Staples	2	1	1	0	1	1	1	0	1	0	1	0	1	1	1	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
CHEVRON CORP		US	AMER	Energy	2	1	1	0	2	1	2	0	2	0	0	0	0	0	0	1	2	0	0	0	0	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	
CENTRAL JAPAN RAILWAY COMPANY		JP	APAC	Industrials	2	0	2	0	1	2	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0		
RINGCENTRAL INC		US	AMER	Information Technology	2	2	0	0	0	0	2	0	0	0	0	0	0	0	0	1	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
UBS GROUP AG		CH	EMEA	Financials	2	0	2	0	1	1	2	0	1	0	0	0	0	0	0	0	1	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	
MAZDA MOTOR CORPORATION		JP	APAC	Consumer Discretionary	2	0	2	0	0	0	2	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	
SONIC HEALTHCARE LTD		AU	APAC	Health Care	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
MOWI ASA		NO	EMEA	Consumer Staples	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BRITISH LAND COMPANY PLC		GB	EMEA	Real Estate	1	1	0	0	1	0	1	0	1	0	1	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	
MODERNA INC		US	AMER	Health Care	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
RAMSAY HEALTH CARE LTD		AU	APAC	Health Care	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
TRITAX BIG BOX REIT PLC		GB	EMEA	Real Estate	1	1	0	0	0	0	1	0	0	0	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	0	
KAO CORPORATION		JP	APAC	Consumer Staples	1	0	1	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	
FIRSTENERGY CORPORATION		US	AMER	Utilities	1	1	0	0	1	1	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
STORA ENSO OYJ		FI	EMEA	Materials	1	1	0	0	1	1	1	0	1	0	1	1	0	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	
AVERY DENNISON CORPORATION		US	AMER	Materials	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
EISAI CO LTD		JP	APAC	Health Care	1	0	1	0	0	0	0	1	0	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
ROGERS COMMUNICATIONS INC		CA	AMER	Communication Services	1	1	0	0	0	0	1	0	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	0	0	0	0	
TELEFONAKTIEBOLAGET LM ERICSSON		SE	EMEA	Information Technology	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
WORLD KINETIC CORPORATION		US	AMER	Energy	1	0	0	0	1	1	1	0	1	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	0	0
ASML HOLDING NV		NL	EMEA	Information Technology	1	1	0	0	1	1	1	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0	0	0	0	0	1	0	0
COSTAR GROUP INC		US	AMER	Real Estate	1	1	0	0	1	1	1	0	1	0	1	0	0	0	0	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	
INTERFACE INC		US	AMER	Industrials	1	1	0	0	0	1	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	1	0	0	0	0		
MOHAWK INDUSTRIES INC		US	AMER	Consumer Discretionary	1	1	0	0	1	0	1	0	1	0	1	0	1	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
NOKIA OYJ		FI	EMEA	Information Technology	1	1	0	0	1	1	1	0	1	0	1	1	1	1	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	
ORACLE CORPORATION		US	AMER	Information Technology	1	1	0	0	0	0	1	0																														

company_name	Significant Votes from Oct 2024 to Dec 2024	bis_count ry	bis_regio n	sector	engagemen t_count	Virtual Meeting/ Call	In Person	Email	E	S	G	E-Biodiversi ty	E-Climate Risk Managem ent	E-Deforesta tion/Land Use	E-Other company impacts on the environ ment	E-Waste	E-Water	E-Water and Waste	G-Board Compositi on	G-Board Effectiven ess and Director Qualificati ons	G-Business Oversight /Risk Managem ent	G-Compensa tion & Remunera tion	G-Corporat e Strategy (Disclosur e/Governa nce)	G-Cybersec urity and Data Privacy	G-Executive Management and Succession Planning	G-Governan ce Structure	G-Other Governan ce Issues	G-Sustainab ility Reportin g	S-Business Ethics and Integrity	S-Communi ty Relations	S-Diversity and Inclusion	S-Health and Safety	S-Human Capital and Talent	S-Human Rights	S-Indigeno us Peoples Rights	S-Other Social/Hu man Capital Issues	S-Social Risks and Opportuni ties	S-Supply Chain											
STEEL DYNAMICS INC		US	AMER	Materials	1	1	0	0	1	1	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0								
KENVUE INC		US	AMER	Consumer Staples	1	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0							
ANTERO MIDSTREAM CORP		US	AMER	Energy	1	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0						
CHINA EVERBRIGHT BANK CO LTD		HK	APAC	Financials	1	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	0	0	0	0	0						
CRH PLC		US	AMER	Materials	1	1	0	0	1	1	1	0	1	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	0	0	0	0					
STATE STREET CORP		US	AMER	Financials	1	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	1	1	1	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
UCB SA		BE	EMEA	Health Care	1	1	0	0	1	1	1	0	1	0	1	0	1	1	0	0	0	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0				
GECCINA SA		FR	EMEA	Real Estate	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	0	0	0	0	0	0	0	0	0	0	0				
ANHUI CONCH CEMENT CO LTD		HK	APAC	Materials	1	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	0	0	0	0	0	0	0	0	0	0			
COLUMBIA BANKING SYSTEM INC.		US	AMER	Financials	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
KINGFISHER PLC		GB	EMEA	Consumer Discretionary	1	1	0	0	1	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	0	0	0	0	0	0	0	0	0	0	0	0			
NATIONAL BANK OF GREECE SA		GR	EMEA	Financials	1	1	0	0	1	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	0	0	0	0	0	0	0	0	0	0			
CBRE GROUP INC		US	AMER	Real Estate	1	1	0	0	1	0	1	0	1	0	1	0	0	0	0	0	1	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
EMPRESAS CMPC SA		CL	AMER	Materials	1	0	1	0	1	0	1	0	1	0	1	0	0	1	1	0	1	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
NEWS CORP		US	AMER	Communication Services	1	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	0	0	0	0	0	0			
KIKKOMAN CORPORATION		JP	APAC	Consumer Staples	1	1	0	0	0	0	1	0	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	0	0	0	0	0	0	0	0			
RECKITT BENCKISER GROUP PLC		GB	EMEA	Consumer Staples	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
BAWAG GROUP AG		AT	EMEA	Financials	1	1	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	0	0	0	0	0	0	0	0	0	0			
SITEONE LANDSCAPE SUPPLY INC		US	AMER	Industrials	1	1	0	0	1	1	1	0	1	0	1	0	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	0	0	0			
SIEMENS ENERGY AG		DE	EMEA	Industrials	1	1	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	0	0	0	0	0	0	0	0	0	0			
SUMITOMO HEAVY INDUSTRIES LTD		JP	APAC	Industrials	1	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	0	0	0	0	0	0	0	0	0	0	0			
TOLL BROTHERS INC		US	AMER	Consumer Discretionary	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	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			
TRANE TECHNOLOGIES PLC		US	AMER	Industrials	1	1	0	0	1	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	0	1	0	0	0	0	0	0	0	0	0	0			
QUANTA SERVICES INC.		US	AMER	Industrials	1	1	0	0	1	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	0	1	0	0	0	0	0	0	0	0	0	0			
NEWELL BRANDS INC		US	AMER	Consumer Discretionary	1	1	0	0	0	0	1	0	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	0	0	0			
NORTHWESTERN ENERGY GROUP INC		US	AMER	Utilities	1	1	0	0	1	0	1	0	1	0	1	0	0	0	0	0	1	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			
ITT INC		US	AMER	Industrials	1	1	0	0	0	1	1	0	1	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0			
BRIGHTHOUSE FINANCIAL INC		US	AMER	Financials	1	1	0	0	1	0	1	0	1	0	1	0	0	0	0	0	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
MUENCHENER RUECKVERSICHERUNGS GESELLSCHAFT IN MUENCHEN AG		DE	EMEA	Financials	1	1	0	0	1	0	1	0	1	0	1	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	0	0	0	0	0			
SEMTECH CORPORATION		US	AMER	Information Technology	1	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	0	0	0	1	0	0	0	0	0	0	0	0	0			
CHARTER HALL GROUP		AU	APAC	Real Estate	1	1	0	0	1	1	1	0	1	0	1	0	0	0	0	1	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0			
DOMINION ENERGY INC		US	AMER	Utilities	1	1	0	0	1	0	1	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
MARSH & MCLENNAN COMPANIES INC		US	AMER	Financials	1	1	0	0	1	1	1	0	1	0	1	0	0	0	0	0	1	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
LITHIA MOTORS INC		US	AMER	Consumer Discretionary	1	1	0	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	0	0	0	0	0	0	0	0			
BROWN & BROWN INC		US	AMER	Financials	1	1	0	0	1	0	1	0	1	0	1	0	0	0	0	0	1	1	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
TOPBUILD CORP		US	AMER	Consumer Discretionary	1	1	0	0	1	1	1	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	1	0	0	0	0	0	0	0	0	0			
ETSY INC		US	AMER	Consumer Discretionary	1	1	0	0	0	0	1	0	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	1	0	0	0	0	0	0	0	0			
ELLEVANCE HEALTH INC		US	AMER	Health Care	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	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			
ALLIANZ SE		DE	EMEA	Financials	1	1	0	0	0	0	0	1	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	0	0	0	0	0	0	0	0			
WATERS CORPORATION		US	AMER	Health Care	1	1	0	0	1	0	1																																						

company_name	Significant Votes from Oct 2024 to Dec 2024	bis_count ry	bis_regio n	sector	engagem nt_count	Virtual Meeting/ Call	In Person	Email	E	S	G	E-Biodiversi ty	E-Climate Risk Managem ent	E-Deforesta tion/Land Use	E-Other company impacts on the environm ent	E-Waste	E-Water	E-Water and Waste	G-Board Compositi on	G-Board Effectiven ess and Director Qualificati ons	G-Business Oversight /Risk Managem ent	G-Compens ation & Remunera tion	G-Corporat e Strategy (Disclosur e/Governa nce)	G-Cybersec urity and Data Privacy	G-Executive Management and Succession Planning	G-Governan ce Structure	G-Other Governan ce Issues	G-Sustainab ility Reportin g	S-Business Ethics and Integrity	S-Communi ty Relations	S-Diversity and Inclusion	S-Health and Safety	S-Human Capital and Talent	S-Human Rights	S-Indigeno us Peoples Rights	S-Other Social/Hu man Capital Issues	S-Social Risks and Opportunit ies	S-Supply Chain					
NISSIN FOODS HOLDINGS CO LTD		JP	APAC	Consumer Staples	1	1	0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
ASAHI GROUP HOLDINGS LTD		JP	APAC	Consumer Staples	1	1	0	0	1	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	1	0	0	
WOOLWORTHS GROUP LTD		AU	APAC	Consumer Staples	1	0	1	0	1	1	1	1	0	1	0	1	1	1	0	1	1	1	1	0	0	0	1	1	0	0	1	1	1	1	0	0	0	0	0	1	1	0	0
JBG SMITH PROPERTIES		US	AMER	Real Estate	1	1	0	0	0	0	1	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	0	0	
COMPAGNIE GENERALE DES ETABLISSEMENTS MICHELIN SCA		FR	EMEA	Consumer Discretionary	1	1	0	0	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	0	0	0	0	0	0	0	0	
PARAGON BANKING GROUP PLC		GB	EMEA	Financials	1	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	0	0	0	0	0	0	0	0	0	0	0	
MIPS AB		SE	EMEA	Consumer Discretionary	1	1	0	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	0
KUBOTA CORPORATION		JP	APAC	Industrials	1	1	0	0	1	1	1	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	1	0
3M CO		US	AMER	Industrials	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SUNCORP GROUP LTD		AU	APAC	Financials	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	1	1	1	1	0	0	1	1	0	0	0	0	1	1	0	1	0	0	0	1	0	0		
STANLEY BLACK & DECKER INC		US	AMER	Industrials	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
INSULET CORP		US	AMER	Health Care	1	1	0	0	1	0	1	0	0	0	1	0	0	0	0	0	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
COMPAGNIE DE SAINT GOBAIN SA		FR	EMEA	Industrials	1	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	
NORITZ CORPORATION		JP	APAC	Industrials	1	1	0	0	1	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	0	0	
CISCO SYSTEMS INC		US	AMER	Information Technology	1	1	0	0	1	1	1	1	0	1	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	0	0	0	
EQUIFAX INC		US	AMER	Industrials	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	
ACADEMY SPORTS AND OUTDOORS INC		US	AMER	Consumer Discretionary	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
USHIO INC		JP	APAC	Industrials	1	0	1	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	0	0	0	0	0	0	0	0
HEIDELBERG MATERIALS AG		DE	EMEA	Materials	1	1	0	0	1	0	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	0
FRESENIUS SE & CO. KGAA		DE	EMEA	Health Care	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	1	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
SANTOS LTD		AU	APAC	Energy	1	0	1	0	1	1	1	0	1	0	0	0	0	0	0	1	1	1	1	0	0	1	1	0	0	0	0	0	1	0	0	1	0	1	0	0	0	0	0
GOODMAN GROUP		AU	APAC	Real Estate	1	1	0	0	1	1	1	1	0	1	0	0	0	0	0	1	1	1	1	0	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
ZOETIS INC		US	AMER	Health Care	1	1	0	0	1	0	1	0	1	0	1	0	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
COLES GROUP LTD		AU	APAC	Consumer Staples	1	0	1	0	1	1	1	1	0	1	0	0	0	0	0	1	1	1	1	0	0	1	1	0	0	0	1	1	1	1	0	0	0	0	0	1	0	0	0
KOBE STEEL LTD.		JP	APAC	Materials	1	1	0	0	1	0	1	0	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
REGENERON PHARMACEUTICALS INC.		US	AMER	Health Care	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HALLIBURTON COMPANY		US	AMER	Energy	1	1	0	0	1	1	1	1	0	1	0	0	0	0	0	0	1	1	1	0	1	0	0	0	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0
DEXUS PROPERTY GROUP		AU	APAC	Real Estate	1	1	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	0	0	0	0	0	0	0	0
HENRY SCHEIN INC.		US	AMER	Health Care	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEOGEN CORPORATION		US	AMER	Health Care	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BROOKDALE SENIOR LIVING INC		US	AMER	Health Care	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0
MEDICAL PROPERTIES TRUST INC		US	AMER	Real Estate	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HARGREAVES LANSDOWN PLC		GB	EMEA	Financials	1	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	0	0	0	0	0
PAYCOM SOFTWARE INC		US	AMER	Industrials	1	1	0	0	0	0	0	1	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	0	0
INVESTOR AB		SE	EMEA	Financials	1	1	0	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	0	0	0	0	0	0	0
LENLEASE GROUP		AU	APAC	Real Estate	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	1	1	1	0	0	0	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
FORD MOTOR COMPANY		US	AMER	Consumer Discretionary	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
TAYLOR WIMPEY PLC		GB	EMEA	Consumer Discretionary	1	1	0	0	1	0	1	0	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
EQT AB		SE	EMEA	Financials	1	1	0	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	0	0	0	0	0	0	0
VALVOLINE INC		US	AMER	Consumer Discretionary	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	1	0	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
REGIONS FINANCIAL CORPORATION		US	AMER	Financials	1	1	0	0	1	1	1	1	0	1	0	0	0	0	0	0	0	1	1	0	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
BROADLEAF CO LTD		JP	APAC	Information Technology	1	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	0	0	0	0	0
MDU RESOURCES GROUP INC		US	AMER	Utilities	1	1	0	0	1	0	1	0	1	0	0	0	1	1	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
CINTAS CORPORATION		US	AMER	Industrials	1	1	0	0	1	1	1	0	0	1	0	0																											

company_name	Significant Votes from Oct 2024 to Dec 2024	bis_count ry	bis_regio n	sector	engagem nt_count	Virtual Meeting/ Call	In Person	Email	E	S	G	E-Biodiversi ty	E-Climate Risk Managem ent	E-Deforesta tion/Land Use	E-Other company impacts on the environm ent	E-Waste	E-Water	E-Water and Waste	G-Board Compositi on	G-Board Effectiven ess and Director Qualificati ons	G-Business Oversight /Risk Managem ent	G-Compensa tion & Remunera tion	G-Corporat e Strategy (Disclosu re/Governa nce)	G-Cybersec urity and Data Privacy	G-Executive Management and Succession Planning	G-Governan ce Structure	G-Other Governan ce Issues	G-Sustainab ility Reportin g	S-Business Ethics and Integrity	S-Communi ty Relations	S-Diversity and Inclusion	S-Health and Safety	S-Human Capital and Talent	S-Human Rights	S-Indigeno us Peoples Rights	S-Other Social/Hu man Capital Issues	S-Social Risks and Opportun ities	S-Supply Chain								
AMADA CO LTD		JP	APAC	Industrials	1	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	0	0	0	0	0			
WALT DISNEY CO		US	AMER	Communication Services	1	1	0	0	0	0	1	0	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	0	0	0	0	0	0			
CHARLES RIVER LABORATORIES INTERNATIONAL INC		US	AMER	Health Care	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	0	0	0	0	0	0	0	0	0	0	0	0			
COSCO SHIPPING ENERGY TRANSPORTATION CO LTD		HK	APAC	Energy	1	0	1	0	1	1	1	0	1	0	0	0	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				
MCKESSON CORP		US	AMER	Health Care	1	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	0	0	1	0	0			
EXELUXIS INC.		US	AMER	Health Care	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	0	0	0	0	1	0	0	0	0	0	0	0			
SYMRISE AG		DE	EMEA	Materials	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
WORKDAY INC		US	AMER	Information Technology	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0			
JOHNSON CONTROLS INTERNATIONAL PLC		US	AMER	Industrials	1	1	0	0	1	1	1	1	0	1	0	1	0	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0			
SAP SE		DE	EMEA	Information Technology	1	1	0	0	1	1	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0			
FRESENIUS MEDICAL CARE AG		DE	EMEA	Health Care	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0			
POSCO HOLDINGS INC		KR	APAC	Materials	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
MSCI INC		US	AMER	Financials	1	1	0	0	1	1	1	1	1	1	0	1	0	0	0	0	1	1	1	0	0	1	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	1	0	0		
GAMES WORKSHOP GROUP PLC		GB	EMEA	Consumer Discretionary	1	1	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	0	0	0	0	0	0		
INPEX CORP		JP	APAC	Energy	1	0	1	0	1	0	1	0	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		
TECHNIPFMC PLC		US	AMER	Energy	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	0	0	0	0	1	0	0	0	0	0	0	0			
L AIR LIQUIDE SA POUR L ETUDE ET L EXPLO DES PROCEDES GEORGES CLAUDE SA		FR	EMEA	Materials	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
SIKA AG		CH	EMEA	Materials	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0		
AGRICULTURAL BANK OF CHINA LTD		HK	APAC	Financials	1	1	0	0	1	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	0	0	0	0	0	0	0		
FIDELITY NATIONAL INFORMATION SERVICES INC		US	AMER	Financials	1	1	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	0	0	0	0	0	0		
CLOUDFLARE INC		US	AMER	Information Technology	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0		
WYNDHAM HOTELS & RESORTS INC		US	AMER	Consumer Discretionary	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
MICROSOFT CORPORATION		US	AMER	Information Technology	1	1	0	0	0	0	1	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	0	0		
CHUBB LTD		US	AMER	Financials	1	1	0	0	1	0	1	0	1	0	1	0	1	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		
HUMANA INC		US	AMER	Health Care	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
RICOH CO LTD		JP	APAC	Information Technology	1	1	0	0	0	1	1	1	0	0	0	0	0	0	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		
GSK PLC		GB	EMEA	Health Care	1	0	1	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	0	0	0	0	0	0	0	0	0	0	0	0	
BROADRIDGE FINANCIAL SOLUTIONS INC		US	AMER	Industrials	1	1	0	0	0	0	1	0	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	0	0	0	0	0	0	0	0	
ITOCHU CORPORATION		JP	APAC	Industrials	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
SBA COMMUNICATIONS CORP		US	AMER	Real Estate	1	1	0	0	1	1	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0	1	0	0	0	0	0	1	0	0	0	1	1	0	0	0		
VF CORPORATION		US	AMER	Consumer Discretionary	1	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CAPCOM CO LTD		JP	APAC	Communication Services	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
KYUSHU ELECTRIC POWER CO INC		JP	APAC	Utilities	1	1	0	0	1	0	1	0	1	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	0
MERCK & CO INC		US	AMER	Health Care	1	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	0	0	0	0	0	0	0	0		
NORFOLK SOUTHERN CORPORATION		US	AMER	Industrials	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BRISTOL-MYERS SQUIBB CO		US	AMER	Health Care	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	0	0	0	0	0	0	0	0	0	0	0	0	0		
CORNING INC		US	AMER	Information Technology	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	0	0	0	0	0	0	0	0	0	0	0	0	0		
CATERPILLAR INC		US	AMER	Industrials	1	1	0	0	0	1	1	1	0	0	0	0	0	0	0	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		
BASF SE		DE	EMEA	Materials	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
AMERICAN ELECTRIC POWER COMPANY INC		US	AMER	Utilities	1	1	0	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	0	0	0	0	0	0	0	0	0	0	
ACADIA HEALTHCARE CO INC		US	AMER	Health Care	1	1	0	0	0	1	1	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		
NISSHIN SEIFUN GROUP INC.		JP	APAC	Consumer Staples	1	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	0	0	0	0	0	0		
CALBEE INC		JP	APAC	Consumer Staples	1	1	0	0	0	1	1</																																			

[illegible]

company_name	Significant Votes from Oct 2024 to Dec 2024	bis_count ry	bis_regio n	sector	engagem ent_count	Virtual Meeting/ Call	In Person	Email	E	S	G	E-Biodiversi ty	E-Climate Risk Managem ent	E-Deforesta tion/Land Use	E-Other company impacts on the environm ent	E-Waste	E-Water	E-Water and Waste	G-Board Compositi on	G-Board Effectiven ess and Director Qualificati ons	G-Business Oversight /Risk Managem ent	G-Compensa tion & Remunera tion	G-Corporat e Strategy (Disclosu re/Gover nance)	G-Cybersec urity and Data Privacy	G-Executive Management and Succession Planning	G-Governan ce Structure	G-Other Governan ce Issues	G-Sustainab ility Reportin g	S-Business Ethics and Integrity	S-Communi ty Relations	S-Diversity and Inclusion	S-Health and Safety	S-Human Capital and Talent	S-Human Rights	S-Indigeno us Peoples Rights	S-Other Social/Hu man Capital Issues	S-Social Risks and Opportun ities	S-Supply Chain						
YASKAWA ELECTRIC CORPORATION		JP	APAC	Industrials	1	1	0	0	1	0	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	
TEXAS CAPITAL BANCSHARES INC.		US	AMER	Financials	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
PALO ALTO NETWORKS INC		US	AMER	Information Technology	1	1	0	0	0	0	1	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	0	0	0	
SPHERE ENTERTAINMENT CO		US	AMER	Communication Services	1	1	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	0	0	0	0	0	0	0	0	
WOORI FINANCIAL GROUP INC		KR	APAC	Financials	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CROWDSTRIKE HOLDINGS INC		US	AMER	Information Technology	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
GRIFFON CORPORATION		US	AMER	Industrials	1	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	0	0	0	0	0	0	0	
EXPEDITORS INTERNATIONAL OF WASHINGTON INC		US	AMER	Industrials	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	
CANADIAN TIRE CORPORATION LTD		CA	AMER	Consumer Discretionary	1	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TOKYO ELECTRIC POWER COMPANY HOLDINGS INC		JP	APAC	Utilities	1	1	0	0	1	1	1	0	1	0	0	0	0	0	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	
WISTRON CORPORATION		TW	APAC	Information Technology	1	1	0	0	1	1	1	0	1	0	1	0	0	1	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	
ABBVIE INC		US	AMER	Health Care	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
WOODSIDE ENERGY GROUP LTD		AU	APAC	Energy	1	0	1	0	1	1	1	0	1	0	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
WESTPAC BANKING CORP		AU	APAC	Financials	1	0	1	0	1	1	1	0	1	0	0	0	0	0	0	1	1	1	1	0	0	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
KBR INC		US	AMER	Industrials	1	1	0	0	1	1	1	0	1	0	1	0	0	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	
SUBARU CORP		JP	APAC	Consumer Discretionary	1	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	0	0	
NITTO DENKO CORPORATION		JP	APAC	Materials	1	1	0	0	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	0	
ANZ GROUP HOLDINGS LTD		AU	APAC	Financials	1	0	1	0	1	1	1	0	1	0	0	0	0	0	0	1	1	1	1	0	0	1	1	0	0	1	1	1	0	1	0	0	0	0	1	0	0	0	0	
PELOTON INTERACTIVE INC		US	AMER	Consumer Discretionary	1	1	0	0	0	0	1	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	0	0	0	
SHINMAYWA INDUSTRIES LTD		JP	APAC	Industrials	1	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	0	
SOCIETE GENERALE SA		FR	EMEA	Financials	1	0	1	0	1	0	1	1	1	0	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	0	0	0	
RENAULT SA		FR	EMEA	Consumer Discretionary	1	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ADECCO GROUP AG		CH	EMEA	Industrials	1	1	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	0	0	0	0	0	0	0	0	
CLARIANT AG		CH	EMEA	Materials	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BANK OF QUEENSLAND LTD		AU	APAC	Financials	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1	1	0	0	1	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	
DOOSAN ENERBILITY CO LTD		KR	APAC	Industrials	1	0	1	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	0	0	0	0	0	0	0	0	
VIATRIS INC		US	AMER	Health Care	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SANOFI SA		FR	EMEA	Health Care	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
COPART INC.		US	AMER	Industrials	1	1	0	0	0	0	0	1	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	0	0	0	0	
SIBANYE STILLWATER LTD		ZA	EMEA	Materials	1	1	0	0	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	1	0	0	0	0	0	0	0	0		
MITSUBISHI LOGISTICS CORPORATION		JP	APAC	Industrials	1	1	0	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	0	0	0	0	0	
SITC INTERNATIONAL HOLDINGS CO LTD		HK	APAC	Industrials	1	0	1	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	0	0	0	0	0	0	0	0	0	
SIEGFRIED HOLDING AG		CH	EMEA	Health Care	1	1	0	0	0	0	1	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	0	0	0	
HOSHIZAKI CORP		JP	APAC	Industrials	1	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	0	0	0	0	0	
PUMA SE		DE	EMEA	Consumer Discretionary	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BRENNTAG SE		DE	EMEA	Industrials	1	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	0	0	0	0	0	0	0	0	
SCOUT24 SE		DE	EMEA	Communication Services	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	0	0	0	0	0	0	0	
MITSUBISHI HEAVY INDUSTRIES LTD.		JP	APAC	Industrials	1	0	1	0	1	1	1	0	1	0	0	0	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		
M&T BANK CORPORATION		US	AMER	Financials	1	1	0	0	1	1	1	0	1	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	0	0	
SEKISUI CHEMICAL CO LTD		JP	APAC	Industrials	1	0	1	0	1	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	0	
NIPPON PAINT HOLDINGS CO LTD		JP	APAC	Materials	1	0	1	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	0	0	
SK HYNIX INC		KR	APAC	Information Technology	1	0	1	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	0	0	0	0	0	0	0	0	0	
BANK OF CHINA LTD		HK	APAC	Financials	1	1	0	0	1	0	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	0	0	0	0	0	0	0	
INTERCONTINENTAL HOTELS GROUP PLC		GB																																										

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

Topic	Definition
E-Biodiversity	How a company interacts with and impacts various living species and their habitats. This includes managing material risks and minimizing impacts on native species and their environments.
E-Climate Risk Management	How a company approaches material climate-related risks and opportunities. This includes its climate-related risk disclosures, transition risks, physical risk assessments, investments in clean energy, and greenhouse gas reduction targets, as applicable.
E-Deforestation/Land Use	How a company approaches its impacts and dependencies on land and forests. This includes managing material deforestation risks and ensuring sustainable land use practices, as applicable.
E-Other company impacts on the environment	How a company approaches any other material environmental-related topics that do not fit into other categories.
E-Waste	All aspects of a company's approach to minimizing waste, managing waste, and site remediation.
E-Water	All aspects of a company's approach to water use, conservation, and dependencies on water resources.
E-Water and Waste	All aspects of a company's approach to water use, water conservation, and waste management. This includes managing dependencies on water resources, minimizing waste, handling waste management, and site remediation.
G-Board Composition	How a company approaches board composition, including how the collective experience and expertise of the board, as well as the particular experience, perspective, and skill set of individual directors, aligns with the company's long-term strategy and business model.
G-Board Effectiveness and Director Qualifications	All aspects related to board oversight, director qualifications, board committees, board refreshment, conflicts of interest, audit oversight, and board policies.
G-Business Oversight/Risk Management	All aspects related to board and management oversight and disclosure of material business model risks, including competition, reputational and legal risks, lobbying disclosure, and audit-related concerns, among others.
G-Compensation & Remuneration	All aspects related to compensation plans, equity compensation, stock purchase plans, pay for performance, clawback proposals, golden parachutes, and option exchanges.
G-Corporate Strategy (Disclosure/Governance)	All aspects related to the governance and risk management of a company's corporate strategy, purpose, long-term strategic goals, performance metrics, challenges, and opportunities.
G-Cybersecurity and Data Privacy	All aspects related to the governance and risk management of cybersecurity threats and data privacy issues.
G-Executive Management and Succession Planning	How a company approaches executive leadership and CEO and management succession planning.
G-Governance Structure	All aspects related to shareholder rights, corporate form, board structure, leadership, voting standards, IPO governance, and corporate policies on governance issues.
G-Other Governance Issues	How a company approaches any other material governance-related topics that do not fit into other categories.
G-Sustainability Reporting	How a company approaches updates and/or addresses investor questions related to reporting requirements in regulatory jurisdictions or voluntary reporting initiatives.
S-Business Ethics and Integrity	All aspects related to a company's business ethics and integrity efforts, including, but not limited to, whistleblowing, anti-bribery and corruption, embezzlement, product integrity, and marketing practices.
S-Community Relations	How a company interacts with local communities where they operate.
S-Diversity and Inclusion	
S-Health and Safety	How a company approaches the health and safety of employees and contractors, including protections from adverse safety impacts including, but not limited to, spills, leaks, and fires.
S-Human Capital and Talent	
S-Human Rights	How a company approaches potential or actual adverse human rights issues, including the use of forced labor or child labor, among others.
S-Indigenous Peoples Rights	All aspects related to a company's relationships with Indigenous communities, including, but not limmited to, the protection of cultural heritage sites and access to resources.
S-Other Social/Human Capital Issues	How a company approaches any other material social-related topics that do not fit into other categories.
S-Social Risks and Opportunities	How a company approaches human rights, access to products, geopolitical risks, government and industry relations, product safety, and supply chain oversight.
S-Supply Chain	All aspects related to material risks and opportunities in corporate supply chains, including mitigating risks, disruptions, transparency, and traceability.

