

Engagement report

Philips
Pensioenfonds



Engagement Summary Report - Jan 01, 2025 to Mar 31, 2025		
Total companies in portfolio	4.741	
Total company engagements	277	
Americas	115	41,52%
EMEA	100	36,10%
APAC	62	22,38%
Number of individual companies engaged	266	5,61%
Americas	114	42,86%
EMEA	93	34,96%
APAC	59	22,18%
Number of companies with multiple engagements	10	3,76%
(of individual companies where we held multiple engagements over the course of the reporting period)		
Engagement themes*		
Governance	273	98,56%
Social	88	31,77%
Environmental	94	33,94%
Engagement topics*		
E-Biodiversity	5	1,81%
E-Climate Risk Management	85	30,69%
E-Deforestation/Land Use	4	1,44%
E-Other company impacts on the environment	5	1,81%
E-Waste	9	3,25%
E-Water	5	1,81%
G-Board Commitments/Attendance	10	3,61%
G-Board Composition	20	7,22%
G-Board Effectiveness and Director Qualifications	144	51,99%
G-Board Independence	20	7,22%
G-Business Oversight/Risk Management	86	31,05%
G-Compensation & Remuneration	115	41,52%
G-Corporate Strategy (Disclosure/Governance)	185	66,79%
G-Cybersecurity and Data Privacy	5	1,81%
G-Executive Management and Succession Planning	93	33,57%
G-Governance Structure	59	21,30%
G-Other Governance Issues	15	5,42%
G-Sustainability Reporting	59	21,30%
G-Technology Deployment and Governance/Disclosure	20	7,22%
S-Business Ethics and Integrity	5	1,81%
S-Community Relations	11	3,97%
S-Freedom of Association	-	0,00%
S-Health and Safety	19	6,86%
S-Human Rights	-	0,00%
S-Indigenous Peoples Rights	1	0,36%
S-Other Social/Human Capital Issues	3	1,08%
S-Supply Chain	10	3,61%
S-Talent and Culture	65	23,47%

*Engagements include multiple company meetings during the year with the same company. Most engagement conversations cover multiple topics.

On January 1, 2025, BlackRock Stewardship 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 January 1, 2025.

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



company_name	Significant Votes from Jan 2025 to Mar 2025	bis_countr y	bis_regio n	sector	engagem ent_count	In Person	Virtual Meeting/ Call	Email	E	S	G	E- Biodiversi ty	E-Climate Risk Managem ent	E- Deforesta tion/Land Use	E-Other company impacts on the enviro nment	E-Waste	E-Water	G-Board Commitm ents/Atte ndance	G-Board Compositi on	G-Board Effectiven ess and Director Qualificati ons	G-Board Independ ence	G- Business /Risk Managem ent	G- Compens ation & Remuner ation	G- Corporat e Strategy (Disclosure/ Governance)	G- Cybersec urity and Data Privacy	G- Executive Management and Successi on Planning	G- Governan ce Structure	G-Other Governan ce Issues	G- Sustaina bility Reporting	G- Technolo gy Deploym ent and Governan ce/Disclo sure	S- Business Ethics and Integrity	S- Communi ty Relations	S- Freedom of Associati on	S-Health and Safety	S-Human Rights	S- Indigenou s Peoples Rights	S-Other Social/Hu man Capital Issues	S-Supply Chain	S-Talent and Culture					
BANCO DE SABADELL SA		ES	EMEA	Financials	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	1	0	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
HALMA PLC		GB	EMEA	Information Technology	2	0	2	0	1	0	2	0	2	1	0	0	0	0	0	0	1	0	0	0	2	0	1	2	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	
VISA INC.		US	AMER	Financials	2	0	1	1	2	0	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	
DEUTSCHE BANK AG		DE	EMEA	Financials	2	1	1	0	0	1	2	0	1	0	0	0	0	0	0	0	1	0	1	1	2	0	1	1	0	1	1	1	1	0	1	0	0	0	0	0	0	0	0	
WOODSIDE ENERGY GROUP LTD		AU	APAC	Energy	2	1	1	0	1	0	1	0	1	0	1	0	0	0	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	
UNICREDIT SPA		IT	EMEA	Financials	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
SAGE GROUP PLC		GB	EMEA	Information Technology	2	1	1	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0	0	2	1	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
KEISEI ELECTRIC RAILWAY CO LTD		JP	APAC	Industrials	2	1	1	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0	0	2	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YAMATO HOLDINGS CO LTD		JP	APAC	Industrials	2	2	0	0	0	1	2	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
MEDIOBANCA BANCA DI CREDITO FINANZIARIO SPA		IT	EMEA	Financials	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0	2	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VEOLIA ENVIRONNEMENT SA		FR	EMEA	Utilities	1	0	1	0	1	1	1	1	0	0	0	0	0	1	0	0	1	0	0	1	1	0	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
NITORI HOLDINGS CO. LTD.		JP	APAC	Consumer Discretionary	1	1	0	0	1	1	1	1	0	1	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	
GMO INTERNET GROUP INC		JP	APAC	Information Technology	1	0	1	0	0	1	1	1	0	1	0	0	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	0	1
RWE AG		DE	EMEA	Utilities	1	1	0	0	1	0	1	0	1	0	0	0	0	0	0	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J FRONT RETAILING CO LTD		JP	APAC	Consumer Discretionary	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HINO MOTORS LTD		JP	APAC	Industrials	1	0	1	0	0	0	1	0	1	0	0	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	0	0	0
VISTRA CORP		US	AMER	Utilities	1	0	1	0	1	1	1	0	1	0	1	0	0	0	0	0	1	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
PG&E CORPORATION		US	AMER	Utilities	1	0	1	0	1	1	1	0	1	0	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	0	0	1
ENPHASE ENERGY INC		US	AMER	Information Technology	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROCORE TECHNOLOGIES INC		US	AMER	Information Technology	1	0	1	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0	0	1	0	0	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CHINA CONSTRUCTION BANK CORP		HK	APAC	Financials	1	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
LEGGETT & PLATT INC		US	AMER	Consumer Discretionary	1	0	1	0	1	0	1	0	1	0	1	0	0	0	0	0	1	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROGRESSIVE CORPORATION (THE)		US	AMER	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0
EQUINIX INC		US	AMER	Real Estate	1	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0
PERSIMMON PLC		GB	EMEA	Consumer Discretionary	1	0	1	0	1	0	1	0	0	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	0	0	0
PINNACLE WEST CAPITAL CORPORATION		US	AMER	Utilities	1	0	1	0	1	0	1	0	1	0	0	0	0	0	0	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
ICADE		FR	EMEA	Real Estate	1	0	1	0	0	0	1	0	0	0	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
FORTUNE BRANDS INNOVATIONS INC		US	AMER	Industrials	1	0	1	0	1	0	1	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MS&AD INSURANCE GROUP HOLDINGS INC		JP	APAC	Financials	1	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	0	0	0	0	0	0	0	0
MITSUBISHI HC CAPITAL INC		JP	APAC	Financials	1	0	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
AMPHENOL CORPORATION		US	AMER	Information Technology	1	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	1	0	0	0	0	0	0	0	0	0	0	0	0
CAPCOM CO LTD		JP	APAC	Communication Services	1	1	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	0	0	0	0	0	0	0	0	0	1	
SEVERN TRENT PLC		GB	EMEA	Utilities	1	1	0	0	1	1	1	1	0	0	0	1	0	1	0	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
ASM INTERNATIONAL NV		NL	EMEA	Information Technology	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CAPGEMINI SE		FR	EMEA	Information Technology	1	0	1	0	1	0	1	0	1	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AMERICAN WELL CORP		US	AMER	Health Care	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ESSENTIAL UTILITIES INC		US	AMER	Utilities	1	0	1	0	1	0	1	0	1	0	0	1	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	0	0	0
BRIDGESTONE CORPORATION		JP	APAC	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMULATIONS PLUS INC		US	AMER	Health Care	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	0	0	0	0	0	0	0
PHOENIX GROUP HOLDINGS PLC		GB	EMEA	Financials	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE PROPERTIES TRUST		US	AMER	Real Estate	1	0	1	0	1	0	1	0	1	0	0	0	0	0	0	1	1	1	0	1	1	0	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CREDIT AGRICOLE SA		FR	EMEA	Financials	1	0	1	0	1	1	1	0	1	0	0	0	0	0	0	0	1	1	0	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	
LEGAL & GENERAL GROUP PLC		GB	EMEA	Financials	1	0	1	0	0	0																																		

company_name	Significant Votes from Jan 2025 to Mar 2025	bis_countr y	bis_region	sector	engagem nt_count	In Person	Virtual Meeting/ Call	Email	E	S	G	E- Biodiversi ty	E-Climate Risk Managem ent	E- Deforesta tion/Land Use	E-Other company impacts on the envirom ent	E-Waste	E-Water	G-Board Commitm ents/Atte ndance	G-Board Compositi on	G-Board Effectiven ess and Director Qualificati ons	G-Board Independ ence	G- Business Oversight /Risk Managem ent	G- Compens ation & Remuner ation	G- Corporat e Strategy (Disclosure /Governance)	G- Cybersec urity and Data Privacy	G- Executive Management and Successi on Planning	G- Governan ce Structure	G-Other Governan ce Issues	G- Sustainab ility Reporting	G- Technolo gy Deploym ent and Governan ce/Disclo sure	S- Business Ethics and Integrity	S- Communi ty Relations	S- Freedom of Associati on	S-Health and Safety	S-Human Rights	S- Indigenou s Peoples Rights	S-Other Social/Hu man Capital Issues	S-Supply Chain	S-Talent and Culture				
TC ENERGY CORP		CA	AMER	Energy	1	0	1	0	1	0	1	0	1	0	0	0	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	
MITSUBI & CO LTD		JP	APAC	Industrials	1	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
XCEL ENERGY INC		US	AMER	Utilities	1	0	1	0	1	1	1	1	0	1	0	0	0	0	0	1	1	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
DTE ENERGY COMPANY		US	AMER	Utilities	1	0	1	0	1	1	1	1	0	1	0	0	0	0	1	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
DAL-ICHI LIFE HOLDINGS INC		JP	APAC	Financials	1	0	1	0	0	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	
DT MIDSTREAM INC		US	AMER	Energy	1	0	1	0	1	1	1	1	0	1	0	0	0	0	0	1	1	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
SIW GROUP		US	AMER	Utilities	1	0	1	0	1	1	1	1	0	1	0	0	1	1	1	0	1	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
CONCORDIA FINANCIAL GROUP LTD		JP	APAC	Financials	1	0	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	
PNC FINANCIAL SERVICES GROUP INC (THE)		US	AMER	Financials	1	0	1	0	0	1	1	1	0	1	0	0	0	0	0	1	1	0	0	1	0	0	1	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	
ISUZU MOTORS LTD		JP	APAC	Consumer Discretionary	1	0	1	0	0	1	1	1	0	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
SOUTHERN COMPANY (THE)		US	AMER	Utilities	1	0	1	0	1	1	1	1	0	1	0	0	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	
RINNAI CORPORATION		JP	APAC	Consumer Discretionary	1	0	1	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	0	0	0	0	0	
SOJITZ CORP		JP	APAC	Industrials	1	0	1	0	0	0	1	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	0	0	0	0	
SEGRO PLC		GB	EMEA	Real Estate	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MATSUKIYOCOKOKARA & CO		JP	APAC	Consumer Staples	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SEBU HOLDINGS INC		JP	APAC	Industrials	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E.ON SE		DE	EMEA	Utilities	1	0	1	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	0	0	0	
NOMURA HOLDINGS INC		JP	APAC	Financials	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	
ANNALY CAPITAL MANAGEMENT INC		US	AMER	Financials	1	0	1	0	0	0	1	0	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	
ASSURANT INC		US	AMER	Financials	1	0	1	0	1	0	1	0	1	0	0	0	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	0	
WSP GLOBAL INC		CA	AMER	Industrials	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	
HUDSON PACIFIC PROPERTIES INC		US	AMER	Real Estate	1	0	1	0	1	0	1	0	1	0	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	0	0	0	
KANEKA CORPORATION		JP	APAC	Materials	1	1	0	0	1	1	1	1	0	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0		
JAPAN STEEL WORKS LTD/THE		JP	APAC	Industrials	1	0	1	0	0	1	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	1	
EISAI CO LTD		JP	APAC	Health Care	1	0	1	0	0	0	1	0	0	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	
SANWA HOLDINGS CORP		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	
ITOCHU CORPORATION		JP	APAC	Industrials	1	0	1	0	0	0	1	0	0	0	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	0	0	0	
EQUITABLE HOLDINGS INC		US	AMER	Financials	1	0	1	0	1	0	1	0	1	0	0	0	0	0	1	0	1	0	0	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
OMV AG		AT	EMEA	Energy	1	0	1	0	1	0	1	0	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
SMURFIT WESTROCK PLC		US	AMER	Materials	1	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	1	0	0	0	0	0	0	0	0	0	0	
OTTER TAIL CORP		US	AMER	Utilities	1	0	1	0	1	1	1	1	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	1	
ASML HOLDING NV		NL	EMEA	Information Technology	1	1	0	0	1	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	
FORVIA SE		FR	EMEA	Consumer Discretionary	1	0	1	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LOENZA GROUP AG		CH	EMEA	Health Care	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	1	0	0	1	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
TESLA INC		US	AMER	Consumer Discretionary	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1		
EMCOR GROUP INC		US	AMER	Industrials	1	0	1	0	1	1	1	1	0	1	0	0	0	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	1		
SOUTHWEST AIRLINES CO		US	AMER	Industrials	1	0	1	0	0	0	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	0	0	0	0		
PRYSMAN SPA		IT	EMEA	Industrials	1	0	1	0	0	0	1	0	0	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		
ARCHROCK INC		US	AMER	Energy	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	1	0	0	0	0	0	0	0	0	0	0	0	0	
TUTOR PERINI CORP		US	AMER	Industrials	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
NETAPP INC		US	AMER	Information Technology	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0		
TORONTO-DOMINION BANK/THE		CA	AMER	Financials	1	0	1	0	1	0	1	0	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	
KLEPPIERRE SA		FR	EMEA	Real Estate	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
LLOYDS BANKING GROUP PLC		GB	EMEA	Financials	1	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	1	0	0	0	0	0	0	0	0	0	0	
ALSTOM SA		FR	EMEA																																								

company_name	Significant Votes from Jan 2025 to Mar 2025	bis_country	bis_region	sector	engagement_count	In Person	Virtual Meeting/ Call	Email	E	S	G	E-Biodiversity	E-Climate Risk Management	E-Deforestation/Land Use	E-Other company impacts on the environment	E-Waste	E-Water	G-Board Commitments/Attendance	G-Board Composition	G-Board Effectiveness and Director Qualifications	G-Board Independence	G-Business Oversight /Risk Management	G-Compensation & Remuneration	G-Corporate Strategy (Disclosure/ Governance)	G-Cybersecurity and Data Privacy	G-Executive Management and Succession Planning	G-Governance Structure	G-Other Governance Issues	G-Sustainability Reporting	G-Technology Deployment and Governance/Disclosure	S-Business Ethics and Integrity	S-Community Relations	S-Freedom of Association	S-Health and Safety	S-Human Rights	S-Indigenous Peoples Rights	S-Other Social/Human Capital Issues	S-Supply Chain	S-Talent and Culture		
LIVEPERSON INC		US	AMER	Information Technology	1	0	1	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	
KILROY REALTY CORPORATION		US	AMER	Real Estate	1	0	1	0	0	1	1	1	0	1	0	0	0	0	0	1	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
ANYWHERE REAL ESTATE INC		US	AMER	Real Estate	1	0	1	0	0	0	1	0	0	1	0	0	0	0	0	1	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
HILTON WORLDWIDE HOLDINGS INC		US	AMER	Consumer Discretionary	1	0	1	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
SMARTCENTRES REAL ESTATE INVESTMENT TRUST		CA	AMER	Real Estate	1	0	1	0	1	1	1	1	0	1	0	0	0	0	0	1	0	0	1	1	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	1	
MAXLINEAR INC		US	AMER	Information Technology	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	
LXP INDUSTRIAL TRUST		US	AMER	Real Estate	1	0	1	0	1	1	1	1	0	1	0	0	0	0	0	1	0	0	0	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	1	
RHEINMETALL AG		DE	EMEA	Industrials	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
APA GROUP		AU	APAC	Utilities	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	0	0	0	0	0	0	0	0	0	0	0	
PJT PARTNERS INC		US	AMER	Financials	1	0	1	0	0	1	1	1	0	0	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	1	
ZURN ELKAY WATER SOLUTIONS CORP		US	AMER	Industrials	1	0	1	0	1	1	1	0	1	0	0	0	1	0	0	0	1	0	0	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	
BANCA MONTE DEI PASCHI DI SIENA SPA		IT	EMEA	Financials	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
NETFLIX INC		US	AMER	Communication Services	1	0	1	0	1	1	1	1	0	1	0	0	0	0	0	0	0	1	0	0	1	0	1	1	0	0	0	1	1	0	0	0	0	0	0	1	
GLOBE LIFE INC		US	AMER	Financials	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	1	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
GSK PLC		GB	EMEA	Health Care	1	0	1	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	
KINGSPAN GROUP PLC		IE	EMEA	Industrials	1	0	1	0	0	0	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	0	0	0	
QUALYS INC COM		US	AMER	Information Technology	1	0	1	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	0	
BANCO BPM SPA		IT	EMEA	Financials	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
FUBON FINANCIAL HOLDING CO LTD		TW	APAC	Financials	1	0	1	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	0	0	0	0	
GOLDMAN SACHS GROUP INC/THE		US	AMER	Financials	1	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	0	0	0	0	
NEXTERA ENERGY INC		US	AMER	Utilities	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	1	0	1	0	1	0	0	1	0	1	0	1	1	0	1	0	0	0	0	1	
EPAM SYSTEMS INC		US	AMER	Information Technology	1	0	1	0	0	1	1	1	0	0	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	1	
INMODE LTD		IL	EMEA	Health Care	1	0	1	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
VOLVO AB		SE	EMEA	Industrials	1	0	1	0	1	0	1	0	1	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	
NISSIN FOODS HOLDINGS CO LTD		JP	APAC	Consumer Staples	1	0	1	0	0	0	1	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	0	
ADECCO GROUP AG		CH	EMEA	Industrials	1	0	1	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	0	0	0	
EURONEXT NV		NL	EMEA	Financials	1	0	1	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	
GUNGHO ONLINE ENTERTAINMENT INC		JP	APAC	Communication Services	1	0	1	0	0	0	1	0	0	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	
OSAKA GAS CO LTD		JP	APAC	Utilities	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
TORAY INDUSTRIES INC		JP	APAC	Materials	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
SCHINDLER HOLDING AG		CH	EMEA	Industrials	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	1	0	0	0	0	
WH SMITH PLC		GB	EMEA	Consumer Discretionary	1	1	0	0	0	0	1	0	0	0	0	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	0
TOKIO MARINE HOLDINGS INC		JP	APAC	Financials	1	1	0	0	1	0	1	0	1	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	0	0
REXEL SA		FR	EMEA	Industrials	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ARKEMA SA		FR	EMEA	Materials	1	0	1	0	1	0	1	0	1	0	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SIG GROUP AG		CH	EMEA	Materials	1	0	1	0	1	0	1	0	0	0	0	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	
ORMAT TECHNOLOGIES INC		US	AMER	Utilities	1	0	1	0	0	1	1	1	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	1	
TOMONY HOLDINGS INC		JP	APAC	Financials	1	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	0	0	0	0	
TAKE-TWO INTERACTIVE SOFTWARE INC.		US	AMER	Communication Services	1	0	1	0	1	1	1	0	1	0	0	0	0	0	0	1	1	0	1	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	
STARBUCKS CORPORATION		US	AMER	Consumer Discretionary	1	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
NOVO NORDISK A/S		DK	EMEA	Health Care	1	0	1	0	1	1	1	1	0	0	0	0	1	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
COVIVIO SA		FR	EMEA	Real Estate	1	0	1	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	
DENTSU GROUP INC		JP	APAC	Communication Services	1	0	1	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	
UNITED AIRLINES HOLDINGS INC		US	AMER	Industrials	1	0	1	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	0	0	0	0	0	0	0	1	
SOCIETE GENERALE SA		FR	EMEA	Financials	1	0	1	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	
JOHNSON CONTROLS INTERNATIONAL PLC		US	AMER	Industrials	1	0	1	0	1	0	1	0	1	0	0	0	0	0	0	0	1	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PVH CORP		US	AMER	Consumer Discretionary	1	0	1	0	1	1	1	1	0	1	0	0	1	0	0	1	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0
GX																																									

BlackRock 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 - The performance of the board is critical to the financial success of a company and the protection of shareholders’ interests over the long-term.

Strategy Purpose and Financial Resilience - As one of many minority shareholders, BlackRock does not direct a company’s strategy or its implementation. BlackRock Stewardship engages on long-term corporate strategy, purpose, and financial resilience, to understand how boards and management are aligning their business decision-making with the company’s purpose and adjusting strategy and/or capital allocation plans as necessary as business dynamics change.

Incentives Aligned with Value Creation - Executive compensation is an important tool to drive long-term financial value creation by incentivizing and rewarding the successful delivery of strategy goals and financial outperformance against peers. It is helpful when companies make clear in their disclosures the connection between compensation policies and outcomes and the financial interests of long-term shareholders.

Climate and Natural Capital - BlackRock Stewardship engages with companies to better understand their approach to, and oversight of, material climate-related risks and opportunities, as well as how they manage material natural capital impacts and dependencies, in the context of their business model and sector.

Company Impacts on People - In BlackRock Stewardship’s experience, companies that invest in the relationships that are critical to their ability to meet their strategic objectives are more likely to deliver durable, long-term financial performance. By contrast, poor relationships may create adverse impacts that could expose companies to legal, regulatory, operational, and reputational risks.

Read more about our engagement priorities and key performance indicators here: <https://www.blackrock.com/corporate/literature/publication/blk-stewardship-priorities-final.pdf>
Read more about our engagements in our annual stewardship report and our voting spotlight report: <https://www.blackrock.com/corporate/insights/investment-stewardship/blackrock-investment-stewardship>

BlackRock 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.
G-Board Commitments/Attendance	How a company approaches board members’ commitments and attendance.
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-Board Independence	How a company approaches the independence of board members.
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 the structure and magnitude of compensation plans, pay for performance alignment, equity compensation, director pay, stock purchase plans, clawback proposals, golden parachutes, and option exchanges.
G-Corporate Strategy (Disclosure/Governance)	All aspects related to the articulation, governance, and oversight of a company’s corporate strategy, purpose, long-term strategic goals, capital allocation, 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, succession planning, and the board’s oversight of performance management.
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.
G-Technology Deployment and Governance/Disclosure	All aspects related to the governance and risk management of investing in or deploying new technologies, including, but not limited to, AI and quantum computing.
S-Business Ethics and Integrity	All aspects related to a company’s business ethics and integrity efforts, including, but not limited to, interactions with suppliers and customers, 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-Freedom of Association	All aspects related to how a company engages with unions on job benefits, working conditions, wages, and worker organization.
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 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 limited 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-Supply Chain	All aspects related to material risks and opportunities in corporate supply chains, including mitigating risks, disruptions, transparency, and traceability.
S-Talent and Culture	All aspects related to current workforce training and development needs, as well as skillset required to support the company’s long-term strategy, including attracting and retaining talent.

