Engagement report

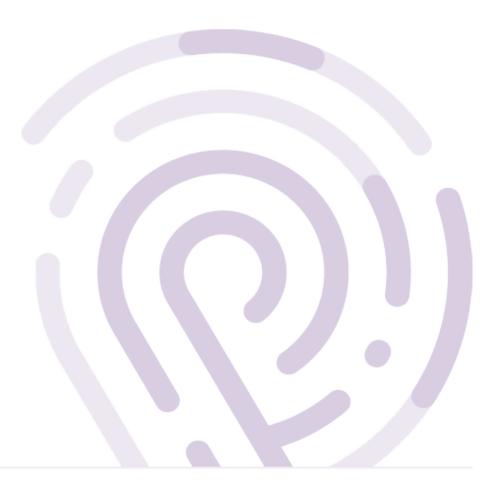


Engagement Summary Report - Jan 01, 2025 to Mar 31, 2025		
Total companies in portfolio	4.741	
Total company engagements	277	
Americas	115	41,52%
EMEA	100	36,10%
APAC	62	22,38%
Number of individual companies engaged	266	5,61%
Americas	114	42,86%
EMEA	93	34,96%
APAC	59	22,18%
Number of companies with 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 subtopics 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 "Enagement Priorities & Topics" tab.



company_name Significant Votes from Jan 2025 to Mar 2025	ois_countr y	bis_region	sector engager nt_cou	nt Me	tual Email tting/ all	E S	G	E- Biodiversi ty I	Managem tio	E- E-Or eforesta com on/Land imp Use on envir	pany acts the	te E-Water	G-Board G Commitm Co ents/Atte ndance	Board G-Bo mpositi Effect on ess : Dire Quali	iven Indepe and nce tor ficati	nde Business Oversight	ation & Remuner S ation (I	e ur Strategy	G- G	nage ce t and Structu essio n		Reporting	gy Deploym		ty lations As	edom ar		uman S- ghts Indigen s Peopl Right		Hu Chain	S-Talent and Culture
			Financials Information Technology	3 0 2 0	3 0 2 0	0	0 3 0 2	0	0	0	0	0 0	0	0	1	0 0		2 2	0	0	1 0 2 0	0	0	0	0	0	0			0 0) (
VISA INC	JS	AMER	Financials Financials	2 0	1 1	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
WOODSIDE ENERGY GROUP LTD	UA	APAC	Energy	2 1	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	, ,
			Financials Information Technology	2 0	2 0	0	0 2	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) (
KEISEI ELECTRIC RAILWAY CO LTD	P	APAC	Industrials	2 1	1 0	0	0 2	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	, ,
YAMATO HOLDINGS CO LTD MEDIOBANCA BANCA DI CREDITO FINANZIARIO SPA			Industrials Financials	2 2	0 0	0	1 2	0	0	0	0	0 0	0	0	1	0 0	0	2	0	2	0 0	0	0	0	0	0	0	0	0	0 0	1
VEOLIA ENVIRONNEMENT SA	-R	EMEA	Utilities	1 0	1 0	1	1 1	0	0	0	0	0 1	0	0	1	0 0	1	1	0	0	0 0	0	0	0	0	0	1	0	0	0 0	, ,
NITORI HOLDINGS CO. LTD. GMO INTERNET GROUP INC			Consumer Discretionary Information Technology	1 1	0 0	1	1 1	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	1
RWE AG	DE	EMEA	Utilities	1 1	0 0	1	0 1	0	1	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	, ,
		APAC APAC	Consumer Discretionary Industrials	1 1	0 0	0	0 1	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) (
VISTRA CORP	JS	AMER	Utilities	1 0	1 0	1	1 1	0	1	0	0	0 0	0	0	1	0 1	0	1	0	0	0 0	0	0	0	1	0	1	0	0	0 0	, 0
		AMER AMER	Utilities Information Technology	1 0	1 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 0	1) (
PROCORE TECHNOLOGIES INC	JS	AMER	Information Technology	1 0	1 0	0	0 1	0	0	0	0	0 0	1	0	1	0 0	1	0	0	1	1 0	1	0	0	0	0	0	0	0	0 0	, 0
			Financials Consumer Discretionary	1 1 1	0 0	1	0 1	0	1	0	0	0 0	0	0	0	0 0	0	1	0	0	0 0	0	0	0	0	0	0	0	0	0 0) (
PROGRESSIVE CORPORATION (THE)	JS	AMER	Financials	1 0	1 0	1	0 1	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
PERSIMMON PLC			Real Estate Consumer Discretionary	1 0	1 0 1 0	0 1	1 1 0 1	0	0	0	1	0 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
PINNACLE WEST CAPITAL CORPORATION	JS	AMER	Utilities	1 0	1 0	1	0 1	0	1	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
			Real Estate Industrials	1 0	1 0	0 1	0 1	0	0 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 0) (
MS&AD INSURANCE GROUP HOLDINGS INC	P	APAC	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
			Financials Information Technology	1 0 1	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 1	0	0	0	0	0	0	0 0	0) (
CAPCOM CO LTD	P	APAC	Communication Services	1 1	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	0	0	0	0	0	0 0	, 1
			Utilities Information Technology	1 1 1	0 0 1 0	1 0	1 1	0	0	0	1 0	0 1	0	0	1	0 0	1	1	0	0	0 0	0	0	0	1 0	0	0	0	0	0 0	0) (
CAPGEMINI SE	R	EMEA	Information Technology	1 0	1 0	1	0 1	0	1	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	, ,
		AMER AMER	Health Care Utilities	1 0	1 0 1 n	0 1	0 1	0 0	0	0	0	0 0	0	0	0	1 0	1	1	0	0	1 0 0 n	0	0	0	0	0	0	0	0	0 0	. 0 , r
BRIDGESTONE CORPORATION	P	APAC	Consumer Discretionary	1 1	0 0	0	0 1	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
			Health Care Financials	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	0	0	0	0	0	0 0) (
SERVICE PROPERTIES TRUST	JS	AMER	Real Estate	1 0	1 0	1	0 1	0	1	0	0	0 0	0	1	1	1 0	1	1	0	1	1 0	1	0	0	0	0	0	0	0	0 0	, ,
			Financials Financials	1 0	1 0	1	1 1	0	1	0	0	0 0	0	0	0	1 1	1	0	0	1	0 0	0	0	1	0	0	0	0	0	0 0	1
SUMITOMO ELECTRIC INDUSTRIES LTD	P	APAC	Consumer Discretionary	1 0	1 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	, ,
			Financials Health Care	1 0	1 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
DSV A/S	OK	EMEA	Industrials	1 0	1 0	0	0 1	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
		EMEA EMEA	Financials Industrials	1 0	1 0	0	0 1	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	
LEGRAND SA	-R	EMEA	Industrials	1 0	1 0	0	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	0	0	0 0	, 0
		APAC EMEA	Information Technology Utilities	1 1 1	0 0	0 1	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	
SIEMENS ENERGY AG	DE	EMEA	Industrials	1 0	0 1	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
			Real Estate Health Care	1 0	0 0	0	0 1	0	0	0	0	0 0	0	0	1	1 0	1	1 0	0	0	1 0	0	0	0	0	0	0	0	0	0 0	0 1 (
MONEY FORWARD INC			Information Technology	1 0	1 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 0	, 1
			Financials Consumer Discretionary	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	υ (
			Consumer Staples	1 0	1 0	1	1 1	1	1	0	0	1 0	0	0	1	0 0	-	1	0	-	0 0		0	0	0	0	0	-	-	0 0	-
			Industrials Industrials	1 0 1	1 0 1 0		1 1 1	0	1 0	0		0 0		0	1	0 1		0	0		0 0		0	0	0	0	0			0 0	
			Information Technology	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	
			Industrials Industrials	1 0 1	1 0 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	0	0			0 0	
				1 0	1 0		1 1	0	1	0		0 0		0	1	0 1		1	0	0	0 0		0	1	0	0	0			0 1	
			Industrials	1 0 1	1 0 1 0	1 0	0 1	0	1 0	0	-	0 0	0	0	1 0	0 0		1	0		0 1		0	0	0	0	0			0 0	
			Financials	1 0	1 0	0	1 1	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	
		AMER AMER	Real Estate Utilities	1 0	1 0	1	1 1	0	1	0	0	0 0	0	0	1	0 0	0	0	0	1	0 0	1	0	0	0	0	1	0	0	0 0	. 1
			Industrials	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
CRH PLC	JS	AMER	Real Estate Materials	1 0	1 0	1	1 1	0	1	0	0	0 0	0	0	0	0 0	1	1	0	1	0 0	0	1	0	0	0	1	0	0	0 0	
SUMITOMO CORPORATION	P		Industrials Industrials	1 0	1 0	1	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
GAMING AND LEISURE PROPERTIES INC	JS	AMER	Real Estate	1 0	1 0	1	1 1	0	1	0	0	0 0	0	0	1	0 0	0	1	0	1	0 0		0	0	1	0	0	0	1	0 0	0
YOKOHAMA RUBBER CO LTD	P		Consumer Discretionary Industrials	1 0 1 0	1 0 1 0	0	0 1	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	
MANULIFE FINANCIAL CORP	CA	AMER	Financials	1 0	1 0	1	0 1	0	1	0	0	0 0	0	0	1	0 0	1	1	0	1	0 1	1	0	0	0	0	0	0	0	0 0	0
			Financials	1 0	1 0	1	1 1	0	1	0	0	0 0	0	0	1	0 0	1	1	0	0	0 1	0	0	0	1	0	0	0		0 0	1
ADVANCED DRAINAGE SYSTEMS INC	JS	AMER	Financials Industrials	1 0	1 0 1 0	0 1	0 1	0	1	0	0	0 0	0	0	1	0 0	1	1	0	0	0 0		0	0	0	0	0			0 0	
DAINICHISEIKA COLOR & CHEMICALS MFG CO LTD	P	APAC	Materials	1 1	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
			Financials Materials	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	
WASTE MANAGEMENT INC	JS	AMER	Industrials Industrials	1 0	1 0	1	1 1	0	0	1	0	1 0	0	0	0	0 1	0	0	0		0 0		0	0	1	0	0			0 0) 1
SIMPSON MANUFACTURING CO INC			Industrials Industrials	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	
UNIFIRST CORPORATION	JS	AMER	Industrials	1 0	1 0	0	0 1	0	0	0	0	0 0	0	0	0	0 0	0	0	0		0 1	7	0	0	0	0	0	0		0 0	0 0
			Consumer Discretionary Industrials	1 0	1 0	1	1 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	
WERELDHAVE NV	NL	EMEA	Real Estate	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
			Industrials Health Care	1 0 1	1 0 1 0	0 1	0 1	0	0	0	0	U 0	0	0	0	0 0	1	0	0	0	0 0	0	0	0	0	0	0	0	0	0 0	0 0
SIEMENS AG	DE	EMEA	Industrials	1 1	0 0	0	0 1	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
			Industrials Financials	1 0 1	1 0 1 0	0 1	1 1	0	0 1	0	0	U 0	0	0	1	0 1	0	0	0	1	0 0	0	1	0	0	0	0	0	0	0 0	1
MTU AERO ENGINES AG	DE	EMEA	Industrials	1 0	1 0	0	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	
			Materials Utilities	1 0 1	1 0 1 0	1	0 1	0	1	0	0	0 0 0 n	0	0	1	0 0		1	0	1	0 0		0	0	0	0	0			0 0	0 0
ENTERGY CORPORATION	JS	AMER	Utilities	1 0	1 0	1	1 1	0	1	0	0	0 0	0	0	1	0 1	0	1	0	0	0 0	0	0	0	1	0	1	0	0	0 0) 1
			Financials Financials	1 0	1 0	0	0 1	0	0	0	0	0 0	0	0	0	0 0	1 n	0	0	0	0 0		0	0	0	0	0			0 0	
NIPPON SIGNAL CO LTD	P	APAC	Information Technology	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
			Energy Consumer Discretionary	1 0	1 0 0 0	0	1 1	0	0	0	0	0 0	0	0	1	0 1	0	0	1	1	1 0	-	0	0	0	0	0			0 0	
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SUJUTIONS LTD	1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
SOUTHERN COMPANY (THE)	1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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MATSIX/ROCOCOCARA & CO	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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NOMURA HOLDINGS INC	1 0 0 1 0 0 1 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 0 0 0 0 0 0 0 0
ASSURANT INC WSP GLOBAL INC	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
WASP GLOBAL INC	1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
HUDSON PACIFIC PROPERTIES INC	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
JAPAN STELL WORKS LTD/THE	1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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SOUTHWEST AIRLINES CO	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	
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HAIN CELESTIAL GROUP INC US AMER Consumer Staples 1	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	1 0 0 0 0 0 0 0 0 1
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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:

Read more about our engagements in our annual stewardship report and our voting spotlight report:

 $\underline{https://www.blackrock.com/corporate/literature/publication/blk-stewardship-priorities-final.pdf}$ https://www.blackrock.com/corporate/insights/investment-stewardship/blackrock-investment-stewardship

BlackRock Stewardship Engagement Topic Overview

I ODIC

E-Biodiversity

E-Climate Risk Management

E-Deforestation/Land Use

E-Other company impacts on the environment

E-Water

G-Roard 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

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.

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.

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.

How a company approaches any other material environmental-related topics that do not fit into other categories.

All aspects of a company's approach to minimizing waste, managing waste, and site remediation.

All aspects of a company's approach to water use, conservation, and dependencies on water resources.

How a company approaches board members' commitments and attendance.

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.

All aspects related to board oversight, director qualifications, board committees, board refreshment, conflicts of interest, audit oversight, and board policies.

How a company approaches the independence of board members.

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.

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.

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.

All aspects related to the governance and risk management of cybersecurity threats and data privacy issues.

How a company approaches executive leadership, succession planning, and the board's oversight of performance management.

All aspects related to shareholder rights, corporate form, board structure, leadership, voting standards, IPO governance, and corporate policies on governance issues.

How a company approaches any other material governance-related topics that do not fit into other categories. How a company approaches updates and/or addresses investor questions related to reporting requirements in regulatory jurisdictions or voluntary reporting initiatives.

All aspects related to the governance and risk management of investing in or deploying new technologies, including, but not limited to, Al and quantum computing.

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. How a company interacts with local communities where they operate.

All aspects related to how a company engages with unions on job benefits, working conditions, wages, and worker organization.

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.

How a company approaches potential or actual adverse human rights issues, including the use of forced labor or child labor, among others. 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.

How a company approaches any other material social-related topics that do not fit into other categories.

All aspects related to material risks and opportunities in corporate supply chains, including mitigating risks, disruptions, transparency, and traceability.

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.

