

# Engagement report

Philips  
Pensioenfonds



| Philips - Engagement Summary Report - Oct 01, 2025 to Dec 31, 2025                                   |      |        |
|------------------------------------------------------------------------------------------------------|------|--------|
| Total companies in portfolio                                                                         | 4933 |        |
|                                                                                                      |      |        |
| Total company engagements                                                                            | 557  |        |
| Americas                                                                                             | 278  | 49,91% |
| EMEA                                                                                                 | 129  | 23,16% |
| APAC                                                                                                 | 150  | 26,93% |
|                                                                                                      |      |        |
| Number of individual companies engaged                                                               | 531  | 10,76% |
| Americas                                                                                             | 269  | 50,66% |
| EMEA                                                                                                 | 120  | 22,60% |
| APAC                                                                                                 | 142  | 26,74% |
|                                                                                                      |      |        |
| Number of companies with multiple engagements                                                        | 23   | 4,33%  |
| (of individual companies where we held multiple engagements over the course of the reporting period) |      |        |
|                                                                                                      |      |        |
| Engagement themes*                                                                                   |      |        |
| Governance                                                                                           | 550  | 98,74% |
| Social                                                                                               | 242  | 43,45% |
| Environmental                                                                                        | 186  | 33,39% |
|                                                                                                      |      |        |
| Engagement topics*                                                                                   |      |        |
| E-Biodiversity                                                                                       | 15   | 2,69%  |
| E-Climate Risk Management                                                                            | 171  | 30,70% |
| E-Deforestation/Land Use                                                                             | 8    | 1,44%  |
| E-Other company impacts on the environment                                                           | 23   | 4,13%  |
| E-Waste                                                                                              | 10   | 1,80%  |
| E-Water                                                                                              | 18   | 3,23%  |
| G-Board Commitments/Attendance                                                                       | 31   | 5,57%  |
| G-Board Composition                                                                                  | 53   | 9,52%  |
| G-Board Effectiveness and Director Qualifications                                                    | 309  | 55,48% |
| G-Board Independence                                                                                 | 36   | 6,46%  |
| G-Business Oversight/Risk Management                                                                 | 231  | 41,47% |
| G-Compensation & Remuneration                                                                        | 252  | 45,24% |
| G-Corporate Strategy (Disclosure/Governance)                                                         | 387  | 69,48% |
| G-Cybersecurity and Data Privacy                                                                     | 25   | 4,49%  |
| G-Executive Management and Succession Planning                                                       | 199  | 35,73% |
| G-Governance Structure                                                                               | 140  | 25,13% |
| G-Other Governance Issues                                                                            | 29   | 5,21%  |
| G-Sustainability Reporting                                                                           | 94   | 16,88% |
| G-Technology Deployment and Governance/Disclosure                                                    | 62   | 11,13% |
| S-Business Ethics and Integrity                                                                      | 12   | 2,15%  |
| S-Community Relations                                                                                | 26   | 4,67%  |
| S-Freedom of Association                                                                             | 4    | 0,72%  |
| S-Health and Safety                                                                                  | 50   | 8,98%  |
| S-Human Rights                                                                                       | 7    | 1,26%  |
| S-Indigenous Peoples Rights                                                                          | 10   | 1,80%  |
| S-Other Social/Human Capital Issues                                                                  | 17   | 3,05%  |
| S-Supply Chain                                                                                       | 27   | 4,85%  |
| S-Talent and Culture                                                                                 | 189  | 33,93% |

\*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 "Enagement Priorities & Topics" tab.







| company_name                     | Significant Votes from Oct 2025 to Dec 2025 | bis_count<br>ry | bis_region | Sector                 | engageme<br>nt_count | Virtual Meeting/<br>Call | In Person | Email | E | S | G | E-<br>Biodiversi<br>ty | E-Climate<br>Risk Managem<br>ent | E-Deforesta<br>tion/Land Use | E-Other company<br>impacts on the environm<br>ent | E-Waste | E-Water | G-Board<br>Commitm<br>ents/Atte<br>ndance | G-Board<br>Compositi<br>on | G-Board<br>Effectiven<br>ess and<br>Director<br>Qualificati<br>ons | G-Board<br>Independ<br>ence | G-Business<br>Oversight<br>/Risk Managem<br>ent | G-Compens<br>ation &<br>Remuner<br>ation | G-Corporat<br>e Strategy<br>(Disclosure<br>/Governance) | G-Cybersec<br>urity and<br>Data Privacy | G-Executive<br>Management and<br>Succession<br>Planning | G-Governan<br>ce Structure | G-Other<br>Governan<br>ce Issues | G-Sustainab<br>ility Reporting | G-Technolo<br>gy Deploy<br>ment and<br>Governance/Disclo<br>sure | S-Business<br>Ethics and<br>Integrity | S-Communi<br>ty Relations | S-Freedom<br>of Associati<br>on | S-Health<br>and Safety | S-Human<br>Rights | S-Indigenou<br>s Peoples<br>Rights | S-Other Social/Hu<br>man<br>Capital<br>Issues | S-Supply<br>Chain | S-Talent<br>and Culture |   |
|----------------------------------|---------------------------------------------|-----------------|------------|------------------------|----------------------|--------------------------|-----------|-------|---|---|---|------------------------|----------------------------------|------------------------------|---------------------------------------------------|---------|---------|-------------------------------------------|----------------------------|--------------------------------------------------------------------|-----------------------------|-------------------------------------------------|------------------------------------------|---------------------------------------------------------|-----------------------------------------|---------------------------------------------------------|----------------------------|----------------------------------|--------------------------------|------------------------------------------------------------------|---------------------------------------|---------------------------|---------------------------------|------------------------|-------------------|------------------------------------|-----------------------------------------------|-------------------|-------------------------|---|
| PRUDENTIAL FINANCIAL INC         |                                             | US              | AMER       | Financials             | 1                    | 0                        | 1         | 0     | 0 | 0 | 1 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 0                                                                  | 1                           | 0                                               | 0                                        | 1                                                       | 1                                       | 0                                                       | 0                          | 1                                | 1                              | 0                                                                | 0                                     | 1                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 1 |
| WISTRON CORPORATION              |                                             | TW              | APAC       | Information Technology | 1                    | 1                        | 0         | 0     | 0 | 1 | 0 | 1                      | 1                                | 1                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 0                                                                  | 1                           | 0                                               | 0                                        | 0                                                       | 0                                       | 1                                                       | 0                          | 0                                | 0                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| SOUTHWEST GAS HOLDINGS INC       |                                             | US              | AMER       | Utilities              | 1                    | 1                        | 0         | 0     | 0 | 1 | 0 | 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 |
| MINEBEA MITSUMI INC              |                                             | JP              | APAC       | Industrials            | 1                    | 1                        | 0         | 0     | 0 | 0 | 1 | 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                       | 1 |
| AMCOR PLC                        |                                             | US              | AMER       | Materials              | 1                    | 1                        | 0         | 0     | 0 | 1 | 1 | 1                      | 0                                | 1                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 0                                                                  | 1                           | 0                                               | 1                                        | 1                                                       | 1                                       | 0                                                       | 0                          | 0                                | 0                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 1                                  | 0                                             | 0                 | 0                       | 1 |
| DOVER CORP                       |                                             | US              | AMER       | Industrials            | 1                    | 1                        | 0         | 0     | 0 | 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                                  | 0                                             | 0                 | 0                       | 1 |
| FRANCO-NEVADA CORP               |                                             | CA              | AMER       | Materials              | 1                    | 1                        | 0         | 0     | 0 | 0 | 1 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 1                                                                  | 0                           | 1                                               | 0                                        | 1                                                       | 0                                       | 0                                                       | 0                          | 0                                | 0                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 1                                  | 0                                             | 1                 | 0                       | 1 |
| BIO-TECHNE CORP                  |                                             | US              | AMER       | Health Care            | 1                    | 1                        | 0         | 0     | 0 | 0 | 0 | 1                      | 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 |
| ARROW ELECTRONICS INC            |                                             | US              | AMER       | Information Technology | 1                    | 1                        | 0         | 0     | 0 | 0 | 1 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 0                                                                  | 0                           | 0                                               | 0                                        | 0                                                       | 1                                       | 1                                                       | 0                          | 1                                | 1                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 1 |
| MAPLEBEAR INC                    |                                             | US              | AMER       | Consumer Staples       | 1                    | 1                        | 0         | 0     | 0 | 0 | 0 | 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                                  | 0                                             | 0                 | 0                       | 0 |
| YOKOHAMA FINANCIAL GROUP INC     |                                             | JP              | APAC       | Financials             | 1                    | 1                        | 0         | 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 |
| OTSUKA HOLDINGS CO LTD           |                                             | JP              | APAC       | Health Care            | 1                    | 1                        | 0         | 0     | 0 | 0 | 1 | 1                      | 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                       | 1 |
| UNICREDIT SPA                    |                                             | IT              | EMEA       | Financials             | 1                    | 0                        | 1         | 0     | 0 | 0 | 0 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 1                                                                  | 0                           | 1                                               | 0                                        | 1                                                       | 0                                       | 1                                                       | 0                          | 0                                | 0                              | 0                                                                | 1                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| SONY GROUP CORP                  |                                             | JP              | APAC       | Consumer Discretionary | 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                              | 0                                                                | 1                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| KLA CORP                         |                                             | US              | AMER       | Information Technology | 1                    | 1                        | 0         | 0     | 0 | 1 | 0 | 1                      | 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                       | 0 |
| SIKA AG                          |                                             | CH              | EMEA       | Materials              | 1                    | 1                        | 0         | 0     | 1 | 1 | 1 | 1                      | 0                                | 0                            | 0                                                 | 1       | 0       | 0                                         | 0                          | 1                                                                  | 1                           | 0                                               | 1                                        | 1                                                       | 0                                       | 1                                                       | 0                          | 0                                | 1                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 1 |
| SUMITOMO ELECTRIC INDUSTRIES LTD |                                             | JP              | APAC       | 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 |
| ALCON AG                         |                                             | CH              | EMEA       | Health Care            | 1                    | 0                        | 1         | 0     | 0 | 0 | 0 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 0                                                                  | 0                           | 0                                               | 1                                        | 1                                                       | 0                                       | 1                                                       | 1                          | 0                                | 1                              | 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                                               | 0                                        | 1                                                       | 0                                       | 0                                                       | 0                          | 0                                | 0                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| KOHL'S CORP                      |                                             | US              | AMER       | Consumer Discretionary | 1                    | 1                        | 0         | 0     | 0 | 0 | 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                                  | 0                                             | 0                 | 0                       | 1 |
| KEYERA CORP                      |                                             | CA              | AMER       | Energy                 | 1                    | 1                        | 0         | 0     | 0 | 1 | 1 | 1                      | 0                                | 1                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 1                                                                  | 0                           | 1                                               | 0                                        | 1                                                       | 0                                       | 1                                                       | 0                          | 0                                | 0                              | 1                                                                | 0                                     | 0                         | 1                               | 0                      | 0                 | 0                                  | 1                                             | 0                 | 0                       | 1 |
| 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                                        | 1                                                       | 0                                       | 1                                                       | 0                          | 1                                | 0                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 1 |
| AXON ENTERPRISE INC              |                                             | US              | AMER       | Industrials            | 1                    | 1                        | 0         | 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 |
| SHOPRITE HOLDINGS LTD            |                                             | ZA              | EMEA       | Consumer Staples       | 1                    | 1                        | 0         | 0     | 0 | 0 | 1 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 1                          | 0                                                                  | 0                           | 0                                               | 0                                        | 1                                                       | 0                                       | 0                                                       | 0                          | 1                                | 0                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 1                       | 0 |
| CAE INC                          |                                             | CA              | AMER       | Industrials            | 1                    | 1                        | 0         | 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 |
| VENTAS INC                       |                                             | US              | AMER       | Real Estate            | 1                    | 1                        | 0         | 0     | 0 | 0 | 1 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 0                                                                  | 1                           | 0                                               | 0                                        | 0                                                       | 1                                       | 1                                                       | 1                          | 1                                | 0                              | 1                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 1                       | 0 |
| NORFOLK SOUTHERN CORPORATION     |                                             | US              | AMER       | Industrials            | 1                    | 1                        | 0         | 0     | 0 | 0 | 0 | 1                      | 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 |
| BROOKDALE SENIOR LIVING INC      |                                             | US              | AMER       | Health Care            | 1                    | 0                        | 1         | 0     | 0 | 0 | 1 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 1                                                                  | 1                           | 1                                               | 1                                        | 1                                                       | 0                                       | 1                                                       | 1                          | 0                                | 1                              | 1                                                                | 0                                     | 0                         | 1                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| KOBE STEEL LTD.                  |                                             | JP              | APAC       | Materials              | 1                    | 1                        | 0         | 0     | 0 | 1 | 1 | 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                       | 1 |
| TURK HAVA YOLLARI                |                                             | TR              | EMEA       | Industrials            | 1                    | 1                        | 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                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| CHARTER HALL RETAIL REIT         |                                             | AU              | APAC       | Real Estate            | 1                    | 1                        | 0         | 0     | 0 | 1 | 1 | 0                      | 1                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 1                          | 1                                                                  | 1                           | 1                                               | 1                                        | 1                                                       | 1                                       | 1                                                       | 0                          | 1                                | 1                              | 0                                                                | 1                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 1 |
| BKW AG                           |                                             | CH              | EMEA       | Utilities              | 1                    | 1                        | 0         | 0     | 0 | 1 | 0 | 1                      | 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 |
| ATKORE INC                       |                                             | US              | AMER       | Industrials            | 1                    | 1                        | 0         | 0     | 0 | 1 | 1 | 1                      | 0                                | 1                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 0                                                                  | 0                           | 0                                               | 1                                        | 0                                                       | 1                                       | 0                                                       | 1                          | 0                                | 0                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 1                                  | 0                                             | 0                 | 0                       | 1 |
| SHOALS TECHNOLOGIES GROUP INC    |                                             | US              | AMER       | Industrials            | 1                    | 1                        | 0         | 0     | 0 | 0 | 0 | 1                      | 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                       | 0 |
| QANTAS AIRWAYS LTD               |                                             | AU              | APAC       | Industrials            | 1                    | 1                        | 0         | 0     | 0 | 0 | 1 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 1                                                                  | 0                           | 1                                               | 0                                        | 1                                                       | 1                                       | 1                                                       | 1                          | 1                                | 1                              | 0                                                                | 0                                     | 0                         | 1                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 1 |
| IDEX CORPORATION                 |                                             | US              | AMER       | Industrials            | 1                    | 1                        | 0         | 0     | 0 | 0 | 0 | 1                      | 0                                | 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                 | 0                       | 0 |
| SYSCO CORPORATION                |                                             | US              | AMER       | Consumer Staples       | 1                    | 1                        | 0         | 0     | 0 | 1 | 1 | 1                      | 1                                | 1                            | 0                                                 | 0       | 1       | 1                                         | 0                          | 0                                                                  | 1                           | 0                                               | 1                                        | 0                                                       | 1                                       | 0                                                       | 0                          | 1                                | 0                              | 0                                                                | 1                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 1                                             | 0                 | 0                       | 1 |
| SWISS LIFE HOLDING AG            |                                             | CH              | EMEA       | Financials             | 1                    | 1                        | 0         | 0     | 0 | 0 | 0 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 1                                                                  | 1                           | 0                                               | 1                                        | 1                                                       | 0                                       | 1                                                       | 0                          | 0                                | 1                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| 3M CO                            |                                             | US              | AMER       | Industrials            | 1                    | 1                        | 0         | 0     | 0 | 0 | 0 | 1                      | 0                                | 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 |
| JULIUS BAER GRUPPE AG            |                                             | CH              | EMEA       | Financials             | 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 |
| SIMS LTD                         |                                             | AU              | APAC       | Materials              | 1                    | 0                        | 1         | 0     | 0 | 1 | 1 | 1                      | 0                                | 1                            | 0                                                 | 0       | 0       | 0                                         | 1                          | 1                                                                  | 1                           | 0                                               | 1                                        | 1                                                       | 1                                       | 1                                                       | 0                          | 1                                | 1                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 1                                  | 0                                             | 0                 | 0                       | 1 |
| SANDOZ GROUP AG                  |                                             | CH              | EMEA       | Health Care            | 1                    | 0                        | 1         | 0     | 0 | 0 | 0 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 1                                         | 0                          | 1                                                                  | 0                           | 1                                               | 1                                        | 1                                                       | 1                                       | 0                                                       | 0                          | 0                                | 0                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| CVS HEALTH CORP                  |                                             | US              | AMER       | Health Care            | 1                    | 1                        | 0         | 0     | 0 | 0 | 0 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 1                                                                  | 0                           | 1                                               | 1                                        | 0                                                       | 0                                       | 1                                                       | 0                          | 1                                | 0                              | 1                                                                | 1                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| HAIN CELESTIAL GROUP INC         |                                             | US              | AMER       | Consumer Staples       | 1                    | 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                                     | 0                         | 0                               | 0                      | 0                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| DAVIDE CAMPARI MILANO NV         |                                             | NL              | EMEA       | Consumer Staples       | 1                    | 1                        | 0         | 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 |
| NUTRIEN LTD                      |                                             | CA              | AMER       | Materials              | 1                    | 1                        | 0         | 0     | 0 | 1 | 1 | 1                      | 0                                | 1                            | 0                                                 | 0       | 0       | 0                                         | 0                          | 0                                                                  | 0                           | 0                                               | 1                                        | 0                                                       | 0                                       | 0                                                       | 0                          | 0                                | 0                              | 0                                                                | 0                                     | 0                         | 0                               | 0                      | 1                 | 0                                  | 0                                             | 0                 | 0                       | 0 |
| KENNAMETAL INC                   |                                             | US              | AMER       | Industrials            | 1                    | 1                        | 0         | 0     | 0 | 0 | 0 | 1                      | 0                                | 0                            | 0                                                 | 0       | 0       |                                           |                            |                                                                    |                             |                                                 |                                          |                                                         |                                         |                                                         |                            |                                  |                                |                                                                  |                                       |                           |                                 |                        |                   |                                    |                                               |                   |                         |   |

| company_name                               | Significant Votes from Oct 2025 to Dec 2025 | bis_count<br>ry | bis_region | sector                 | engagement_count | Virtual Meeting/ Call | In Person | 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 |   |   |
|--------------------------------------------|---------------------------------------------|-----------------|------------|------------------------|------------------|-----------------------|-----------|-------|---|---|---|----------------|---------------------------|--------------------------|--------------------------------------------|---------|---------|--------------------------------|---------------------|---------------------------------------------------|----------------------|---------------------------------------|-------------------------------|----------------------------------------------|----------------------------------|------------------------------------------------|------------------------|---------------------------|----------------------------|---------------------------------------------------|---------------------------------|-----------------------|--------------------------|---------------------|----------------|-----------------------------|-------------------------------------|----------------|----------------------|---|---|
| COLUMBIA BANKING SYSTEM INC                |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 0                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 1                                            | 1                                | 0                                              | 1                      | 1                         | 0                          | 1                                                 | 0                               | 0                     | 1                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 1 |   |
| BANK OF NOVA SCOTIA                        |                                             | CA              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 0                                            | 1                                | 0                                              | 0                      | 0                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 1                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 |   |
| SEIKO EPSON CORP                           |                                             | JP              | APAC       | Information Technology | 1                | 0                     | 1         | 0     | 0 | 0 | 1 | 0              | 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 |   |
| RUBIS SCA                                  |                                             | FR              | EMEA       | Utilities              | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 0                         | 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 |   |
| ANTOFAGASTA PLC                            |                                             | GB              | EMEA       | Materials              | 1                | 0                     | 1         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 1       | 0                              | 0                   | 0                                                 | 1                    | 1                                     | 0                             | 0                                            | 1                                | 1                                              | 0                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 1              | 0                           | 0                                   | 0              | 0                    | 1 |   |
| H&R BLOCK 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                                            | 1                                | 0                                              | 1                      | 1                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 |   |
| BORGWARNER 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                      | 1                         | 1                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 1 |   |
| YAMATO HOLDINGS CO LTD                     |                                             | 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                                              | 1                      | 0                         | 1                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 |   |
| BOUYGUES SA                                |                                             | FR              | EMEA       | Industrials            | 1                | 1                     | 0         | 0     | 0 | 0 | 0 | 0              | 0                         | 0                        | 0                                          | 0       | 0       | 0                              | 1                   | 0                                                 | 1                    | 1                                     | 0                             | 0                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 0                               | 1                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 |   |
| GOTO GOJIK TOKOPEDIA PT TBK                |                                             | ID              | APAC       | Consumer Discretionary | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 0                         | 0                        | 0                                          | 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 |   |
| ITRON INC                                  |                                             | US              | AMER       | Information Technology | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 0                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 1                                            | 0                                | 1                                              | 1                      | 1                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 1 | 0 |
| HARTFORD INSURANCE GROUP INC               |                                             | US              | AMER       | Financials             | 1                | 1                     | 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                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 | 1 |
| CARLYLE GROUP INC/THE                      |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 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 |
| DSM-FIRMENICH AG                           |                                             | CH              | EMEA       | Materials              | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 0                         | 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                    | 1 |   |
| WELLTOWER INC                              |                                             | US              | AMER       | Real Estate            | 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 |   |
| WEC ENERGY GROUP INC                       |                                             | US              | AMER       | Utilities              | 1                | 0                     | 1         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 0                                     | 0                             | 0                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 1                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 | 0 |
| HOYA CORP                                  |                                             | 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                                              | 1                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 | 1 |
| J M SMUCKER CO                             |                                             | US              | AMER       | Consumer Staples       | 1                | 1                     | 0         | 0     | 1 | 0 | 1 | 0              | 0                         | 0                        | 0                                          | 1       | 0       | 1                              | 0                   | 0                                                 | 0                    | 1                                     | 1                             | 1                                            | 1                                | 0                                              | 0                      | 0                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 | 0 |
| UNISYS CORPORATION                         |                                             | US              | AMER       | Information Technology | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 0                         | 0                        | 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 |
| TRAVELERS COMPANIES INC                    |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 1 | 0 | 1 | 0              | 1                         | 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 |
| YOKOHAMA RUBBER CO LTD                     |                                             | JP              | APAC       | Consumer Discretionary | 1                | 1                     | 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                                   | 0              | 0                    | 0 |   |
| HOPE BANCORP INC                           |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 0                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 1                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 | 1 |
| DASSAULT SYSTEMES                          |                                             | FR              | EMEA       | Information Technology | 1                | 1                     | 0         | 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 |   |
| HOWMET AEROSPACE INC                       |                                             | US              | AMER       | Industrials            | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 0                                     | 0                             | 1                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 1                           | 0                                   | 0              | 0                    | 0 |   |
| ALPHABET INC                               |                                             | US              | AMER       | Communication Services | 1                | 1                     | 0         | 0     | 1 | 0 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 0                                            | 0                                | 0                                              | 0                      | 1                         | 0                          | 1                                                 | 1                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 |   |
| YUM CHINA HOLDINGS INC                     |                                             | US              | AMER       | Consumer Discretionary | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 1                                            | 1                                | 0                                              | 0                      | 0                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 | 1 |
| WALKER & DUNLOP INC                        |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 0                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 1                             | 0                                            | 1                                | 0                                              | 1                      | 0                         | 1                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 | 1 |
| TOKYO TATEMONO CO. LTD.                    |                                             | JP              | APAC       | Real Estate            | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 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 |
| CHOCOLADEFABRIKEN LINDT & SPRUENGLI AG     |                                             | CH              | EMEA       | Consumer Staples       | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 0                         | 1                        | 1                                          | 0       | 1       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 0                                            | 1                                | 0                                              | 1                      | 1                         | 0                          | 1                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 1                           | 0                                   | 1              | 0                    | 0 |   |
| JAPAN STEEL WORKS LTD/THE                  |                                             | JP              | APAC       | Industrials            | 1                | 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                                                 | 1                               | 1                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 1 |   |
| DENA CO LTD                                |                                             | JP              | APAC       | Communication Services | 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 |   |
| TOBU RAILWAY CO.LTD.                       |                                             | JP              | APAC       | Industrials            | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 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 |
| DELTA ELECTRONICS INC                      |                                             | TW              | APAC       | Information Technology | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 0                         | 0                        | 0                                          | 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 |
| ESSENTIAL UTILITIES INC                    |                                             | US              | AMER       | Utilities              | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 0                         | 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 | 1 |
| FUELCCELL ENERGY INC                       |                                             | US              | AMER       | Industrials            | 1                | 1                     | 0         | 0     | 0 | 1 | 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 | 1 |
| NISOURCE INC                               |                                             | US              | AMER       | Utilities              | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 0                                            | 1                                | 0                                              | 0                      | 0                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 1                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 | 1 |
| LEGRAND SA                                 |                                             | FR              | EMEA       | Industrials            | 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 |   |
| ADVANCE AUTO PARTS INC                     |                                             | US              | AMER       | Consumer Discretionary | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 0                         | 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 | 1 |
| KONINKLUKE AHOLD DELHAIZE NV               |                                             | NL              | EMEA       | Consumer Staples       | 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 |   |
| VALARIS LTD                                |                                             | US              | AMER       | Energy                 | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 0                                            | 1                                | 0                                              | 0                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 1                           | 0                                   | 0              | 0                    | 1 |   |
| EBAY INC                                   |                                             | US              | AMER       | Consumer Discretionary | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 1       | 0                              | 0                   | 0                                                 | 0                    | 0                                     | 1                             | 1                                            | 1                                | 1                                              | 0                      | 0                         | 0                          | 1                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 | 1 |
| UNITED MICROELECTRONICS CORPORATION        |                                             | TW              | APAC       | Information Technology | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 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                    | 1 | 1 |
| TOHOKU ELECTRIC POWER COMPANY INCORPORATED |                                             | JP              | APAC       | Utilities              | 1                | 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                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    | 0 |   |
| MARUBENI CORP                              |                                             | JP              | APAC       | Industrials            | 1                | 1                     | 0         | 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 |
| ONO PHARMACEUTICAL CO LTD                  |                                             | JP              | APAC       | Health Care            | 1                | 0                     | 1         | 0     | 0 | 0 | 1 | 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 |
| KOTAK MAHINDRA BANK LTD                    |                                             | IN              | APAC       | Financials             | 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 |
| COMERICA INCORPORATED                      |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     |   |   |   |                |                           |                          |                                            |         |         |                                |                     |                                                   |                      |                                       |                               |                                              |                                  |                                                |                        |                           |                            |                                                   |                                 |                       |                          |                     |                |                             |                                     |                |                      |   |   |

| company_name                        | Significant Votes from Oct 2025 to Dec 2025 | bis_count<br>ry | bis_region | sector                 | engagement_count | Virtual Meeting/ Call | In Person | 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 |   |
|-------------------------------------|---------------------------------------------|-----------------|------------|------------------------|------------------|-----------------------|-----------|-------|---|---|---|----------------|---------------------------|--------------------------|--------------------------------------------|---------|---------|--------------------------------|---------------------|---------------------------------------------------|----------------------|---------------------------------------|-------------------------------|----------------------------------------------|----------------------------------|------------------------------------------------|------------------------|---------------------------|----------------------------|---------------------------------------------------|---------------------------------|-----------------------|--------------------------|---------------------|----------------|-----------------------------|-------------------------------------|----------------|----------------------|---|
| ASE TECHNOLOGY HOLDING CO LTD       |                                             | TW              | APAC       | Information Technology | 1                | 1                     | 0         | 0     | 1 | 1 | 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              | 0                    | 1 |
| MAGNERA CORP                        |                                             | US              | AMER       | Materials              | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 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 |
| MONDELEZ INTERNATIONAL INC          |                                             | US              | AMER       | Consumer Staples       | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 1              | 1                         | 1                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 0                                            | 1                                | 0                                              | 0                      | 0                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 0                   | 0              | 0                           | 1                                   | 0              | 0                    |   |
| NITTO DENKO CORPORATION             |                                             | JP              | APAC       | Materials              | 1                | 1                     | 0         | 0     | 0 | 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                    |   |
| KNIFE RIVER CORP                    |                                             | US              | AMER       | Materials              | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 1              | 0                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 1                                            | 0                                | 1                                              | 0                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 1                           | 0                                   | 0              | 1                    |   |
| ANZ GROUP HOLDINGS LTD              |                                             | AU              | APAC       | Financials             | 1                | 0                     | 1         | 0     | 1 | 1 | 1 | 1              | 1                         | 1                        | 1                                          | 0       | 0       | 0                              | 0                   | 1                                                 | 1                    | 0                                     | 1                             | 1                                            | 1                                | 0                                              | 1                      | 1                         | 0                          | 1                                                 | 0                               | 1                     | 0                        | 1                   | 0              | 0                           | 0                                   | 0              | 1                    |   |
| HOUSE FOODS GROUP INC               |                                             | JP              | APAC       | Consumer Staples       | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 1                         | 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                    |   |
| PENN ENTERTAINMENT INC              |                                             | US              | AMER       | Consumer Discretionary | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 1                         | 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                    |   |
| WHITE MOUNTAINS INSURANCE GROUP LTD |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 0                                            | 1                                | 1                                              | 0                      | 1                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 1                    |   |
| STATE STREET CORP                   |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 0                                     | 1                             | 0                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 1                    |   |
| FISERV INC                          |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 1                                            | 1                                | 0                                              | 0                      | 1                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| EASTMAN CHEMICAL COMPANY            |                                             | US              | AMER       | Materials              | 1                | 0                     | 1         | 0     | 1 | 1 | 1 | 1              | 1                         | 1                        | 0                                          | 0       | 1       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 0                                            | 0                                | 0                                              | 0                      | 0                         | 0                          | 0                                                 | 0                               | 1                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              |                      |   |
| ING GROEP NV                        |                                             | NL              | EMEA       | Financials             | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 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              | 1                    |   |
| TERADYNE INC                        |                                             | US              | AMER       | Information Technology | 1                | 1                     | 0         | 0     | 1 | 0 | 1 | 0              | 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                    |   |
| UNUM GROUP                          |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 1                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 1                    |   |
| ARAMARK                             |                                             | US              | AMER       | Consumer Discretionary | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 1                                            | 1                                | 0                                              | 1                      | 1                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| ANGLO AMERICAN PLC                  |                                             | GB              | EMEA       | Materials              | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 1                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 1                           | 0                                   | 0              | 1                    |   |
| GROWTHPOINT PROPERTIES LTD          |                                             | ZA              | EMEA       | Real Estate            | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 1                                                 | 1                    | 0                                     | 1                             | 1                                            | 0                                | 1                                              | 0                      | 1                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| TC ENERGY CORP                      |                                             | CA              | AMER       | Energy                 | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 0                                            | 1                                | 0                                              | 0                      | 0                         | 0                          | 0                                                 | 0                               | 1                     | 0                        | 0                   | 1              | 0                           | 1                                   | 0              | 1                    |   |
| FOX FACTORY HOLDING CORP            |                                             | US              | AMER       | Consumer Discretionary | 1                | 1                     | 0         | 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                    |   |
| TECHNIP ENERGIES NV                 |                                             | NL              | EMEA       | Energy                 | 1                | 1                     | 0         | 0     | 0 | 1 | 1 | 0              | 1                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 1                                                 | 1                    | 0                                     | 1                             | 1                                            | 0                                | 1                                              | 0                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 1                    |   |
| FORD MOTOR COMPANY                  |                                             | US              | AMER       | Consumer Discretionary | 1                | 1                     | 0         | 0     | 1 | 0 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 0                             | 0                                            | 0                                | 0                                              | 0                      | 1                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| NINTENDO CO LTD                     |                                             | JP              | APAC       | Communication Services | 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                    |   |
| KAO CORPORATION                     |                                             | JP              | APAC       | Consumer Staples       | 1                | 0                     | 1         | 0     | 0 | 0 | 1 | 1              | 0                         | 0                        | 0                                          | 0       | 0       | 0                              | 1                   | 0                                                 | 0                    | 0                                     | 0                             | 0                                            | 1                                | 0                                              | 0                      | 0                         | 1                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 1                    |   |
| ISETAN MITSUKOSHI HOLDINGS LTD      |                                             | JP              | APAC       | Consumer Discretionary | 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                    |   |
| ARISTA NETWORKS INC                 |                                             | US              | AMER       | Information Technology | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 0                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 0                             | 1                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| H2O AMERICA                         |                                             | US              | AMER       | Utilities              | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 1              | 1                         | 0                        | 1                                          | 0       | 0       | 1                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 1                                            | 1                                | 0                                              | 1                      | 1                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 1                    |   |
| SHIMANO INC                         |                                             | JP              | APAC       | Consumer Discretionary | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 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                                   | 0              | 0                    |   |
| AMADEUS IT GROUP SA                 |                                             | ES              | EMEA       | Consumer Discretionary | 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                    |   |
| S&P GLOBAL 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                    |   |
| CANADIAN TIRE CORPORATION LTD       |                                             | CA              | AMER       | Consumer Discretionary | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 0                                     | 1                             | 1                                            | 1                                | 1                                              | 0                      | 1                         | 0                          | 1                                                 | 0                               | 1                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 1                    |   |
| APPLIED MATERIALS INC               |                                             | US              | AMER       | Information Technology | 1                | 1                     | 0         | 0     | 1 | 0 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 0                             | 1                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| TECAN GROUP 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                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| THOMSON REUTERS CORPORATION         |                                             | CA              | AMER       | Industrials            | 1                | 1                     | 0         | 0     | 0 | 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                    |   |
| PRUDENTIAL PLC                      |                                             | GB              | 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                    |   |
| PARK24 CO LTD                       |                                             | JP              | APAC       | Industrials            | 1                | 1                     | 0         | 0     | 0 | 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                    |   |
| RYDER SYSTEM INC                    |                                             | US              | AMER       | Industrials            | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 0                                     | 0                             | 1                                            | 0                                | 1                                              | 0                      | 1                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 0                   | 1              | 0                           | 0                                   | 0              | 0                    |   |
| XCEL ENERGY INC                     |                                             | US              | AMER       | Utilities              | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 0                                     | 1                             | 0                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 0                                                 | 0                               | 1                     | 0                        | 1                   | 0              | 1                           | 0                                   | 0              | 0                    |   |
| JANUS HENDERSON GROUP PLC           |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 0                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 1                                            | 1                                | 0                                              | 1                      | 1                         | 0                          | 0                                                 | 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                                                 | 0                    | 1                                     | 0                             | 0                                            | 1                                | 1                                              | 1                      | 1                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| HUBSPOT INC                         |                                             | US              | AMER       | Information Technology | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 0              | 0                         | 0                        | 0                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 0                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 1                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| EMPIRE STATE REALTY TRUST INC       |                                             | US              | AMER       | Real Estate            | 1                | 1                     | 0         | 0     | 1 | 0 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 0                    | 1                                     | 0                             | 1                                            | 0                                | 1                                              | 0                      | 1                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| STARBUCKS CORPORATION               |                                             | US              | AMER       | Consumer Discretionary | 1                | 1                     | 0         | 0     | 0 | 1 | 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              | 1                    |   |
| CHENIERE ENERGY INC                 |                                             | US              | AMER       | Energy                 | 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                          | 0                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| JONES LANG LASALLE INCORPORATED     |                                             | US              | AMER       | Real Estate            | 1                | 1                     | 0         | 0     | 1 | 0 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 0       | 0                              | 0                   | 0                                                 | 1                    | 0                                     | 1                             | 1                                            | 1                                | 0                                              | 1                      | 0                         | 0                          | 1                                                 | 0                               | 0                     | 0                        | 0                   | 0              | 0                           | 0                                   | 0              | 0                    |   |
| CNO FINANCIAL GROUP INC             |                                             | US              | AMER       | Financials             | 1                | 1                     | 0         | 0     | 1 | 1 | 1 | 0              | 1                         | 0                        | 1                                          | 0       | 0       | 0                              | 1                   | 0                                                 | 1                    | 0                                     | 1                             | 1                                            | 0                                | 0                                              | 0                      | 1                         | 0                          | 0                                                 | 1                               | 0                     | 0                        | 1                   | 0              | 0                           | 0                                   | 0              | 1                    |   |
| SUMITOMO RUBBER INDUSTRIES LTD      |                                             | JP              | APAC       | Consumer Discretionary | 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                    |   |
| ACCENTURE PLC                       |                                             | US              | AMER       | Information Technology | 1                | 1                     | 0         | 0     | 0 | 0 | 1 | 1              | 0                         | 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              | 1                    |   |
| ICG PLC                             |                                             | GB              | EMEA       | Financials             | 1                |                       |           |       |   |   |   |                |                           |                          |                                            |         |         |                                |                     |                                                   |                      |                                       |                               |                                              |                                  |                                                |                        |                           |                            |                                                   |                                 |                       |                          |                     |                |                             |                                     |                |                      |   |

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.                                                                              |

