

鋒裕匯理投信
2024年議合紀錄總表

日期	公司	議合類型	互動方式	產業別	區域別	目標	主題1	主題2	主題3	里程碑	里程碑評論
2024/4/12	ABBOTT LABORATORIES	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 1: Raise issue with Company	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria. We voted AGAINST the election of the Chair/CEO. Nomination Committee members with a tenure of more than 2 years, are held accountable.
2024/4/12	ABBOTT LABORATORIES	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Board - Overboarding -Nancy McKinstry (Item 1.8)
2024/4/12	ABBOTT LABORATORIES	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Remuneration (Item 3)
2024/4/12	ABBOTT LABORATORIES	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Lack of clear and disclose ESG KPI
2024/1/11	ABBOTT LABORATORIES	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	Remuneration (Item 3)
2024/7/10	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU		Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 0	LTIP not sufficiently performance-based
2024/7/10	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Neutral outcome	Company sent a partial response to our follow-up question, and we will follow up having assessed the document.
2024/7/10	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2B: Acknowledgement of the issue	too many engagements and French law will drive change
2024/7/10	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific Issues	Milestone 1: Raise issue with Company	Asked for updates, there appears to be a living wage policy from 2022 for new zealand which was agreed upon with a major union there. However it does not appear to be universal.
2024/7/10	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific Issues	Milestone 3B: Close - Engagement Cleanup	Asked for evidence and proof about how they are implementing their human rights policy across all assets and franchises including high risk regions.
2024/7/10	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Develop strategy	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 3C: Positive outcome	no engagement
2024/7/10	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	company has esg strategy in integrated report
2024/5/20	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Financial operations	Financial operations (general)	Milestone 1: Raise issue with Company	bad question
2024/5/20	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The proposal could be used as an anti-takeover device which is not in shareholders' interest.
2024/4/14	ACCOR SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Services	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	The remuneration report does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives and/or the structure of the remuneration is inadequate.
2024/4/14	ACCOR SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Services	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).
2024/4/14	ACCOR SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Services	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	ACCOR SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Services	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if: II - a/ it publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ it considers relying on voluntary frameworks such as TNFD, SBTN, GRI101..., to account for nature- related risks and opportunities. III/ it publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	ACCOR SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Services	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 1: Raise issue with Company	We asked the company : I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.
2024/4/14	ACCOR SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Services	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 1: Raise issue with Company	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility

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2024/3/15	ACCOR SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Services	EMU	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent? Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)
2024/3/15	ACCOR SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Services	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity) b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/3/15	ACCOR SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Services	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	- PFAS – great that your recent report mentions your work on PFAS elimination in your products and supply chain. Would you be able to share any further information on specific areas where you have identified opportunities to reduce reliance on PFAS? Alternatively, could we see in the next year's disclosures further colour on how the process for assessing PFAS risks in your value chain is progressing? -We also discussed downstream risks related to dual use products. I did note your page on regulatory trade compliance, but was wondering how AMD is addressing the risks highlighted in the recent report by the US Senate's Permanent Subcommittee on Investigations regarding the effectiveness of export controls in preventing your products from ending up in Russian weapons? Would you be able to advise on the ways in which AMD is strengthening your risk management processes in response to the investigation?
2024/10/2	ADVANCED MICRO DEVICES INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	-I was also wondering if there has been any change in your thinking on setting DEI objectives – appreciate that setting targets was not on the cards last year, and may be a challenge in the current context, but would be grateful for any updates. Specifically, it would be helpful to understand if there are any other internal metrics you are using to assess progress on women and minorities' representation in the company.
2024/10/2	ADVANCED MICRO DEVICES INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	It would also be helpful to understand if you currently assess your gender pay gap outside of Ireland? - Separately, it was great to see details of your Human Rights Saliency Assessment – much appreciated. Are there any plans to conduct regular human rights impact assessments going forward?
2024/10/2	ADVANCED MICRO DEVICES INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	-It was great to see details of the next steps for your work on climate and product energy efficiency. Do you foresee any risks to your goals from the increased AI demand? Also, great to hear that you are developing a Climate Transition Action Plan – would you be able to share a rough timeline on when we might see the details of the CTAP?
2024/10/2	ADVANCED MICRO DEVICES INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	Vote against a nominee who holds an excessive number of mandates.
2024/10/2	ADVANCED MICRO DEVICES INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Dilligence	Milestone 2C: Strategy/Response developed to issue raised	lack of clear and quantitative ESG criteria : vote against remuneration report
2024/10/2	ADVANCED MICRO DEVICES INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop strategy	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	As we did not hear back from the company in response to our outreach on cybersecurity last year and noted a decrease in company's disclosures on the matter, we followed up again asking a number of questions on cybersecurity risk management. Rolling back the milestone to reflect a lack of response.
2024/4/16	ADVANCED MICRO DEVICES INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	As we did not hear back from the company in response to our outreach on cybersecurity last year and noted a decrease in company's disclosures on the matter, we followed up again asking a number of questions on cybersecurity metrics in hopes of encouraging more disclosures.
2024/4/16	ADVANCED MICRO DEVICES INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Closing this engagement objective to consolidate engagement goals for the theme.
2024/12/11	ADYEN BV	Engagement - Active	One-to-one	Software and Services	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2B: Acknowledgement of the issue	Milestone 3C: Positive outcome
2024/12/11	ADYEN BV	Engagement - Active	One-to-one	Software and Services	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2B: Acknowledgement of the issue	Company has set 1.5°C SBTs and NZE targets.
2024/12/11	ADYEN BV	Engagement - Active	One-to-one	Software and Services	EMU	Raise awareness	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Close - Engagement Cleanup	The dialogue with the company is constructive and it clearly has acknowledged the issue.
2024/9/13	AENA SME SA	No Engagement	One-to-one	Transportation	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	Auditors tenure
2024/5/21	AENA SME SA	Engagement - Active	One-to-one	Transportation	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	As the auditors' tenure exceed 24 years, we will vote against their reappointment (Item 2).
2024/4/19	AGNICO EAGLE MINES LTD	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	Board - Overboarding
2024/4/19	AGNICO EAGLE MINES LTD	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	For that reason, we will vote against the following directors: -Jamie C. Sokalsky (Item 1.11)

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2024/12/16	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	GSSB	Green Bond	Milestone 1: Raise issue with Company	Enhance transparency in impact assessment methodologies.
2024/12/16	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Raise awareness	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 2B: Acknowledgement of the issue	Address social and environmental negative externalities concerning the NEOM Project.
2024/12/16	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	Transition to Green Hydrogen: Ensure a clear timeline for transitioning from blue to green hydrogen
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 3B: Close - Engagement Cleanup	We prioritized other climate recommendations in 2024
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	Recommendations already covered under other engagement(s) (i.e. different themes and/or objectives)
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We asked the company to: -to adjust disclosure of GHG reduction targets so it is comparable with peers and climate scenarios -To set interim reduction targets on gross hydrogen carbon intensity in line with the Paris Agreement
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We asked the company: -To provide a breakdown of scope 1 and 2 GHG emissions highlighting the share of the most emissive chemical products or group of products
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	We prioritized other climate recommendations in 2024
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	Recommendations already covered under other engagement(s) (i.e. different themes and/or objectives)
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	We prioritized other climate recommendations in 2024
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We asked the company: to disclose about the use of carbon offsets (i.e. scope, activities, and GHG targets covered + expected total contribution) so GHG emissions metrics are comparable with peers and climate mitigation scenarios
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 1: Raise issue with Company	We asked the company to: -To disclose the production mix of hydrogen or hydrogen-based chemicals (e.g. ammonia, methanol, synfuels)
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	The company still hasn't committed to SBTi. We reiterated the following main recommendations: to sign the SBTi's commitment letter
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We asked the company to: -To adjust disclosure of interim GHG reduction targets on scope 3 carbon and methane emissions from purchased goods and services so it is comparable with peers and climate scenarios
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 1: Raise issue with Company	We asked the company: -To phasing out coal gasification -To set a time frame to phase out coal gasification projects
2024/8/22	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 1: Raise issue with Company	We asked the company: -To disclose its current coal gasification projects name and location -To disclose production volumes and capacities associated with coal gasification -To disclose the percentage of carbon capture relative to the total emissions produced by coal gasification - To disclose any coal gasification projects under development
2024/1/8	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	ESG goals regarding emissions intensity reductions and capital investment in energy transition projects. Objective OK but lack of disclosure (target, weight, achievements)
2024/1/8	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	ESG goals regarding emissions intensity reductions and capital investment in energy transition projects. Objective OK but lack of disclosure (target, weight, achievements)
2024/1/8	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	Lack of clear and quantitative climate-related KPI: vote against remuneration report Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.
2024/1/8	AIR PRODUCTS & CHEMICALS INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The company has a practice of setting CEO pay above the median of peers. (Cfr ISS report vote against)
2024/12/5	AIRBUS	No Engagement	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3C: Positive outcome	Closing the CDP Water engagement positively as the company has filled 93% of the aggregated CDP questionnaire this year, including the Water section (source: CDP Website at:https://www.cdp.net/en/investor_member/files?title%5B%5D=disclosure_engagement_tool)
2024/12/2	AIRBUS	No Engagement	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 3C: Positive outcome	The company has reached one of its targets. We expected the company to include scope 3 emissions in the remuneration + in the LTIP. This will be the case in the new remuneration positive so the outcome is positive.
2024/11/27	AIRBUS	No Engagement	One-to-one	Capital Goods	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement at this time as the collaborative group prioritised other names for the 2024 engagement. We may reopen the engagement should priorities change
2024/10/29	AIRBUS	No Engagement	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Neutral outcome	they never published their framework and never issued use of proceeds bonds. There is a low probability so close the engagement
2024/10/29	AIRBUS	No Engagement	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Neutral outcome	they never published their framework and never issued use of proceeds bonds. There is a low probability so close the engagement

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2024/10/29	AIRBUS	No Engagement	One-to-one	Capital Goods	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Neutral outcome	they never published their framework and never issued use of proceeds bonds. There is a low probability so close the engagement
2024/10/21	AIRBUS	No Engagement	One-to-one	Capital Goods	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/10/21	AIRBUS	No Engagement	One-to-one	Capital Goods	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/4/14	AIRBUS	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).
2024/4/14	AIRBUS	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	AIRBUS	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company if: II - a/ it publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ it considers relying on voluntary frameworks such as TNFD, SBTN, GRI101..., to account for nature- related risks and opportunities. III/ it publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	AIRBUS	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company : I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.
2024/4/14	AIRBUS	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility
2024/3/20	AIRBUS	Engagement - Active	One-to-few (with other institutions)	Capital Goods	EMU		Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 0	
2024/3/15	AIRBUS	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU		Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 0	
2024/1/26	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	We encourage the company to respond to CDP water and to be aligned with its major competitor: Boeing.
2024/1/26	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 2A: No/poor acknowledgement of issue by Company	The company is not aiming at responding to CFP water. We will chase one last time next year. c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent? Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)
2024/1/26	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity)
2024/1/26	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	No targets yet. Nevertheless, on circularity the company is focusing on titan, copper, titanium. The company is not denying the materiality of the topic. We will chase next year the company in order to identify targets that can be set up.

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2024/1/26	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/1/26	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3B: Close - Engagement Cleanup	Closing this milestone since it is under the wrong thematic. The company is progressing:
2024/1/26	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	The company has been doing was to set up the foundation --> the governance has been structured and the company has done a gap analyses and (UNGP's and OECD's). Now the priority of 2024 is to work on a road map. "Respect for human rights" was prioritised by the Company as one of the four sustainability commitments agreed by the Executive Committee and the ECSC at Board level during 2020. In addition, in reflection of the importance it places on this topic, the Company again endorsed including "respect human rights" as part of its 2024 Top Company Objectives in the "in all we do, we" section which aims to anchor good governance practices and values into the business. New publication which is the policy available in the CSR report. Teams that have actions around the road map and supported by trainings and about to disclose a large of proportions of employees, including top management and also there are networks in the organisation and H&S. Risk analysis done with identification of salient issues (scale, scope and detail and identified risks are). 2 specific risks in the supply chain --> risks of forced labour and onsite contractors and in the supply chain and other risks of sourcing raw materials and transformation of raw materials. Regarding traceability, very difficult to work more on it. Focus on conflict minerals and mining traceability. The company has to make sure the trajectory and related targets is completed or now. Position for Airbus is to be an enabler for the aviation sector to reach the a "cleaner" sector and provide technologies according to SBTi. Indeed, the priority for airlines is to reduce O&G. Fuel cost are 30% of and cost efficient project and track record over several decades and the company always look for greater efficiency and much beyond. For Airbus, the work remain on SAF. The company has to make sure aircrafts are platform ready and then forstoring and ensuring that all the producers will be compatible with aircraft and right techicalities to the liquid and working on the demand and SAF is the side or regional market et make sure they are convergents. And definitely has a role to play and creation of a dedicated SAF project structuring to make sure airlines are using SAF . Commitment to sell SAF compatible aircrafts and reach the 10% threshol and need for SAF acceleration and ensure the volume --> lever needed And all the passway should be explored All initiatives This year --> targets are widely communicated and the guidance was around 20 and the guidance and progressing Reminder not to negotiate about safety and if somebody is looking
2024/1/26	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	During the CA100+ call we recommended to the company be more transparent regarding its scope 3 emissions and we expect Airbus to disclose scope 3 upstream emissions. We also still expect the company to be net zero committed for its CO2 trajectory.
2024/10/22	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 2C: Strategy/Response developed to issue raised	The company explained that the board member is a former CFO and time commitment is not an issue. However, it cannot change our approach and nothing tangible appears to happen on this director. To be followed.
2024/10/22	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2C: Strategy/Response developed to issue raised	The company will probably disclose in a more detailed way. To be followed
2024/10/22	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 2C: Strategy/Response developed to issue raised	the company is registered in Switzerland but the major part of its activities and revenues are in the US, so as its executives and C-suite. Thus approx. half of their peers is composed of US companies which makes them be in discrepancy with local (Swiss) market practices. We explained our socially responsible remuneration approach and methodology, and the company acknowledged it. This will probably remain an issue

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2024/10/22	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2C: Strategy/Response developed to issue raised	The company seeks to give more disclosure. to be followed
2024/4/25	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 2B: Acknowledgement of the issue	acknowledgmt of the issue but no convincing actions so far
2024/4/25	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	acknowledgmt of the issue but no convincing actions so far
2024/4/25	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 2B: Acknowledgement of the issue	acknowledgmt of the issue but no convincing actions so far
2024/4/25	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2B: Acknowledgement of the issue	acknowledgment of the issue but no convincing actions so far
2024/4/24	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against the nominee (Scott Maw) who holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee).
2024/4/24	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	lack of clear and quantitative ESG/ KPI: vote against remuneration report
2024/4/24	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	Compensation is considered excessive compared to peers. Vote against remuneration report
2024/4/24	ALCON INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The remuneration report does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives.
2024/6/17	ALEXANDRIA REAL ESTATE EQUITIE	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has no SBTi validation for its SMT 2 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 3 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio 4 - The company has no or insufficiently ambitious SBTi validation for its LT target 5 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do 6 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year
2024/6/17	ALEXANDRIA REAL ESTATE EQUITIE	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy
2024/6/17	ALEXANDRIA REAL ESTATE EQUITIE	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : 1 - Gouvernance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/3/15	ALEXANDRIA REAL ESTATE EQUITIE	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	GSSB	Green Bond	Milestone 1: Raise issue with Company	The ESG strategy update will be followed up through the NZ engagement later this year.
2024/12/12	ALIGN TECHNOLOGY INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Social Cohesion	Direct Employees	Working Conditions	Milestone 2B: Acknowledgement of the issue	-We would strongly encourage Align to formalise pay equity audits which we understand are currently done internally.
2024/12/12	ALIGN TECHNOLOGY INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Working Conditions	Milestone 2B: Acknowledgement of the issue	-We would be keen to see improved disclosures on pay, particularly given that the CEO-median pay ratio remains high. In addition to pay equity report results, we would like to see some information on pay competitiveness, to alleviate concerns about low-income markets.
2024/12/12	ALIGN TECHNOLOGY INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Working Conditions	Milestone 2B: Acknowledgement of the issue	-We would also be keen to see statistics on employee training and progression across functions and locations given the significant investments you are making in human capital development. The example from Costa Rica was particularly helpful, but it would be good to see numbers reported for the entire employee population.
2024/12/12	ALIGN TECHNOLOGY INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Reporting & Transparency	Milestone 1: Raise issue with Company	We encouraged the company to develop sustainability reporting as it currently does not publish sustainability data outside of CSR initiatives.
2024/11/12	ALIGN TECHNOLOGY INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 1: Raise issue with Company	Amundi alerts the company following high dissent received at the last AGM and asked for Board responsiveness
2024/5/15	AMERICAN TOWER CORP	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditor tenure is above 24 years.
2024/12/17	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	The company has acknowledged our recommendations and confirmed that they will discuss them further internally. However, it appears unlikely that they will increase the weight of the D&I KPI in their remuneration scheme in the short term. Regarding the additional metrics and disclosures we suggested, the company plans to provide more detailed insights in their upcoming Social and Environmental Justice Report, scheduled for publication in early 2025. As a result, we will need to revisit and adjust our recommendations based on the new disclosures once they become available.

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2024/12/17	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	The company acknowledged our suggestions and indicated that they will discuss it further internally but it doesn't look like that they will make changes to the structure of their remuneration package in the near future. As of today their Annual Variable Bonus is composed of the following ESG metrics: 減15% water related KPIs 減15% Safety related KPIs 減5% D&I related KPIs
2024/12/17	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company acknowledged our suggestions and indicated that they will discuss it further internally.
2024/12/17	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	The company is currently engaging with key suppliers on their emissions data. However a more structured strategy, progress metrics and timebound targets are missing. We have reiterated the importance of the same and the company acknowledged our suggestion and indicated that they will discuss it further internally.
2024/12/17	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	We have reiterated our recommendation to formalize Scope 3 emissions reductions targets within both interim and long-term net-zero targets. The company acknowledged our suggestion and indicated that they will discuss it further internally.
2024/12/17	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	We have reiterated our recommendation to expand reporting and target-setting on Scope 3 emissions reductions, emphasizing the importance of addressing this significant portion of total emissions within both interim and long-term net-zero targets. The company acknowledged our suggestion and indicated that they will discuss it further internally.
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	•To what extent do you monitor the occurrence of antibiotic-resistant bacteria and antibiotic-resistant genes in drinking water and wastewater? If so, would you be able to provide details – and would you consider disclosing the key actions you are undertaking to reduce the risks identified? If not, would you consider introducing monitoring systems to detect agents such as antibiotic-resistant bacteria and antibiotic-resistant genes?
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	•Does the company have a circularity strategy that aims to support the key strategies and ambitious around net zero and other environmental goals such as waste/pollution issues?
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	•Does the company have circularity targets (and associated granular reporting) aimed at key areas of environmental impact?
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	•Does the company provide evidence of CAPEX aimed to support circularity strategies to increase recycling rates/address waste and pollution issues?
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	•Do you measure chemical pollution in waste water at facilities? •Have you conducted any impacts assessments on the water discharged? •What percent of operations do you consider to have acute water risks? What processes do you have in place to manage these risks?
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Raise awareness	Natural Capital Preservation	Biodiversity	Oceans	Milestone 1: Raise issue with Company	•Do what extent is ocean impacts factored into your environmental/biodiversity strategy? Are you considering downstream impacts to oceans ? •Have your sites conducted impact assessments of impacts of sound on local ocean ecosystems? •Do you have remediation plans to address these impacts?
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2B: Acknowledgement of the issue	We've asked again the company to formalize a quantitative target regarding its water leakage rate.
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	•Where does the company stands with regards to the discussed possibility of including a climate-related KPI within its short and/or long term executive remuneration scheme?
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	•Are there any updates to include scope 3 emissions in your broader Net Zero goal set to be achieved by 2050?
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	•Can you please share an update if any progress has been made with regards to developing and disclosing a strategy/plan on how the company will work with its value chain (and especially suppliers) on minimizing and mitigating Scope 3 emissions?
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	•Have you made any progress in putting in place quantitative scope 3 emissions reduction targets and a comprehensive strategy to achieve the same?
2024/10/31	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	•How has your measurement and disclosure around Scope 3 emissions evolved over the last year ? Have you expanded the reporting of scope 3 emissions categories, notably on categories such as Upstream Transportation and Distribution, on Purchased goods, Waste generated in operations, transportation and distribution of water, and water leakage? •Can you please share an update if any progress has been made with regards to developing and disclosing a strategy/plan on how the company will work with its value chain (and especially suppliers) on minimizing and mitigating Scope 3 emissions? •Have you made any progress in putting in place quantitative scope 3 emissions reduction targets and a comprehensive strategy to achieve the same?
2024/5/13	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditors' tenure exceed 24 years.

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2024/5/13	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/5/13	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	Lack of clear and quantitative climate-related KPI: vote against remuneration report.
2024/5/13	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 3B: Neutral outcome	No more shareholder proposals on this topic in 2024
2024/5/14	AMERICOLD REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The gender diversity of the Board is below our guidelines.The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.
2024/5/14	AMERICOLD REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
2024/5/14	AMERICOLD REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
2024/11/19	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	Anglo American is working on TNFD but they are giving themselves until 2026 to disclose. They will not produce a TNFD report per se but will make sure all the TNFD elements are in their current reporting. Also there is not much new for them to do for Leap as they already do that for assets. They are working on ensuring the work they have aligns with TNFD and that they are communicating on it in a way that is meaningful. We will hopefully see a bit more of the reporting though reflected in their next report.
2024/11/19	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3B: Neutral outcome	Closing with neutral as upon discussion they are quite strong on the LTIP at both the executive level but also down the company at site level. They said they would send me additional documents on this but it is clear this is no longer a concern so we are closing the engagement with neutral
2024/11/19	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	They emphasized the 'work in progress' aspect of this question because they feel very strong on the remediation but are still struggling on getting sites to actually report on all grievances using the tools and understanding that a report is not a bad thing but actually a good thing (no matter how small the issue is). So their first step is still to gather the day in a way that is clean and not manual and then they will report more. They are hesitant to be too granular on this and would prefer to provide trends and case types. We reiterated that we wanted to see geographic/asset level, types of issues, and % resolved in a specific time frame. They admitted other investors are also asking for this info and we suspect we will see more at some point in the near future. However as they are having a major de merger it could be a year or two until the dust settles.
2024/11/19	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Working Conditions	Milestone 2C: Strategy/Response developed to issue raised	We ran out of time to discuss this topic but the company said they would send us something by email to reply on this
2024/11/19	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	AA remains hesitant to give a precise kpi on scope 3 due to the fact that it is not in their control. They admit that also scope 3 is undergoing a re-review due to the de merger which will significantly impact their scope 3 as in the revised portfolio (sale of steel making coal, de merging of PGMs, discussions around sale of Nickel and debers) will reduce their Category 1 and 2 emissions and cat 15 will go down. Cat 11 will disappear as well. Due to this this their scope 3 will be a lot more lopsided focusing on inventory with a heavy weight on category 10. Thus their goal/ambition will be very different but they will keep the same approach as they already have by focusing on engaging with clients to encourage the transition.
2024/10/10	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	re-asked
2024/10/10	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2C: Strategy/Response developed to issue raised	asked - no up[dates but they are strong
2024/10/10	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	re-asked
2024/10/10	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Working Conditions	Milestone 2C: Strategy/Response developed to issue raised	re-asked
2024/10/10	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Neutral outcome	close as i doubt they will do that. it is too early for the sector
2024/10/10	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	re-asked
2024/6/13	ANGLO AMERICAN PLC	Engagement - Active	One-to-few (with other institutions)	Materials	Emerging Countries	Develop targets (specific KPIs)	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	asked for targets on key air pollutants for key sites
2024/6/13	ANGLO AMERICAN PLC	Engagement - Active	One-to-few (with other institutions)	Materials	Emerging Countries	Develop targets (specific KPIs)	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	prepping for CSRD so we will likely see more
2024/6/13	ANGLO AMERICAN PLC	Engagement - Active	One-to-few (with other institutions)	Materials	Emerging Countries	Improve transparency and accountability	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	asked for particulate matter to be in disclosure
2024/6/13	ANGLO AMERICAN PLC	Engagement - Active	One-to-few (with other institutions)	Materials	Emerging Countries	Improve transparency and accountability	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	they need to prepare for CSRD and more on this will be needed
2024/4/24	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Financial operations	Financial operations (general)	Milestone 1: Raise issue with Company	The volume of the share buyback is excessive (>10%).

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2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2C: Strategy/Response developed to issue raised	We asked the company if it could disclose takeback statistics by region.
2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Develop new policy	Product, Client, Societal Responsibility	Client	Data Privacy & Responsibility	Milestone 2B: Acknowledgement of the issue	We asked the company for an update on formalising its AI ethics position.
2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Data Privacy & Responsibility	Milestone 2B: Acknowledgement of the issue	following the publication of your App Store risk assessment in compliance with the Digital Services Act, are any enhancements you are considering to strengthen the quality of your App Store content reviews, particularly for apps that might be regarded as harmful from a human rights and/or children's safety perspective? The DSA report was very informative, and I was wondering if you might consider including high-level metrics in your sustainability reporting?
2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2B: Acknowledgement of the issue	Following the ECJ ruling, has there been any further discussion on developing (or making public) a global tax strategy, similar to the document published to meet the regulatory demands in the UK?
2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Raise awareness	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 3B: Close - Engagement Cleanup	Engagement cleanup - poor KPI.
2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America		Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 0	
2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Develop new policy	Social Cohesion	Direct Employees	Freedom of Association/Collective Bargaining	Milestone 2B: Acknowledgement of the issue	we remain concerned by the report of some remaining tensions with organising workers. We were wondering if any further thought has been given to putting safeguards in place to ensure that Apple's commitment to the implementation of the UN Guiding Principles in its own operation also remains robust – for instance, by limiting spend on employment firms associated with an anti-union stance?
2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Dilligence	Milestone 3C: Positive outcome	Reporting expanded considerably in the 2024 UNGP report, with examples on FoA, wages and discrimination, as well as living conditions. Company also showed how reporting has led to changes in expectations on conditions in supplier dormitories.
2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Develop strategy	Social Cohesion	Indirect Employees	Supply Chain Due Dilligence	Milestone 2C: Strategy/Response developed to issue raised	Apple's UNGP report acknowledges the importance of the LW. Apple is working with teams across Apple and external partners including the RBA, ILO, and the Fair Wage Network to collect and map wage data in key countries and regions across its supply chain. They plan to use this data to “inform the global conversation on a universally agreed upon definition and calculation methodology, while identifying the tools, resources, and support we need to develop for our suppliers to make the most impact for workers around the world.” Overall, happy with progress and expect that this will lead to action on LW in the supply chain. We asked the company for a timeline for this work.
2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Dilligence	Milestone 3C: Positive outcome	Apple's UNGP alignment report and new reporting from suppliers (e.g., Hon Hai, Luxshare) suggest that Apple is pushing for improvement on this matter across the supply chain. Overall, we are comfortable with the disclosures enough to close the objective.
2024/12/13	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Working Conditions	Milestone 3B: Neutral outcome	We close this engagement to prioritise other topics. We may return to this objective should any controversies arise.
2024/2/19	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	The compensation committee is not composed of a majority of independent board members (2 out of 3 are not independent as the tenure is above 12y).
2024/2/19	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Ron Sugar holds an excessive number of Board mandates (3 in total, including 1 as a Chair and 1 as a Chair of Audit Committee) and is therefore considered overboarded.
2024/2/19	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	While we notice improvements with the inclusion of ESG KPIs, we expect quantifiable and measurable KPI with pre-disclosed targets.
2024/2/19	APPLE INC	Engagement - Active	One-to-one	Technology Hardware and Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	The level of the compensation this year is still excessive compared to peers. We voted against the rem report.
2024/9/19	ASM INTERNATIONAL NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	Last year, we reached out with a question on PFAS-related risks – I noticed that PFAS was mentioned in your sustainability reporting but have not been able to find the details on the relevant risks in the documents. Would you be able to please direct me towards the specific PFAS risk discussion in your transition plan or sustainability report, please?
2024/9/19	ASM INTERNATIONAL NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	To what extent do you distinguish between different categories of child labour in mining and the attached risks?
2024/9/19	ASM INTERNATIONAL NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Dilligence	Milestone 1: Raise issue with Company	- To what extent have you been able to enable access to remedy for rightsholders in the minerals supply chain? Have you assessed whether your grievance mechanisms are adequate to capture the relevant risks – if so, can you provide an overview? How do you assess the grievance mechanisms and remedy readiness of your own suppliers?
2024/9/19	ASM INTERNATIONAL NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Social Cohesion	Indirect Employees	Supply Chain Due Dilligence	Milestone 1: Raise issue with Company	Asked company to provide evidence of enhanced risk management around conflict minerals sourcing (see notes). During our call we informed Mir Lamouche (Board member) that Mr Adalio Sanchez is overboarded. He is not on reelection in 2024 but should be in 2025.
2024/2/16	ASM INTERNATIONAL NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Two other members stepped down from one board and are not anymore overboarded as per our policy which is a good move.
2024/12/17	ASTRAZENECA PLC	Engagement - Active	One-to-one	Pharmaceuticals Biotec and Life Sciences	Europe ex-EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2C: Strategy/Response developed to issue raised	We appreciate Astra's latest publication of Approach to Taxation 2.0, where they lay out multiple strategies, including direct cooperation with authorities on taxation. We would value the publication of a country-by-country report as mentioned in the past.
2024/12/17	ASTRAZENECA PLC	Engagement - Active	One-to-one	Pharmaceuticals Biotec and Life Sciences	Europe ex-EMU	Develop new policy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	No change, we ask a discussion with the Global Head of Inclusion and Diversity at AstraZeneca, Tiffany Davis

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2024/12/17	ASTRAZENECA PLC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	Europe ex-EMU	Develop strategy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	No change, we ask a discussion with the Global Head of Inclusion and Diversity at AstraZeneca, Tiffany Davis
2024/12/17	ASTRAZENECA PLC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	Europe ex-EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Its performance is too weak to require a budget/team, we will focus on key basic questions for the time being. As a result we are closing/cleaning this objective.
2024/12/17	ASTRAZENECA PLC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	Europe ex-EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	No change, we ask a discussion with the Global Head of Inclusion and Diversity at AstraZeneca, Tiffany Davis to discuss further the issue.
2024/4/5	ASTRAZENECA PLC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	We have voted against the reelection of Marcus Wallenberg as we consider him overboarded as per our voting guidelines.
2024/4/5	ASTRAZENECA PLC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Financial operations	Financial operations (general)	Milestone 1: Raise issue with Company	We consider that share issuances without preemptive rights should be capped at 10%. The authorization would result in an excessive capital increase.
2024/4/5	ASTRAZENECA PLC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	We have voted against the proposed remuneration policy and the performance share plan given the excessiveness of the amounts. We also voted against the remuneration committee members that we held accountable of recurring issues with the company's pay practice.
2024/7/3	AVALONBAY COMMUNITIES INC	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has no SBTi validation for its SMT 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio
2024/7/3	AVALONBAY COMMUNITIES INC	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not report clearly on executive remuneration alignment with ESG KPIs 2 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy 3 - The company does not report clearly on the annual whole building in-use operational GHG intensity of its owned buildings 4 - The company does not report clearly on the annual energy intensity of its buildings' portfolio
2024/7/3	AVALONBAY COMMUNITIES INC	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : 1 - Governance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/10/16	BARRICK GOLD CORP	No Engagement	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3C: Positive outcome	Barrick has set scope 3 targets
2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3C: Positive outcome	Closing engagement. Barrick indicated they have a site perspective tool and the work is ongoing and they are trialing some work at a couple of sites. Closing to focus on other KPIs
2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	Nothing concrete yet but they are trialing some things at specific sites. We asked in context of Porgera which just re-opened. They did state an indication to provide more information in the future about Porgera and they are a member of ICMM which indicates they will do more by 2026 in line with the ICMM nature position statement.
2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	They are developing nature strategy and taking measures and will report shortly those with TNFD
2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3C: Positive outcome	We asked about Capex and technologies and how Water risks will be managed at an asset level ? Answer: Acknowledgement of the issue and measures developed / they prioritize water quality - They haven't quantified Capex, - They have spent 65 million on high recovery water treatment plant - For Low PH water into the river, they have built and ETP (treatment plant) ~ improved river quality considerably - Haven't looked at quantifying the spend because it's a business imperative - GISTM – tailings facilities in line - Can provide with a little more information and detail going into independence and water monitoring - They adapt water systems to regions. Closing as they demonstrated significant motivation to drive capex to water and enough proof of the efforts they are doing
2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	Asked for more transparency on Porgera's reopening in terms of if there are upticks in community incidents around illegal mining since re-opening, how they are monitoring and managing these risks.
2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	Barrick admitted that significant illegal mining is taking place at operations since re-opening. They say they are working to address it with assistance from the government and police presence but they haven't reported much yet. They will conduct an audit but they are waiting for local political unrest to die down (unrelated to Barrick)
2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	We asked them to improve on number of fatalities as they were flagged in our laggard methodology for more than 2 and negative trend.
2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 2C: Strategy/Response developed to issue raised	Barrick appears to take seriously the fatality rates though for the mining sector they still remain relatively strong in comparison. After their 2022 fatalities they took actions via workshops in 2023 to better address root causes. They pinpointed the fatalities cause as being due to contractor management. The safety component in remuneration is eliminated in remuneration if there are fatalities. However there were still 5 in 2023 so we will follow up next year to hopefully see improved performance.

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2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Dilligence	Milestone 2C: Strategy/Response developed to issue raised	Asked for more reporting on ASM and how they are addressing it. Barrick was open to feedback but also hesitant to report much as it could imply that they need to take responsibility for things that are not the company's responsibility but the government's. However we said that ultimately the risk goes back to Barrick and they still have obligations to ensure stability in region by working with other stakeholders and reporting on the actions they are trying to take
2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Dilligence	Milestone 1: Raise issue with Company	Asked for more transparency on where there are so many grievances at Kibali and what they are doing to address them and prevent repeats occurrences.
2024/4/24	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Dilligence	Milestone 2C: Strategy/Response developed to issue raised	Barrick explained that it was down to the fact that they are actively doing a large resettlement in the areas. We will close the milestone once we see their efforts on addressing these issues reported publicly. End of 2023 they handed over the houses to the project affected people
2024/4/19	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America		Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 0	
2024/4/19	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America		Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 0	
2024/4/9	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	re-asked
2024/4/9	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	re-asked and for metrics/targets for sites
2024/4/9	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	Re-asked o TNFD and if they are doing more on reporting on biodiversity
2024/4/9	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2B: Acknowledgement of the issue	re-asked -Site level info on capex and technologies? We need more on how the water risks will be managed at an asset level.
2024/4/9	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Dilligence	Milestone 2C: Strategy/Response developed to issue raised	re-asked to see more on ASM in next report
2024/3/12	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	Tenure auditor Already 14.34% vote against They reevaluate but they will continue. RFP.
2024/3/12	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 2B: Acknowledgement of the issue	The auditors' tenure exceed 24 years.
2024/3/12	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding •Christopher Coleman •Brett Harvey (14.31% vote against)
2024/3/12	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 2A: No/poor acknowledgement of issue by Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/3/12	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2C: Strategy/Response developed to issue raised	re-asked for their remuneration to be linked to a clearer list that is smaller and more keenly felt but they did mention they are proposing some changes such as 10% weight in short term to safety.
2024/4/30	BAXTER INTERNATIONAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditors' tenure exceed 24 years.
2024/4/30	BAXTER INTERNATIONAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report.
2024/4/30	BAXTER INTERNATIONAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Less than half of the LTI is explicitly linked to performance conditions. Vote against the remuneration report.
2024/1/12	BECTON DICKINSON AND CO	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 1: Raise issue with Company	Amundi prefers the functions of Chairman and Chief Executive Officer to be separate. In cases where this separation of powers does not exist, the creation of a position of Lead independent Director (LID), with specific and distinct functions, is highly recommended. Given the absence of LID, as per Amundi's independence criteria, we will vote against the election of Thomas Polen.
2024/1/12	BECTON DICKINSON AND CO	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Please note that Amundi recommends that the Executive Directors do not hold more than two other directorships outside their group, and that non-executive Directors hold a maximum of four directorships. Furthermore, we are vigilant about the necessary availability of the Chairman of the Board and the Chairs of the various committees, notably the Audit Committee. Because of the growing importance of these functions and the workload they entail, we recommend that the number of mandates acceptable for a Director holding one of these functions be further reduced. For that reason, we will vote against the following directors: Jeffrey Henderson and Bertram Scott
2024/1/12	BECTON DICKINSON AND CO	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Amundi expects the variable remuneration of the top management to be based on clearly defined performance criteria (including ESG KPIs). As a best practice, ESG metrics should be aligned with the Company's strategy with rigorous and quantitative targets. Based on the lack of ESG metrics, we will vote against the remuneration report. As this is at least the second year in a row that we are voting against the remuneration related proposal (discussed below) and as members of the Remuneration committee can be held accountable for the Company's inadequate executive pay practices or policies, we will also vote against the reelection of all Remuneration Committee members.

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2024/10/28	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	There have been a few initiatives under way. In 2020 we launched a tailings challenge with the goal of developing alternate uses for copper tailings. From 150 submissions, two finalists were selected. I will check on the outcome of the controlled testing these projects went through. BHP tailings challenge: Repurposing copper tailings. As an aside, Samarco is specifically working to foster a circular economy through innovation on alternate uses for tailings. One project uses sandy tailings for road paving in the nearby cities (I actually drove on their 11km road paved with tailings when I was there in June): Road paved with ore tailings is in use for 10 months - Samarco Project). Another is using the sandy tailings from their operations in the decharacterisation works for their tailings facilities.
2024/10/28	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan		Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 0	
2024/10/28	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2B: Acknowledgement of the issue	re-emphasized the targets they have which are context and are not all quantitative.
2024/10/28	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	as of the same day we emailed, updates were publicly disclosed that the work for remediation will transfer from renova to Samarco which will hopefully help speed up the remediation process
2024/10/25	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	Asked if they will formally do TNFD reporting
2024/10/25	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 2A: No/poor acknowledgement of issue by Company	re-emphasized and explain it has an impact on BHP at amundi due to our policy
2024/10/25	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	asked for increased efforts to develop circular strategies to better manage tailings and find new revenue streams for the waste
2024/10/25	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Develop targets (specific KPIs)	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	no updates on this but re-asked
2024/10/25	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2B: Acknowledgement of the issue	re-asked for quant targets at assets
2024/10/25	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	re-asked
2024/10/25	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	re-asked
2024/10/23	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	BHP replied with their views to justify their climate strategy. More details can be found in key takeaways but main points are that they are looking at all technologies not just CCUS but CCUS because of the heavy reliance on BOF in China, that they cannot be solely responsible for the 4 billion needed and they have multiple partnerships to unlock technologies that justify 4 billion in spend required, and that they do not have permitting for new met coal projects just extensions of current mines from an environmental permitting perspective. They state they do not represent an intent to expand
2024/10/23	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	state that they have maintained these targets as they will be expanding their business so to maintain the 30% reduction is still quite ambitious.
2024/10/22	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Asked for the following: more capex for decarbonization as they are currently at \$75m between 2025-2029 which we find insufficient as they estimate they need 4 billion by 2030, less emphasis on CCUS and more on proen technologies, less reliance on metcoal expansion
2024/10/22	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	asked for new scope 1/2 targets as they have achieved their 2030 already
2024/10/22	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	asked for concrete target to reduce methane emissions.
2024/10/22	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	BHP provided more detail on their fugitive methane emissions which represents 13% of their operational emissions.They state they have lower fugitive emissions relative to australian and international coal mines however a third party study from 2024 indicates that they operate in the highest methane emitting regions in australia so there is more to dive into on this to assess how they have measured their emissions and how frequently. We also would like more granularity on the emissions per asset.
2024/10/22	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Other	Milestone 1: Raise issue with Company	asked for more transparency on how BHP is working to ensure lobbying association in which BHP is a member are not lobbying for items contrary to BP's climate goals as this remain vague. For example their membership with NSW Minerals Council among others
2024/10/22	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 2B: Acknowledgement of the issue	no update on this so far but it is not likely to change and remains less of a priority as they do have a close established for 2030
2024/6/24	BHP GROUP LTD	Engagement - Soft	One-to-one	Materials	Asia ex-Japan	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 2A: No/poor acknowledgement of issue by Company	As part of the official CDP NDC campaign, reiterating our request to the company to fill in the CDP questionnaire, as it has not done so previously
2024/6/10	BIOGEN INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	Lack of independence: We voted against non-independent member(s) of the X Committee which does not meet our independence requirement of [50% for Nomination and Remuneration Committees; 67% for Audit Committee]
2024/6/10	BIOGEN INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.

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2024/6/10	BIOMERIEUX	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report.. The weight of the ESG criteria in the variable compensation is insufficient (less than 10%): vote against remuneration report. Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.
2024/5/17	BIOMERIEUX	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The structure of executive pay is considered inadequate (general).The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (general, lack of transparency on performance goal).
2024/1/15	BIOMERIEUX	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	Biomerieux already has an objective to perform LCAs on 90% of the product portfolio (by quantity sold, 2022 basis). Biomerieux will soon be announcing an eco-packaging deployment KPI (in terms of reagents sold)
2024/1/15	BIOMERIEUX	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2C: Strategy/Response developed to issue raised	Eco-design is embedded in products' development, notably as part of Biomerieux' MVP (Minimum Viable Product) definition. It is also applied during existing product reviews. A holistic governance put in place around eco-design, as well as trainings accessible to all employees.
2024/1/15	BIOMERIEUX	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	More details available in the "key takeaways" of this report. Biomerieux is planning to define its next climate and sustainability ambition in 2024. The net Zero target and SBTi submission update is part of the question they will address.
2024/12/5	BOOKING HOLDINGS INC	Engagement - Active	One-to-one	Retailing	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2B: Acknowledgement of the issue	We continued to advocate the need for Booking to continue the dialogue with the UN and NGOs on the OPT; we also suggested that enhancing reporting, especially around human rights due diligence and impact assessment outcomes would benefit this dialogue, even if that does not remove the company from the UN list. At the same time, they do not wish to leave the OPT - cite miniscule exposure and need to provide local opportunities.
2024/12/5	BOOKING HOLDINGS INC	Engagement - Active	One-to-one	Retailing	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Still a work in progress but increased resourcing by training trust and safety teams and developing corporate-level resources.
2024/11/21	BOOKING HOLDINGS INC	No Engagement	One-to-one	Retailing	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 3B: Neutral outcome	Action put in place by the company on the compensation that led to a decrease of the dissent. Amundi still continued to vote against. However, on the shareholder proposal, no action. We decided to close with a neutral milestone.
2024/8/8	BOOKING HOLDINGS INC	Engagement - Active	One-to-one	Retailing	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	-Given the current escalation in the Middle East, we are receiving an increased number of queries related to conflict-affected and high-risk areas and the UN list. oHave you made any changes to your human rights and risk management policies and/or processes in light of the recent events? If so, what changes have been made? oHave you had any further conversations with the UN OHCHR to discuss Booking's inclusion on the list? oAppreciate that you may be unable to share the details of your discussions with the civil society, but are there any points you might be able to disclose on your civil society dialogue regarding conflict-affected and high-risk areas?
2024/8/8	BOOKING HOLDINGS INC	Engagement - Active	One-to-one	Retailing	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	-To what extent have you integrated human rights due diligence into your work with suppliers and with local partners? If so, could you please outline the process? Has resourcing of HRDD increased since our last meeting, particularly on the ground?
2024/5/30	BOOKING HOLDINGS INC	Engagement - Active	One-to-one	Retailing	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditor tenure is above 24 years.
2024/5/30	BOOKING HOLDINGS INC	Engagement - Active	One-to-one	Retailing	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	The nominee holds an excessive number of Board mandates (3 in total, including 2 as a Chair of Audit Committee) and is therefore considered overboarded.
2024/5/30	BOOKING HOLDINGS INC	Engagement - Active	One-to-one	Retailing	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
2024/5/30	BOOKING HOLDINGS INC	Engagement - Active	One-to-one	Retailing	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	This proposal would improve the company's corporate governance structure.
2024/12/20	BOSTON SCIENTIFIC CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Develop strategy	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 1: Raise issue with Company	We asked the company to expand this strategy to more products and/or more countries/regions.
2024/12/20	BOSTON SCIENTIFIC CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 2B: Acknowledgement of the issue	We re-asked the company for setting quantitative mid/long term targets / KPI associated with its access strategy, notably in LMIC (i.e. targets similar to your 2030 aspirational goals for DE&I).
2024/12/20	BOSTON SCIENTIFIC CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Other	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 1: Raise issue with Company	We suggested the company to join the Zero Health Gaps Pledge (ZHGP).
2024/7/12	BOSTON SCIENTIFIC CORP	No Engagement	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 3C: Positive outcome	We are closing this engagement positively as we had intended to last year, but we had then mistakenly chosen the wrong milestone. Note that the 2023 sustainability reporting confirms our positive view, as it is still providing useful KPIs to track progress, as well as short term commitments.
2024/4/12	BOSTON SCIENTIFIC CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	Auditors tenure As the auditors' tenure exceed 24 years, we will vote against their reappointment (Item 4).
2024/4/12	BOSTON SCIENTIFIC CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America		Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 0	
2024/4/12	BOSTON SCIENTIFIC CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Board - Overboarding -Charles J. Dockendorff (Item 1a)

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2024/4/12	BOSTON SCIENTIFIC CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Less than half of the LTI is explicitly linked to performance conditions. Vote against the remuneration report.
2024/2/22	BOSTON SCIENTIFIC CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	Reiterated recommendations.
2024/2/22	BOSTON SCIENTIFIC CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	10-k contains more data on due diligence. Still would like to see KPIs and overview of cross-functional relationships between cyber and other functional teams summarised in external reports.
2024/12/30	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Social Cohesion	Just Transition	Just Transition	Milestone 1: Raise issue with Company	We asked the company: - to assess social risks and opportunities implied by the company transition strategy and to develop a just transition strategy addressing these risks and opportunities
2024/12/30	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We asked the company: - to set long-term GHG reduction targets covering at least 95% of scope 1&2 and 90% of scope 3 GHG emissions Indeed, the group does not have reduction targets beyond 2030, except for Bouygues Immobilier (2% of group S1+2+3 GHG emissions in 2023)
2024/12/30	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Even if Bouygues is relatively advanced in its transition journey and that this recommendation is usually one of the first met by companies, we asked the company: - to extend its Net Zero commitment (by 2050 at the latest) so it covers all scope 1 and 2 carbon emissions. Indeed, no explicit commitment to achieve net zero emissions on all operations by 2050, has been found in IR 2023 nor in URD 2023 nor in CDP.
2024/12/30	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company has still very detailed action plan for each activity but limited to no visibility on a group level. Accordingly, we reiterated the following asks to the company for more comprehensiveness of the decarbonization strategy at a group level: - to set targets on key mitigation levers identified - to provide a breakdown of targeted GHG reductions per mitigation lever
2024/12/30	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We asked the company: - to commit to develop and submit long-term GHG reduction targets to the SBTi for 1.5°C validation So far, only Bouygues Immobilier (2% of group S1+2+3 GHG emissions in 2023) has long-term GHG reduction targets 1.5°C validated. Other activities (Colas, Equans, Construction, Telecom, TF1) did not adopt the SBTi Net Zero Standard yet.
2024/12/30	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	Colas and Equans got their near-term targets 1.5°C validated in November and December 2024, making the whole Group (Bouygues) 1.5°C validated on near-term targets. We close this engagement for near-term targets.
2024/12/5	BOUYGUES SA	No Engagement	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3C: Positive outcome	Closing the CDP Forest engagement positively as the company has filled 98% of the aggregated CDP questionnaire this year, including the Forests section (source: CDP Website at:https://www.cdp.net/en/investor_member/files?title%5B%5D=disclosure_engagement_tool)
2024/12/3	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Financial operations	Financial operations (general)	Milestone 2B: Acknowledgement of the issue	We explain our policy on anti-takeover measures to the company which acknowledges it.
2024/12/3	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2C: Strategy/Response developed to issue raised	The company explained that they made an average of the results of the main business lines but understand the deficiency of tis method which will potentially be reviewed to make it more stringent. To be followed
2024/12/3	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2C: Strategy/Response developed to issue raised	The company stresses that information an vesting scale, targets and corresponding achievement rate will be disclosed at vesting. To be monitored.
2024/12/3	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 2B: Acknowledgement of the issue	we reconfirm that require more information on exact field of provided services, prices setting and selection process, and actual beneficiaries. the company acknowledges i
2024/11/6	BOUYGUES SA	No Engagement	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 2C: Strategy/Response developed to issue raised	Based on the 5 November 2024 CDP Disclosure Engagement Tool, our understanding is that the company has now answered Climate, Forest and Water questions given their submitted status and the 98% disclosure.
2024/11/6	BOUYGUES SA	No Engagement	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	In addition to Bouygues Telecom, Bouygues Construction and Bouygues Immobilier validated SBTi targets. Bouygues Construction validated short term targets and Bouygues Immobilier has validated short and long term targets and committed to Net Zero Standrad (to reach net-zero greenhouse gas emissions across the value chain by 2050). Bouygues Immobilier is committed to the SBTi Net Zero Standard, however Bouygues Telecom is not and Bouygues Construction's commitment has been removed. While developments are positive, we will continue to engage, either through the SBTi topic or our Net Zero engagement framework.
2024/10/28	BOUYGUES SA	No Engagement	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Engagement clean-up following the decision to minimize the number of engagements with French companies through investors coalition.

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2024/10/21	BOUYGUES SA	No Engagement	One-to-one	Capital Goods	EMU	Raise awareness	Social Cohesion	Indirect Employees Governance (General)	Supply Chain Due Dilligence	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/10/21	BOUYGUES SA	No Engagement	One-to-one	Capital Goods	EMU	Raise awareness	Strong Governance for Sustainable Development		Lobbying	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/4/16	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Financial operations	Financial operations (general)	Milestone 1: Raise issue with Company	•--Antitakeover measures We will vote against all the capital issuances and share repurchase authorizations that could be used during a takeover. For that reason, we will vote against items 18 and 22
2024/4/16	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 1: Raise issue with Company	As this is the second year in a row that we are voting against the remuneration-related proposal and as members of the remuneration committee can be held accountable for the Company's inadequate executive pay practices or policies, we will also vote against the reelection of remuneration committee member Pascaline de Dreuzey, with a board tenure of at least two years (Item 15).
2024/4/16	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	First of all, we welcome the increase of transparency on the ex-post remuneration components and the inclusion of introduction of a specific health and safety metric into the STI. However, this metric vested at 44% of maximum opportunity while the Company recorded 23 fatalities in 2023 (three fatalities in 2022 and four in 2021). For such cases, we would expect that the board uses its discretion for bringing the distribution level at 0.
2024/4/16	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	we regret, as last year, the absence of exact weight of each KPI, vesting scale and corresponding vesting levels and the corresponding achievement per each criteria concerning the Equans' LTIP tranche that vested in 2023.
2024/4/16	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 1: Raise issue with Company	The outsourcing of remuneration is not considered as a good practice. In addition, sufficient information is not disclosed (exact field of provided services, prices setting and selection process, and actual beneficiaries). Therefore, we shall vote against item 4.
2024/4/14	BOUYGUES SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).
2024/4/14	BOUYGUES SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ It has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ Its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	BOUYGUES SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	We asked the company if: II - a/ It publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ It considers relying on voluntary frameworks such as TNFD, SBTN, GRI101..., to account for nature- related risks and opportunities. III/ It publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	BOUYGUES SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2B: Acknowledgement of the issue	We asked the company : I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.
2024/4/14	BOUYGUES SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2B: Acknowledgement of the issue	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility
2024/3/15	BOUYGUES SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity)

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2024/3/15	BOUYGUES SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent? Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)
2024/3/15	BOUYGUES SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2C: Strategy/Response developed to issue raised	b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/10/30	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	We reiterate our expectations on the ESG KPIs and that we expect measurable/quantifiable KPIs with at least 10%.
2024/10/30	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 2B: Acknowledgement of the issue	The company acknowledged that they must improve disclosure.
2024/10/29	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop new policy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	The company acknowledged the amount but justify it by the exceptional performance and structure of the compensation (front-loaded)
2024/10/29	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Good to see some examples of conservation work in your recent report. Has there been any further discussion internally on developing a biodiversity policy?
2024/10/29	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	-Appreciate that setting and disclosing diversity targets may be challenging in the current environment, but I was wondering if you could offer some information on how you assess the effectiveness of your diversity efforts? Are there any internal targets that you track?
2024/10/29	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	-Would it be possible to disclose the length of your parental leave and its availability outside your US operations? -Appreciate that it is challenging to hire women in research, engineering and technology as well as in manufacturing sites – have you identified any functional or geographical areas where you can access more female technical talent? Have you identified priority actions to increase the % of female talent beyond pipeline-building at junior levels? Have you identified any organisational obstacles to recruitment and progression of women?
2024/10/29	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	-Would you consider reporting on promotions and turnover by gender? In the meantime, would you mind sharing if you observe differences in tenure and progression across employee groups?
2024/10/29	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	-It would be great to see more quantitative data around supplier audits, including percentage of suppliers designated as high risk, suppliers audited, metrics around identified noncompliance(s) and remediation.
2024/10/29	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	After the completion of VMWare integration, expect to recalculate baseline and replace 2021 targets with new Scope 1, Scope 2 and Scope 3 GHG emissions reduction targets in accordance with both the UN Paris Agreement and SBTi goal to limit global warming to 1.5° Celsius above pre-industrial levels. This new baseline will enable them to present their targets to reduce our Scope 1, Scope 2 and Scope 3 GHG emissions to SBTi for validation
2024/10/4	BROADCOM INC	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2A: No/poor acknowledgement of issue by Company	Company does not see the relevance of AI risk management to its business model - with which the investor group categorically disagrees.
2024/7/29	BROADCOM INC	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	1.How does Broadcom consider and define AI in its business and business strategy? 2.How are ethical considerations integrated in the development and deployment of AI solutions? 3.Who is responsible for and how are ethical considerations of AI governed in your company? 4.Would Broadcom potentially consider making a public commitment to ethical AI, or are you already in the process of making such commitment public? If you are not considering making a commitment at this stage, what would be the key concerns or barriers to doing so? 5.What are the ethical considerations involved in assessing your customers and partners, particularly in relation to product use? Are there examples of clients you have decided against supplying (or no longer supply) due to ethical considerations?
2024/3/26	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	One board member is overboarded. We voted against its reelection at the two last AGM.
2024/3/26	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Insufficient level of disclosure on the ESG KPIs included in the individual performance (modifier) and the weight is not disclosed (while we expect at least 10%).
2024/3/26	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	The level of the compensation is excessive compared to peers.
2024/3/26	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	the performance multiplier is high is a context of significant level of compensation. Besides, we have concerns with the LTIP (complex, performance criteria, etc.)
2024/7/5	BYD COMPANY LIMITED	Engagement - Active	One-to-one	Automobiles and Components	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	We asked the company to link the company's climate strategy with the executive remuneration policy.

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2024/7/5	BYD COMPANY LIMITED	Engagement - Active	One-to-one	Automobiles and Components	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We asked the company to make Net Zero commitment, set GHG reduction targets, and develop the corresponding decarbonization pathway with major mitigation levers clearly defined. We asked the company to report on scope 3 GHG emissions.
2024/7/5	BYD COMPANY LIMITED	Engagement - Active	One-to-one	Automobiles and Components	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	In addition, we asked if the company plans to calculate and disclose the carbon footprint of product lifecycle, and take measures to reduce the carbon footprint.
2024/7/1	BYD COMPANY LIMITED	No Engagement	One-to-one	Automobiles and Components	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	As agreed with sector analyst, we are cleaning up this engagement stream, and it will be re-opened based on latest NZ assessment in 2024.
2024/11/27	CARL ZEISS MEDITEC AG	No Engagement	One-to-one	Health Care Equipment and Services	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement at this time as the collaborative group prioritised other names for the 2024 engagement. We may reopen the engagement should priorities change
2024/10/24	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2B: Acknowledgement of the issue	Cellnex did lay out some examples of its initiatives to strengthen its cyber strategy but we required more details regarding the initiatives implemented in 2023 and 2024 to ensure proper transparency on the matter.
2024/4/15	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 2A: No/poor acknowledgement of issue by Company	Remuneration (Item 10) The Compensation seems excessive compared to peers. + Lack of board's responsiveness despite an significant dissent
2024/3/11	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2C: Strategy/Response developed to issue raised	Share of Best practices by email (former milestone correction: "we will send by email")
2024/2/6	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 1: Raise issue with Company	Amundi asked for higher transparency on waste as there is No breakdown per category outside of Hazardous/Non-hazardous (E-Waste for example)
2024/2/6	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Improve transparency and accountability	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 1: Raise issue with Company	We advocated for the implementation of a strategy around living wage (starting with transparency) as Cellnex allegedly has these numbers internally.
2024/2/6	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	(Jordi) Vote AGAINST : Ana Garcia Fau (Item 8.4) : 2.75% dissent, Dominique d'Hinnin (Item 8.8): 14.7% dissent
2024/2/6	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	Vote AGAINST the Remuneration because LTIP excessive: High dissent: 40.79% in 2023 and 43% in 2022
2024/12/31	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2B: Acknowledgement of the issue	Form SD in the tax report now discloses payments made to the U.S. federal government and foreign governments for the purpose of commercial development of oil, natural gas or minerals.
2024/12/17	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We reminded the company our recommendations and especially to publish a yearly tax responsibility report providing further detailed country-by-country information. And requested the company to respond on how they considered it with the following questions: - Is there any progress you would mention about our recommendation notably in the light of the upcoming EU Public CbCR regulation? Chevron gave a broad response to our health and safety question set. We plan to engage further in 2025 as we deepen our understanding in this topic across the industry.
2024/12/3	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	We sent a set of Health & Safety questions to better understand the company strategy, and have better visibility on their reporting.
2024/11/19	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	Chevron made no attempt to answer our Biodiversity question set. They only provided a number of links to reports. We will follow up in 2025 to be able to better analyse to topic.
2024/9/30	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	Chevron made no attempt to answer our Biodiversity question set. They only provided a number of links to reports. We will follow up in 2025 to be able to better analyse to topic.
2024/9/30	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	Chevron made no attempt to answer our Biodiversity question set. They only provided a number of links to reports. We will follow up in 2025 to be able to better analyse to topic.
2024/9/30	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2A: No/poor acknowledgement of issue by Company	Chevron made no attempt to answer our Biodiversity question set. They only provided a number of links to reports. We will follow up in 2025 to be able to better analyse to topic.
2024/9/30	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company gave comprehensive answers to our net zero questions and showed a good understanding of the topic. We will follow up in 2025.
2024/9/30	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	The company gave brief answers to our physical risk questions but did show a good understanding of the topic.
2024/8/30	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We resent the Net Zero letter and Framework, as we have had no response from the original request of December 2023.
2024/8/30	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	We resent the Physical Risk questions, as we have had no response from the original request of December 2023.
2024/8/9	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	We resent a comprehensive question set on biodiversity, as the company is on the Biodiversity policy list, and we received no response to our Dec 2023 email.
2024/8/9	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	We resent a comprehensive question set on biodiversity, as the company is on the Biodiversity policy list, and we received no response to our Dec 2023 email.
2024/8/9	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	We resent a comprehensive question set on biodiversity, as the company is on the Biodiversity policy list, and we received no response to our Dec 2023 email.
2024/5/21	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 2B: Acknowledgement of the issue	The auditors' tenure exceed 24 years.
2024/5/13	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	Auditors: Since 1935: ask for a rotation based on new amundi rules (Max 24 years)

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2024/4/9	CHEVRON CORP	No Engagement	One-to-one	Energy	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	Chevron announced that in February 2024 they joined OGMP. Hence, we close this engagement.
2024/2/7	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Chevron provided more context an colour to their positioning in LCS. We will continue to monitor and push for better disclosure on capex and returns.
2024/2/7	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	There has been a shift in tone again, and while the company has reservations, there is a implication that they are ready to join OGMP.
2024/1/16	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	Paraquat - Chevron state that there is no evidence linking the chemical to Parkinsons. a number of legal cases remain.
2024/1/16	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 2B: Acknowledgement of the issue	Australia - some detail on emissions reductions plans for two key fields. Greenpeace - Chevron confirmed they had limited interactions on the Philippines investigation, which is not legally binding nor company specific. Climate litigation. - Chevron do not believe they are solely responsible for climate change, as see the litigation as unnecessary.
2024/3/14	CIENA CORPORATION	Engagement - Active	One-to-one	Telecommunication Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	We voted against the reelection of auditors as the auditors' tenure exceed 24 years (32 years).
2024/3/14	CIENA CORPORATION	Engagement - Active	One-to-one	Telecommunication Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The level of diversity (30%) is below our threshold (33%). We voted against the chair of the nom committee.
2024/3/14	CIENA CORPORATION	Engagement - Active	One-to-one	Telecommunication Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	The level of independence of the remuneration committee is below our threshold (i.e. 60% vs 67%). We voted against the non indep members of the committee.
2024/3/14	CIENA CORPORATION	Engagement - Active	One-to-one	Telecommunication Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	One director is overboarded (our mandates of which one as board chair so a total of 5). We voted against its reelection.
2024/3/14	CIENA CORPORATION	Engagement - Active	One-to-one	Telecommunication Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Absence of ESG KPIs in the compensation structure so we voted against the remuneration report.
2024/12/17	COLOPLAST A/S	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Develop new policy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	No change, we ask a discussion with Dorthe Rønnaau, Executive Vice President, People & Culture to further discuss the issue.
2024/12/17	COLOPLAST A/S	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Develop strategy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	No change, we ask a discussion with Dorthe Rønnaau, Executive Vice President, People & Culture to further discuss the issue.
2024/12/17	COLOPLAST A/S	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	No change, we ask a discussion with Dorthe Rønnaau, Executive Vice President, People & Culture to further discuss the issue.
2024/12/17	COLOPLAST A/S	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	No change, we ask a discussion with Dorthe Rønnaau, Executive Vice President, People & Culture to further discuss the issue.
2024/2/15	COLOPLAST A/S	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	Coloplast is clearly working on reducing its plastic footprint, including through circular approaches, but is not disclosing enough new initiatives in its email. Also, it is worth noting that Coloplast is not considering the recycling of products post-use as the products are usually contaminated. However, recycling efforts could be done with production waste.
2024/2/15	COLOPLAST A/S	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2B: Acknowledgement of the issue	Nothing really new at this point in time. Coloplast is focussing its KPIs and targets on packaging and waste, and insist on the fact that a large majority of these are made of plastics.
2024/2/15	COLOPLAST A/S	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2C: Strategy/Response developed to issue raised	The company's answer to our questions are lacking specific details (or are not entirely new to us), but we believe more reporting could come later when they publish their 2023/24 annual sustainability report. Overall, the answers and initiatives are encouraging as they suggest Coloplast is actively and incrementally making efforts in managing plastics.
2024/11/22	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 1: Raise issue with Company	5/ Do you have a dedicated amount allocated to decarbonization in the investment plan?
2024/11/22	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 3B: Neutral outcome	Initially planned was 100 EUR M per year in capex + R&D from 2020 to 2030. However in 2023 we are already at 230 EUR M. So this planned figure might be updated accordingly in the future.
2024/11/22	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Could you present how do you intend to achieve your 1.5°C SBTi validated targets on scope 1&2?

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2024/11/22	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Neutral outcome	- Product optimization/eco-design (e.g. reduce product weight, reduce material use, replace virgin with recycled material) - Energy efficiency and process improvement - New innovative processes (electrification, hydrogen, biofuels): --Gypsum/Plaster production is 100% electrifiable, already launched such production in Norway and Canada. --Insulation production is mostly electrifiable since most of emissions are due to the kilns which are 100% electrifiable. -- Flat glass is partially electrifiable. 100% electrified flat glass is poor quality (with bubbles inside), Usually flat glass kiln is around 10% electrified. The company aims to have a 20% electrified glass production and is working with AGC on a 50% electrified pilot plant in Czechia. For the remaining non electrified part, SGO is trying hydrogen injection (up to 30% in a trial in Germany in 2024). Moreover, the remaining part can still be fueled by biogas. --Blocking point is not really the capex need but the opex due to energy cost. The profitability of an electrified vs non electrified technology mostly depends on the differential between electricity price and natural gas price, which today is in favor of natural gas for most of geographies (e.g. ratio price electricity/gas : 3 in France, 2 in Northern Europe, 4 in Southern Europe, 5 in the US). Carbon Contracts for Difference (CCfDs) might help mitigating this additional cost uncertainty, but the CCfDs market is not large so far (only proposed by Germany). - Low-carbon energy purchases (PPA and green electricity contract for power, biogas to displace natural gas, low-carbon hydrogen...)
2024/11/22	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	1/ Could you provide a comprehensive breakdown of your operational emissions per product, processes or else, so we can understand your carbon footprint?
2024/11/22	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Neutral outcome	Scope 1 around 8 MtCO2, Scope 2 around 1.5MtCO2. 3/4 related to the production of Glass, Gypsum, and Insulation. 1/4 remaining mostly related to ceramics and piping. 85% are energy-related emissions, mostly natural gas use, 15% are process emissions related to glass and soda ash production.
2024/11/22	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	4/ As your company provide several important products enabling lower carbon emissions in the building industry, do you have a plan to increase your avoided emissions?
2024/11/22	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Neutral outcome	We already measure our avoided emissions following WBCSD guidelines, and it is audited (1.3 GtCO2e avoided in 2023 => that's very huge). So far no target, as the methodology on avoided emissions is still immature. We first focus on measuring/estimating it well before setting a quantified target on it. We are currently working with the WBCSD and Mirova on new guidelines for avoided emissions.
2024/11/22	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	3/ Could you present your scope 3 and how do you intend to reduce it?
2024/11/22	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Neutral outcome	Our scope 3, at around 30 MtCO2e in 2023, comes from three categories, mostly upstream: purchased goods and services 60%, purchased fuels 11%, upstream and downstream transportation 29%. a) Purchased goods and services Billing and purchasing system directly link with a database on physical parameters, including LCA carbon footprint for around 80% of this category. It allows: - monthly tracking - ranking suppliers by their contribution to carbon footprint The company works with suppliers, notably via its purchasing department, to better measure and reduce their emissions. Each business unit in SGO has to identify the three key actions they can take to reduce their scope 3. b) Transportation (upstream + downstream) Use EcoTransit to track with real data (not estimated) around 60-70% of these categories' GHG emissions
2024/10/21	COMPAGNIE DE SAINT-GOBAIN	No Engagement	One-to-one	Capital Goods	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/10/21	COMPAGNIE DE SAINT-GOBAIN	No Engagement	One-to-one	Capital Goods	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.

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2024/8/29	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2A: No/poor acknowledgement of issue by Company	Reiterated our main asks regarding PFAS overall exposure and management, while the company last year's response (in July 5 2023) was relatively elusive: Disclosure of PFAS exposure - Could you provide a high-level overview of the areas of application for which your company offers PFAS products? - Does your company plan to disclose the share of revenue and production volume of products that are, or contain, PFAS? Transparency in this area is crucial for shareholders to assess the extent of PFAS usage and its financial implications. Phase-out plan and roadmap - What percentage of your PFAS applications might have a technically and economically feasible alternative substance? - Does your company plan to set a time-bound phase-out plan for products that are, or contain PFAS? The phase-out plan should include a realistic roadmap with clear KPIs to track progress.
2024/8/29	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	It seems SGO ceased its operations at Merrimack's plant since middle of this year and will fully decommission the site by end of this year (https://newhampshirebulletin.com/2024/06/18/saint-gobain-ceased-manufacturing-in-merrimack-in-may-months-after-closure-announcement/), while continuing providing clean water access to affected people (e.g. bottled water, water filtration systems, construction of municipal water connections). - Could you give us a clearer view on the expected date of final decommissioning, as well as on the historical and future remediation actions (preferably backed by figures around people affected vs people helped by these remediation measures), even after the closure? - Could you provide an overview of associated historical and expected future remediation and litigation costs?
2024/8/29	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Raise awareness	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 3B: Close - Engagement Cleanup	Engagement already covered under Land & Water Pollution (Encourage better ESG Practices), which is more relevant for the case of Saint-Gobain.
2024/8/29	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	Reiterated our ask about the potential financial impact of the Grenfell Inquiry: As you probably know, final report of the Grenfell Tower inquiry is expected to be finally published by end of next week (September 4). - Could you explain how SGO expects to be impacted by this report? - Do you have provisions for this litigation?
2024/8/29	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 3B: Neutral outcome	The company explained in former meeting with the voting team that they shall name a new independant director in 2026 to counterbalance the new chair/CEO's renewal, which is in compliance with Amundi's voting policy. Hence we close this engagement.
2024/4/14	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).
2024/4/14	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company if: II - a/ it publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ it considers relying on voluntary frameworks such as TNFD, SBTN, GRI101..., to account for nature-related risks and opportunities. III/ It publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company: I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.

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2024/4/14	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility
2024/3/15	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity) c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent?
2024/3/15	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)
2024/3/15	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/11/12	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	We reiterated ask and their viewpoint has not changed. They associate a litigation risk with a target setting.
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	We asked the company: •Are there any updates related to your circular strategy? Does circularity play a central role in Corteva's broader environmental strategy?
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	We asked the company - to set timebound targets for achieving specific circular economy goals
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	We asked the company to: -disclose more granular details on the specific thresholds established for circular economy performance in this sustainability criteria -disclose what percentage of your newly developed circular products contributes to your total revenue
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Raise awareness	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3B: Close - Engagement Cleanup	Closing milestone KPI is unclear
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 3B: Close - Engagement Cleanup	Recommendations already covered under other engagement(s) (i.e. different themes and/or objectives) Under Biodiversity
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	We asked the company : to set a time-bound phase-out plan for products that are, or contain PFAS? The phase-out plan should include a realistic roadmap with clear KPIs to track progress.
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 3B: Close - Engagement Cleanup	Recommendations already covered under other engagement(s) (i.e. different themes and/or objectives)
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	we asked the company to: -disclose the share of revenue and production volume of products that are, or contain, PFAS? Transparency in this area is crucial for shareholders to assess the extent of PFAS usage and its financial implications. - disclose the current share of R&D investment dedicated to the development of safer alternatives to PFAS? Does your company plan to increase this investment?
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Raise awareness	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 3B: Close - Engagement Cleanup	Recommendations already covered under other engagement(s) (i.e. different themes and/or objectives)
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 3B: Close - Engagement Cleanup	Recommendations already covered under other engagement(s) (i.e. different themes and/or objectives)
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 3B: Close - Engagement Cleanup	We prioritized other climate recommendations in 2024
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 3B: Close - Engagement Cleanup	We prioritized other biodiversity recommendations in 2024
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	We asked the company : to clarify disclosure about the inclusion of climate-related KPIs in the executive remuneration policy
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We asked the company: to set long-term GHG reduction targets covering at least 95% of scope 1&2 and 90% of scope 3 GHG emissions
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	Updated engagement mapping (i.e. different theme(s) and objective(s)) for the following asks: "short recos under this pair"

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2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	We prioritized other climate recommendations in 2024
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We asked the company: to disclose about the use of carbon offsets (i.e. scope, activities, and GHG targets covered + expected total contribution) so GHG emissions metrics are comparable with peers and climate mitigation scenarios We asked the company: -to sign the SBTi's commitment letter -o commit to develop and submit long-term GHG reduction targets to the SBTi for 1.5°C validation
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We asked the company: - To set targets on scope 3 carbon and methane emissions from purchased goods & services in line with the Paris Agreement
2024/10/7	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We prioritized other biodiversity recommendations related to their pesticides production in 2024
2024/7/29	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Close - Engagement Cleanup	We asked the company to: to set a target to reduce impact of its pesticide products by 50 percent by 2030, in alignment with the GBF Target 7
2024/7/29	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	The company did not acknowledge our ask. They explained that environmental persistence is tracked on all their products. They did make significant investments (1.5 billion) into biologicals. Corteva are also advocating for shorter approval timelines for products that are more favorable. However, we consider these initiatives as insufficient as they don't limit their current biodiversity impact from their existing products that they don't plan to phase out or to replace.
2024/7/29	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Neutral outcome	-In 2022, 90% of new protection products met these criteria; for the assessment; a full LCA is conducted for the products -Corteva identified biodiversity as highly material topic in their recent impacts, dependencies, risks and opportunities assessment
2024/7/29	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3C: Positive outcome	The company has responded to CDP water questionnaire 2023
2024/7/29	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Develop strategy	Natural Capital Preservation	Other	Natural Capital Risks	Milestone 1: Raise issue with Company	As part of the pesticides collaborative engagement we asked the company: -To disclose the way they mitigate their biodiversity-related risks given the materiality of the topic
2024/7/29	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Develop strategy	Natural Capital Preservation	Other	Natural Capital Risks	Milestone 2B: Acknowledgement of the issue	-To disclose the way they mitigate their biodiversity-related risks in relation to biodiversity strategy, it is broken into four pillars, which focus on: crop protection/biologics, seed lines, and working on partnerships The biggest impact comes from product lines, where they note biodiversity advantages of their products. They have embedded this into the innovation process; it takes 15 years to develop a new product, so they want this to be on the market for decades to come. While, we were not convinced with the company answer, we will keep asking them to develop a biodiversity strategy that enables the mitigation of their biodiversity related risks
2024/7/29	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Other	Natural Capital Risks	Milestone 1: Raise issue with Company	As part of the pesticides collaborative engagement we asked the company: -to assess downstream risks in their current portfolio (Mainly pesticides)through a concrete methodology and through your value chain to reduce them
2024/7/29	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Other	Natural Capital Risks	Milestone 2A: No/poor acknowledgement of issue by Company	The company did not directly recognize our ask. They mentioned that they will publish their double materiality as part of their CSRD reporting in 2025 and this assessment will include the risks throughout their supply chain including their downstream risks.
2024/7/29	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Other	Natural Capital Risks	Milestone 3B: Close - Engagement Cleanup	The company reports on GRI 304-3 and GRI 304-4 but not on GRI 304-1 and GRI 304-2. We prioritized other biodiversity recommendations related to their pesticides production in 2024
2024/7/29	CORTEVA INC	Engagement - Active	One-to-few (with other institutions)	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Other reporting engagements	Milestone 3B: Close - Engagement Cleanup	Corteva identified biodiversity as highly material topic in their recent impacts, dependencies, risks and opportunities assessment
2024/6/17	COVIVIO	Engagement - Active	One-to-one	Real Estate	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems-2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio-3 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do-4 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year-5 - The company does not develop a sufficiently ambitious target on the annual in-use embodied GHG emissions from renovations on its owned buildings
2024/6/17	COVIVIO	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not have an internal carbon price
2024/6/17	COVIVIO	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy

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2024/6/17	COVIVIO	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : 1 - Governance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/3/18	COVIVIO	No Engagement	One-to-one	Real Estate	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 3B: Close - Engagement Cleanup	We clean up this engagement as it is now covered under our NZ engagement.
2024/3/18	COVIVIO	No Engagement	One-to-one	Real Estate	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3C: Positive outcome	The company heeded our recommendations and published : - a separate green bond allocation report - with impact data in it
2024/12/3	CROWDSTRIKE HOLDINGS INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	Our call with Crowdstrike suggested that the company responded efficiently and robustly to the outage caused by its software update in summer 2024, with teams and board committees acting as expected in crisis setting. We did ask for KPIs around internal risk management to be published in reporting as company lacks transparency on ESG matters.
2024/8/13	CROWDSTRIKE HOLDINGS INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2B: Acknowledgement of the issue	Company has generally responded quickly with communication and technical remediation. We will assess progress in September and see if there are opportunities to enhance policy disclosures.
2024/8/8	CROWDSTRIKE HOLDINGS INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 1: Raise issue with Company	Would you be able to share any early insights and any plans to strengthen standard operating procedures and disclosures around your policies for technology disruption? What changes, if any, are planned for you client support and communications process? Are there any immediate organisational consequences (e.g., accountability and resourcing decisions)?
2024/6/5	CROWDSTRIKE HOLDINGS INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	We voted against Gerhard Watzinger who is a non-independent member of the Nomination Committee which does not meet our independence requirement (33 %).
2024/6/5	CROWDSTRIKE HOLDINGS INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Vote against the nominee (Roxanne S. Austin) who holds an excessive number of Board mandates
2024/6/5	CROWDSTRIKE HOLDINGS INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report.
2024/4/8	CROWDSTRIKE HOLDINGS INC	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Acknowledged but find challenging at the moment due to high growth phase. Will look at % reporting and potentially use as proxy.
2024/4/8	CROWDSTRIKE HOLDINGS INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Some disclosures provided in the new ESG Initiatives documents - Amundi to assess.
2024/4/8	CROWDSTRIKE HOLDINGS INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Reporting	Other reporting engagements	Milestone 2B: Acknowledgement of the issue	disclosed DE&I basics in new ESG initiatives document.
2024/12/20	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Develop strategy	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 1: Raise issue with Company	We asked the company to expand the coverage of its current Access to more products and/or more countries/regions.
2024/12/20	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 1: Raise issue with Company	We asked the company to include Access to Health as a key component of its sustainability journey, and move it as a more material ESG topic than it currently is.
2024/12/20	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 1: Raise issue with Company	We asked the company for a more articulated holistic Access to Health strategy, with KPIs and mid/long term targets.
2024/12/20	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Other	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 1: Raise issue with Company	We suggested the company to join the Zero Health Gaps Pledge (ZHGP).
2024/12/20	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 1: Raise issue with Company	We asked the company to publish a fully granular materiality map, rather than only “three most important topics”.
2024/4/26	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The gender diversity of the Board is below our guidelines -33%) w/ 31% female directors.
2024/4/26	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	Lack of independence: We voted against members who are considered non-independent as per our guidelines [at least 50% for non-controlled companies/at least one third in the case of controlled* companies and emerging markets, taking into account all board members]. *A company is considered to be controlled if a shareholder control at least 30% of voting rights.
2024/4/26	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Other	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	Given the lack of independence, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years) in addition to the non-independent members.
2024/4/26	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Other	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	Lack of independence: We voted against non-independent member(s) of the Audit, Rem Nom and Governance Committee which does not meet our independence requirement of [50% for Nomination and Remuneration Committees; 67% for Audit Committee]
2024/4/26	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/4/26	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.

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2024/4/26	DANAHER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Less than half of the LTI is explicitly linked to performance conditions. Vote against the remuneration report.
2024/10/21	DANONE	No Engagement	One-to-one	Food, Beverage and Tobacco	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/10/21	DANONE	No Engagement	One-to-one	Food, Beverage and Tobacco	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/4/28	DANONE	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 1: Raise issue with Company	The company was in mediation process because of 3 NGOs (Surfrider and co) accusing the company of not taking the plastic risk enough in consideration in its Duty of Care.
2024/4/28	DANONE	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2C: Strategy/Response developed to issue raised	The company has been discussing with the 3 NGOs and has modified its Duty of Care answer in order to be better aligned with the NGOs requirements. The company considers that it was more a formalism issue rather than a question of strategy. As a consequence, the company has changed the language from using a "circular economy" strategy to a risk of pollution + being less assertive. We will close this controversy if we have proof of success and that the remediation is over, which should be the case in the next few months according to the company.
2024/4/28	DANONE	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Raise awareness	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2C: Strategy/Response developed to issue raised	No new development
2024/4/28	DANONE	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 2C: Strategy/Response developed to issue raised	The company has set up a ESG KPI in the Board variable remuneration on sugar reduction and new targets were set up by 2030 in order to invest more on nutrition. 95% of the company's portfolio meets a 3.5 or above rating at the HSR system. the company had set targets for sugar reductions in the past on some of its products (yoghurts) but it gets more difficult over time. The percentage of products with a good rating against HSR is already high + the company reviews regularly its recipes in order to reduce sugar.
2024/4/28	DANONE	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU		Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 0	
2024/4/28	DANONE	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Develop new policy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Work in progress - to be rediscovered next week.
2024/4/14	DANONE	Engagement - Soft	One-to-few (with other institutions)	Food, Beverage and Tobacco	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).
2024/4/14	DANONE	Engagement - Soft	One-to-few (with other institutions)	Food, Beverage and Tobacco	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	DANONE	Engagement - Soft	One-to-few (with other institutions)	Food, Beverage and Tobacco	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company if: II - a/ it publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ it considers relying on voluntary frameworks such as TNFD, SBTN, GRI101..., to account for nature- related risks and opportunities. III/ it publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	DANONE	Engagement - Soft	One-to-few (with other institutions)	Food, Beverage and Tobacco	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2C: Strategy/Response developed to issue raised	We asked the company : I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.
2024/4/14	DANONE	Engagement - Soft	One-to-few (with other institutions)	Food, Beverage and Tobacco	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2C: Strategy/Response developed to issue raised	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility

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2024/3/15	DANONE	Engagement - Soft	One-to-few (with other institutions)	Food, Beverage and Tobacco	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity)
2024/3/15	DANONE	Engagement - Soft	One-to-few (with other institutions)	Food, Beverage and Tobacco	EMU	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent? Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)
2024/3/15	DANONE	Engagement - Soft	One-to-few (with other institutions)	Food, Beverage and Tobacco	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/11/27	DEUTSCHE POST AG	No Engagement	One-to-one	Transportation	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement at this time as the collaborative group prioritised other names for the 2024 engagement. We may reopen the engagement should priorities change
2024/10/15	DEUTSCHE POST AG	Engagement - Active	One-to-one	Transportation	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	The audit committee is 33% indep w/o ER. Presentation our policy to the company. It acknowledges it.
2024/10/15	DEUTSCHE POST AG	Engagement - Active	One-to-one	Transportation	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 1: Raise issue with Company	Presentation of our policy on virtual only meetings. The company acknowledges it.
2024/5/17	DEXCOM INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	•The gender diversity of the Board is below our guidelines -33% w/ 30% female directors. Given the lack of diversity, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years).
2024/5/17	DEXCOM INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates
2024/5/17	DEXCOM INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.
2024/2/20	DEXCOM INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Neutral outcome	Company demonstrates very strong cybersecurity practices with strong awareness of the issues raised. We close this engagement with a neutral outcome (given changes were not a result of engagement) to encourage better disclosures.
2024/2/20	DEXCOM INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2B: Acknowledgement of the issue	Company has improved its cybersecurity disclosures in its 10-K form (shared with Amundi). We will assess and get back with recommendations.
2024/7/3	DIGITAL REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	1 - Do you have targets for the use of recycled materials in your assets for developments or refurbishment ?
2024/7/3	DIGITAL REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	1 - Do you have any targets related to circularity ?
2024/7/3	DIGITAL REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio
2024/7/3	DIGITAL REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not have an internal carbon price
2024/7/3	DIGITAL REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not report clearly on the annual whole building in-use operational GHG intensity of its owned buildings 2 - The company does not report clearly on the annual energy intensity of its buildings' portfolio
2024/7/3	DIGITAL REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : 1 - Gouvernance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?

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2024/6/5	DIGITAL REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	The nominee holds an excessive number of Board mandates (4 in total, including 1 as a Chair) and is therefore considered overboarded.Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.
2024/6/5	DIGITAL REALTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
2024/11/13	EDP-ENERGIAS DE PORTUGAL SA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We have reached out to the company to request further clarification of Net Zero strategy - see email for details
2024/3/26	EDP-ENERGIAS DE PORTUGAL SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	The proponent has not disclosed sufficient information to enable support of the proposal.
2024/3/26	EDP-ENERGIAS DE PORTUGAL SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 1: Raise issue with Company	The level of dividend is not in the long-term interest of shareholders.
2024/12/11	EDWARDS LIFESCIENCES CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2A: No/poor acknowledgement of issue by Company	We re-sent our cybersecurity questions and recommendations as the company has not replied in 2023 nor 2024 to our outreach.
2024/12/11	EDWARDS LIFESCIENCES CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2A: No/poor acknowledgement of issue by Company	We re-sent our cybersecurity questions and recommendations as the company has not replied in 2023 nor 2024 to our outreach.
2024/4/30	EDWARDS LIFESCIENCES CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditors' tenure exceed 24 years.
2024/4/30	EDWARDS LIFESCIENCES CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report. Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.
2024/4/30	EDWARDS LIFESCIENCES CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Less than half of the LTI is explicitly linked to performance conditions. Vote against the remuneration report.
2024/11/25	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	We reached out to ENEL to ask and recommend the following: Antitrust Investigation (AGCM) Questions -What is the current status of the AGCM investigation into Enel's alleged practices regarding less favorable contracts for customers facing payment difficulties? Have there been any recent findings or updates since the investigation was initiated? -How has Enel been addressing complaints from customers regarding unclear communication about price hikes and contract terms? What specific measures have been implemented to improve transparency in customer communications since the investigation began? -What actions has Enel taken to ensure compliance with antitrust regulations following previous fines and ongoing investigations? Are there new internal policies or training programs in place to prevent similar issues in the future? Recommendations -We advise comprehensive customer communication strategies that includes clear, written notifications about any changes to contracts or pricing structures. This should involve regular updates through multiple channels. -We recommend establishing mandatory compliance training programs for all employees focused on antitrust laws and ethical business practices. This training should emphasize the importance of transparency and fairness in customer dealings
2024/11/25	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	Antitrust Investigation: the latest development has been that last week the Regional Court (TAR) of Lazio has accepted the appeals presented by Enel (as well as other companies), which asked for the annulment of the fines imposed by the Antitrust for alleged unilateral changes of energy supply contracts.

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2024/11/25	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2B: Acknowledgement of the issue	<p>We once again raised the following questions and recommendations to the company and asked for updates;</p> <p>Controversy 1- Windpeshi Wind Farm (Colombia)</p> <p>Questions</p> <p>-What is the current construction/operation status of the Windpeshi Wind Farm?</p> <p>-Have there been any further engagements between Enel/third-party facilitator and La Romana community since the last reported issues regarding compensation claims? What evolution/steps have been taken to address their demands for double compensation?</p> <p>-Have any new policies' updates or practices been adopted by Enel to prevent similar conflicts in future projects?</p> <p>-How does Enel plan to enhance transparency regarding project updates and community consultations moving forward? Will there be regular public disclosures or updates provided to stakeholders?</p> <p>Recommendation</p> <p>-We advise maintaining a cycle of continuous improvement by regularly reviewing and updating community engagement practices and policies based on feedback and outcomes, ensuring they remain effective and responsive to complex community dynamics.</p> <p>Controversy 2 - Boujdour and Tiskrad Wind Plants (Western Sahara)</p> <p>Questions</p> <p>-Can you provide an update on the status progress of the Boujdour plant? How has Enel been navigating recently the complex political landscape surrounding operations in Western Sahara?</p> <p>-Given the significance of the Polisario Front in this context, has Enel Windpeshi wind farm: in May 2023 Enel announced the suspension of the construction of Windpeshi for an indefinite period of time, implying the interruption of all the construction works other than those that are strictly necessary for the fulfillment of the project's social and environmental commitments. The decision was made by the BoD of Enel Colombia given the impossibility of guaranteeing the construction pace of the project. Please also refer to the attached Press Release, as well as what is reported on page 305 and 306 in Enel's 2023 Sustainability Report:</p> <p>https://www.enel.com/content/dam/enel-com/documenti/investitori/sostenibilita/2023/sustainability-report_2023.pdf</p> <p>Western Sahara: the Boujdour plant (300 MW) is currently in operation. As previously mentioned, the project was preceded by a Social, economic and environmental context analysis in 2015, an Environmental Social Impact Assessment in 2019 and a Human Rights due diligence, a new SEECA and consultation (which involved vulnerable people groups self-identifying as Saharawi) in 2020. There are no relevant updates since. The project allowed the hiring of around 200 people for non-specialist jobs, of which more than 90% from the local Sahrawi community during the construction phase. In addition, more than 100 local small and medium-sized businesses for auxiliary services were employed. For more details, please refer to page 306 through 309 in Enel's 2023 Sustainability Report.</p>
2024/11/25	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	<p>We reached out to the company to ask and recommend the following:</p> <p>Incident at Hydroelectric Plant (Lake Suviana)</p> <p>Questions</p> <p>-What is the current status of the investigation into the blast at the Lake Suviana hydroelectric plant that resulted in seven fatalities? If any, what preliminary findings have emerged?</p> <p>-What long-term preventive measures is Enel considering to avoid similar incidents in the future?</p> <p>-Will there be an assessment of current safety training programs and maintenance procedures across all facilities?</p> <p>Recommendations</p> <p>-We suggest implementing/ (if already present) reporting on the ISO45001 certification across all plants and conducting a thorough safety audit of all hydroelectric facilities to identify potential risks and areas for improvement in safety protocols.</p>
2024/11/25	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	<p>Incident at the Suviana hydro plant: the cause of the incident has not yet been clarified. In fact, there have been delays in the process of emptying out the plant, as the competent authorities have been requiring additional measures to protect the surrounding environment in order to safeguard some elements of proof that may be used in the investigations. We do not expect further significant news before the start of next year.</p>
2024/11/25	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	<p>Has Enel disclosed the financial impact of biodiversity and the impact on supply chain biodiversity dependencies?</p>
2024/7/3	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	<p>to be disclosed 1) the financial impact of biodiversity 2) the impact on supply chain biodiversity dependencies</p>
2024/7/3	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	

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2024/7/3	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Social Cohesion	Just Transition	Just Transition	Milestone 1: Raise issue with Company	How does Enel integrates JT in its decarbonization strategy? Do you have specific KPIs on the customer pillar and third party dependencies?
2024/7/3	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Social Cohesion	Just Transition	Just Transition	Milestone 2B: Acknowledgement of the issue	Concerning Just Transition, ENEL could enhance transparency by implementing the below KPIs: 1. Enhanced transparency on how the social dimension of the transition influences the company's restructuring plans, including mergers, acquisitions, capital expenditure, expansion plans, downsizing, and closures. 2. Improved mapping of the customer pillar and disclosure of the percentage of customers considered vulnerable. 3. Development of metrics for vulnerable consumers with a clearer definition. 4. Implementation of process metrics (e.g., number of meetings with workers or local stakeholders) and the percentage of workers facing job changes 5. Disclosure of third-party dependencies, encompassing policy and technology. 6. Additional information on the alignment of central and local just transition budgets and timelines, addressing coordination mechanisms. 7. Improved disclosure on the human rights and human capital competencies currently held by the Board.
2024/7/3	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Develop strategy	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	Good progress has been made and is underway. Enel can still be expected to increase transparency in disclosing the mapping of their solar supply chain materials. Clear guideline given to the company.
2024/7/3	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	There have been further discussions about the need to bring forward their operational emission reduction target from 2040 to 2035. We believe that this is no longer relevant since, as mentioned above, the scope of their operations extends largely outside the EU and, given the geopolitical situation, exiting the gas market in Italy before 2040 (commitment in place) is not feasible at adequate cost. Their NZ targets align with the 1.5d scenario and the previous recommendation does not represent a deal breaker.
2024/7/3	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Can you please update us on ENEL's preparedness on climate physical risk? How do the assessment on physical risk define ENEL's investment implications? How is this work conducted for the whole value chain?
2024/7/3	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	While the company demonstrates a robust preparedness for physical risks, more detailed disclosure is expected in the following areas: Disclosure of indicators or measures monitoring investment implications of physical climate change impacts; Formalisation of a clear policy and strategy for diffusing physical risk assessment and management practices throughout the entire value chain; Increased transparency on the most at risk assets identified; Reporting on: • the investment implications of these impacts, • the actions taken to mitigate these impacts, • the effectiveness of the actions take
2024/3/7	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Other	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 1: Raise issue with Company	Engagement falling within our Coal Policy requirement needs. We have reiterated our policy and requested the company to provide further clarity on their coal revenues calculation and projections.
2024/3/7	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Other	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3B: Close - Engagement Cleanup	The company is aligned with our policy. Clarifications received on coal revenues. We have no further concerns nor recommendations going forward, hence we close this engagement objective.
2024/12/23	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	The company recognizes that while H&S results have improved from 2021 to 2023, the figures remain too high and continue to be the Group's top priority. The increase in severity in 2023 is attributed to the inclusion of declared days by contractors in the reporting. However, there has been a notable improvement in employee H&S figures over the past three years, largely due to the One Safety Transformation program. Regarding ISO 45001 certification, the Group does not mandate that every entity obtain this certification, as it can vary by country (e.g., MASE or VCA). Currently, approximately 40% of entities are covered by a certified H&S management system. Nevertheless, the Group has a comprehensive framework for H&S management that includes various rules and guidelines (e.g., risk management, incident investigation, contractor management). Compliance with these Group Rules is mandatory for all entities, ensuring they are effectively covered by an H&S management system. Overall the company is encouraged to increase the share of entities covered by an externally certified H&S system.

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2024/12/23	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	ENGIE has provided information regarding its annual human rights risk analysis surveys across its entities and potential risk assessments for emerging projects. In terms of supply chain mapping, 100% of qualified suppliers for PV modules and wind turbines in high-risk countries have submitted supply chain maps, showing no evidence of entities in the Xinjiang region. ENGIE conducts factory audits and requires suppliers to commit to not using forced labor. In 2024, ENGIE observed a 10-point increase in the EcoVadis scores of its PV module and wind turbine suppliers, indicating improved supplier engagement on human rights. No contracts were terminated due to high-risk exposure in Xinjiang. ENGIE maintains up-to-date due diligence reports for all suppliers, particularly those in high-risk areas, and integrates non-discrimination principles into recruitment and compensation frameworks. Additionally, ENGIE's participation in SolarPower Europe's Supply Chain Monitoring Program has enhanced its knowledge and contributed to discussions on best practices for ethics and labor rights in the solar industry. To build on these strong efforts, greater transparency should be ensured regarding the results of their social due diligence process, particularly to provide evidence of no contract terminations and to demonstrate how non-discrimination principles and compensation frameworks are concretely integrated into their overall due diligence practices.
2024/12/23	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2B: Acknowledgement of the issue	ENGIE remains actively involved in lobbying through its membership in the International Gas Union (IGU), where it plays a significant role in shaping the association's direction. In 2024, the IGU is expected to release a Strategic Positioning Paper and an external manifesto that will promote gas as a key driver of decarbonization, supporting various forms of gas, including natural and renewable gases. Additionally, ENGIE maintains a limited membership in the Malaysian Gas Association (MGA), focusing solely on a working group for Combined Heat and Power (CHP). Their involvement is modest, allowing them to engage without participating in broader advocacy activities. Overall, ENGIE emphasizes the importance of gas in achieving a balanced energy system while recognizing the need for a just transition away from fossil fuels. Overall its historical position on advocacy activity on gas remains unchanged.
2024/12/23	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Engie has provided additional insights into its LNG business, clarifying that it is solely involved in constructing the Wilhelmshaven Floating Storage Regasification Unit (FSRU). They noted that disclosing a detailed asset-by-asset plan for exiting fossil gas or transitioning to renewable gas poses significant challenges, as it may require sharing sensitive information. However, they acknowledge the concerns and will consider what information can be shared in the future. They emphasized the critical role of gas in ensuring flexibility within a balanced energy system and reiterated that maintaining a diverse energy portfolio, including gas, helps mitigate risks such as grid pressure, infrastructure costs, and reliability issues during peak demand. The company also shared current renewable gas production figures, specifically for biomethane, but not for hydrogen.
2024/12/23	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company has acknowledged the recommendations and said that the next 2025 AGM will represent an opportunity to present the update of their climate strategy presented 3 years ago and propose additional ambitions and disclosures.
2024/12/23	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company has acknowledged the recommendations and said that the next 2025 AGM will represent an opportunity to present the update of their climate strategy presented 3 years ago and propose additional ambitions and disclosures.
2024/12/23	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company has acknowledged the recommendation and said that the next 2025 AGM will represent an opportunity to present the update of their climate strategy presented 3 years ago and propose additional ambitions and disclosures.
2024/12/23	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 2C: Strategy/Response developed to issue raised	The company acknowledges the importance of closing or converting coal assets rather than selling them. However, they note that local authorities' perspectives on energy resilience and economic sustainability can impact these decisions. To ensure a just transition, the company has committed to considering these factors. Since 2021, they have closed three coal plant units: Tocopilla 14 and 15 in Chile and ILO 21 in Peru. They converted the Tejo plant in Portugal and sold the Jorge Lacerda and Pampa Sul plants in Brazil. Pampa Sul, contracted until 2043, will see significant investments to reduce carbon emissions and develop carbon capture technology. The sale of Jorge Lacerda affected numerous employees and contributed significantly to the local economy. As of June 30, 2024, the company has 2.1 GW of coal capacity remaining, representing about 2% of its total installed capacity. This includes three units in Chile (two to be closed and one converted) and a minority stake in a plant in Morocco.

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2024/11/19	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	Reopening milestone as this remains a risk to be closely monitored - "We appreciate your comprehensive initiatives implemented within the health and safety domain, particularly the Group's "One Safety" Transformation Plan designed to elevate performance standards. However, we are concerned by the increased employee accident severity rate in 2023, the rise in fatal employee accidents, and the persistent level of subcontractor fatalities across the four incidents reported. Overall, we recommend the inclusion and reporting of health and safety certifications (i.e., ISO 45001 certification) for all sites, where possible, and evidence of frequent audits"
2024/11/19	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Social Cohesion	Just Transition	Just Transition	Milestone 1: Raise issue with Company	We appreciate the ongoing social dialogue efforts on just transition with affected stakeholders. We have positively acknowledged the Group's time-bound indicators to mitigate the social impacts of the transition on workers through the targets for upskilling the workforce from now until 2030. In the future, however, we would recommend expanding and reporting also on time-bound indicators to mitigate the social impacts of the transition on other affected stakeholders or business relationships
2024/11/19	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	Reopening milestone to continue encouraging better practices on this key risk: "we would appreciate more comprehensive disclosures regarding mapping and traceability exercise outcomes. We would be particularly appreciative of transparent more reporting demonstrating zero instances of forced labor non-compliance. We also strongly recommend that evidencing that your due diligence process comprehensively captures and reports key criteria surrounding fair recruitment and equitable payment practices".
2024/11/19	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 1: Raise issue with Company	Reopening this milestone - Engie's advocacy and lobbying for a prolonged use of natural gas conflicts with what is required under the 1.5D scenario. Amundi strongly encourages all companies to disclose a public commitment to align both direct and indirect lobbying activities (i.e., via trade associations) with the 1.5D scenario. - We understand that Engie has a detailed framework to address potential cases of misalignment, including escalation strategies. However, would it be possible to know what actions have been taken to address specific cases of misalignment/partial alignment with its industry associations (i.e., International Gas Union and Malaysian Gas Association)? Were any memberships terminated following the assessment?
2024/11/19	ENGIE	Engagement - Active	One-to-one	Utilities	EMU		Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 0	
2024/11/19	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	"Renewables Expansion: we recommend disclosing renewable development targets beyond 2030. Moreover, we note that ENGIE has good capacity development targets on many low carbon solutions needed in the race to net zero: renewable power, batteries, low-carbon hydrogen, biomethane. Our assessment of these efforts indicates alignment with the IEA SDS scenario (WB2D). To further strengthen Company's ambition, we encourage further efforts on renewables expansion in line with the IEA NZE scenario (1.5"). Specifically, this would require 74%/76% low-carbon sources in generation/capacity by 2030. Natural Gas in Generation Mix: we recommend addressing in a more comprehensive way the significant gas-fired generation currently in place, with clearer plans and commitments to phase it down towards the 2045 net zero objective. As part of the IEA Net Zero guidelines, it is recommended to set interim targets on natural-gas fired power generation (share in the power mix or total power generation/capacity) and in line with a 1.5°C objective. Such a target (either in terms of share or generation/capacity) should respect the following: • 1.5°C (share) = 17% by 2030, 1% by 2040, 0.5% by 2050, as opposed to 23% in 2020; WB2°C (share) = 18.5% by 2030, 8% by 2040, 3.5% by 2050 • 1.5°C (generation/capacity) = flat by 2030 as compared to 2020, -90% by 2040, -96% by 2050; WB2°C (generation/capacity) = flat by 2030 as compared to 2019, -44% by 2040, -68% by 2050 - Involvement in LNG: we have noticed that ENGIE is involved in the development of several LNG infrastructures projects with three expansions for the French liquefied natural gas (LNG) import terminals and is involved in the upcoming Le Havre floating storage and regasification unit (FSRU) in France as well as in a second FSRU project in Wilhelmshaven.

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2024/11/19	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Following up on previous recommendations: "the Group's 30% reduction target (2017-2030) falls short of the 50% reduction required by IEA NZE. In addition, this target has been already met, and no new targets have been released so far suggesting the possibility of setting more ambitious targets. • Are there any plans for reviewing the same?" - Disclosure and ambition should extend beyond solely the infrastructure business unit. - For a more coordinated approach, Engie's OGMP 2.0 partnership is recommended to be shifted from a subsidiary level to the Group level. • We are aware that you have a breakdown of several methane emission reduction targets per subsidiary. However, some of these targets are intensity based and others are absolute. Have you considered harmonizing these different targets? • Moreover, have there been any considerations to put in place a net zero target on methane emissions from gas transport operations (scope 3 category 9), purchased gas (scope 3 category 3) and use of sold gas (scope 3 category 11) by 2050 at the latest?" - Amundi recognizes the achievement of SBTi validation for Company's nearterm targets aligned with a well-below two degrees pathway. We encourage Engie to identify further emissions reduction opportunities to align targets with a 1.5° pathway. Specifically: - power generation carbon intensity of 138kgCO2e/MWh or less by 2030. - natural gas sales volumes peaking by 2025, then at least -20% by 2030, -72% by 2050, as compared to 2019. - Neutrality for the Power Business: we encourage revision of the current Net Zero target for operational carbon emissions (scope 1&2) from power generation to align with the IEA's guidance. This indicates achievement of Net Zero for the power sector by 2035 for advanced economies, including EU, and by 2040 for the rest of the world. -Natural Gas in Generation Mix: we recommend addressing in a more comprehensive way the significant gas-fired generation currently in place, with clearer plans and commitments to phase it down towards the 2045 net zero objective. As part of the IEA Net Zero guidelines, it is recommended to set interim targets on natural-gas fired power generation (share in the power mix or total power generation/capacity) and in line with a 1.5°C objective. Such a target (either in terms of share or generation/capacity) should respect the following: • 1.5°C (share) = 17% by 2030, 1% by 2040, 0.5% by 2050, as opposed to 23% in 2020; WB2°C (share) = 18,5% by 2030, 8% by 2040, 3.5% by 2050 • 1.5°C (generation/capacity) = flat by 2030 as compared to 2020, -90% by 2040, -96% by 2050; WB2°C (generation/capacity) = flat by 2030 as compared to 2019, -44% by 2040, -68% by 2050 - As previously discussed, have any considerations been made with regard to the potential disclosure of how every natural gas asset will be phased out (e.g., sell, shut down, equipment with CCFE etc. - If not, what refining unit? - Can we Blends etc.
2024/11/19	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	"Amundi recognizes the achievement of SBTi validation for Company's nearterm targets aligned with a well-below two degrees pathway. We encourage Engie to identify further emissions reduction opportunities to align and verify targets with a 1.5° pathway".
2024/11/19	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	"We greatly appreciate Engie's commitment to phasing out thermal coal by 2025 in continental Europe and by 2027 worldwide. To have a meaningful positive impact on the climate, we believe that companies should: • Shut down coal assets rather than sell them • Replace them with low-carbon energy sources, avoiding coal-to-gas transitions whenever possible Moreover, companies should prioritize a total phase-out of all coal assets rather than relying on abatement technologies such as CCUS (Carbon Capture, Utilization, and Storage). Currently, Amundi believes that these abatement technologies are still in relative infancy and should only be employed in industries,sectors or cases where emissions are hard to abate. They should not be utilized in sectors where viable technologies already exist at scale for achieving emissions reductions, including but not limited to the power and heat sectors. Finally, to ensure clarity 3 and credibility, this phase-out commitment must be supported by a comprehensive plan that specifies for each coal asset owned by the company: • The year and method of exit (e.g., sell, shut down, or replace with 100% ammonia or bioenergy) • The name, country, and nominal capacity (in MW) of the asset - In this regard, could we please request an update on how many coal plants have been fully decommissioned so far compared to those that have been sold or converted? Additionally, what is the plan for the remaining assets?"
2024/10/29	ENGIE	No Engagement	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Close - Engagement Cleanup	Clean up as controversy. Will be on issuer level and monitor by the ESG analyst in charge of the sector
2024/10/21	ENGIE	No Engagement	One-to-one	Utilities	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/10/21	ENGIE	No Engagement	One-to-one	Utilities	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/4/22	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The remuneration report does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives - Vote FOR but We'd like to see more details on the actual targets and the corresponding vesting levels.

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2024/4/14	ENGIE	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).
2024/4/14	ENGIE	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	ENGIE	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company if: II - a/ it publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ it considers relying on voluntary frameworks such as TNFD, SBTN, GRI101..., to account for nature-related risks and opportunities. III/ it publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	ENGIE	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2C: Strategy/Response developed to issue raised	We asked the company : I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.
2024/4/14	ENGIE	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2C: Strategy/Response developed to issue raised	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility
2024/3/15	ENGIE	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity)
2024/3/15	ENGIE	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent? Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)
2024/3/15	ENGIE	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/12/5	ENI SPA	No Engagement	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3C: Positive outcome	Closing the CDP Forest engagement positively as the company has filled 90% of the aggregated CDP questionnaire this year, including the Forests section (source: CDP Website at: https://www.cdp.net/en/investor_member/files?title%5B%5D=disclosure_engagement_tool)
2024/11/19	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 1: Raise issue with Company	We sent a set of Deforestation questions to better understand the company strategy, and have better visibility on their reporting.
2024/9/12	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	While they gave a long thematic response, the company did not address our Net Zero questions. We will look to follow up to get a detailed response.
2024/9/12	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2A: No/poor acknowledgement of issue by Company	The company did not address our physical risk questions. We will look to follow up to get a detailed response.
2024/8/30	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We resent the Net Zero letter and Framework, as we have had no response from the original request of December 2023.
2024/8/30	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	We resent the Physical Risk questions, as we have had no response from the original request of December 2023.

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2024/6/24	ENI SPA	Engagement - Soft	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	As part of the official CDP NDC campaign, requesting again the company to fill in the CDP questionnaire, as it has not done so previously
2024/5/3	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	ENI provided a very comprehensive response to our biodiversity questions. We will follow up later this year to better understand some key aspects.
2024/5/3	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	ENI provided a very comprehensive response to our biodiversity questions. We will follow up later this year to better understand some key aspects.
2024/4/5	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2C: Strategy/Response developed to issue raised	ENI reported a fuller strategy and some metrics for the low carbon solutions they are focused on. We will continue to monitor the progress the company makes and request further disclosure when we revisit.
2024/4/5	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Other	Other	Milestone 3B: Close - Engagement Cleanup	We close this engagement as it is accounted for in the Low Carbon Solutions Theme
2024/4/5	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 3B: Close - Engagement Cleanup	We close this engagement. We received no response to our questions and the controversy is no longer flagged in our framework.
2024/3/11	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 1: Raise issue with Company	Discussion around the possibility to amend the bylaws to authorise the organisation of only virtual meeting. We explained that we are not in favor.
2024/1/31	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	Nigeria oil spills - ENI provided a comprehensive response to the spills in Nigeria. We will look to have a follow up discussion with the company to better understand some aspects.
2024/1/31	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2B: Acknowledgement of the issue	ENI provided a comprehensive response to the spills in Nigeria. We will look to have a follow up discussion with the company to better understand some aspects.
2024/1/31	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Dilligence	Milestone 2A: No/poor acknowledgement of issue by Company	The level of detail in the responses was poor and we will follow up as we can not assess at present.
2024/1/31	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 2B: Acknowledgement of the issue	ENI was acquitted of any wrongdoing, giving a very full response to our questions. We will follow up to clarify some points to be able to conclude our analysis.
2024/1/31	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 2B: Acknowledgement of the issue	The company does not comment on individual climate litigation cases in the USA. There was no attribution of liability to ENI in the Philippines case.
2024/1/4	ENI SPA	No Engagement	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3A: Negative outcome	The CDP website confirms that the company did not respond to CDP Forest in 2023.
2024/12/10	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	We have no answer to the following recommendations : 1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 2 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do 3 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year
2024/12/10	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	we have no answer to the following recommendations : 1 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy 2 - The company does not report clearly on the annual whole building in-use operational GHG intensity of its owned buildings 3 - The company does not report clearly on the upfront embodied GHG intensity of its new buildings acquired (as a first owner) in the reporting yearRemove Milestone
2024/12/10	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2A: No/poor acknowledgement of issue by Company	We have no answer to the following questions : Regarding the physical-risk, we asked these questions to the company : 1 - Gouvernance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?

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2024/11/13	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	GSSB	Green Bond	Milestone 2A: No/poor acknowledgement of issue by Company	We follow up on our previous recommendations : The new framework includes project categories with low additionality, which % the company intends to allocate to these categories ? We recommend to add the % of opex / capex in their allocation report We recommend to add more details on projects categories financed by the bond We recommend to add the impact calculation methodology
2024/8/27	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	GSSB	Green Bond	Milestone 1: Raise issue with Company	The new framework includes project categories with low additionality, which % the company intends to allocate to these categories ? We recommend to add the % of opex / capex in their allocation report We recommend to add more details on projects categories financed by the bond
2024/6/17	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems- 2 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do- 3 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year
2024/6/17	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy- 2 - The company does not report clearly on the annual whole building in-use operational GHG intensity of its owned buildings- 3 - The company does not report clearly on the upfront embodied GHG intensity of its new buildings acquired (as a first owner) in the reporting year
2024/6/17	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : 1 - Governance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/5/14	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors.The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
2024/5/14	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors.The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.The nominee holds an excessive number of Board mandates (3 in total, including 3 as a Chair of Audit Committee) and is therefore considered overboarded.
2024/5/14	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	The weight of the ESG criteria in the variable compensation is insufficient.
2024/12/17	EQUINOR ASA	Engagement - Active	One-to-one	Energy	Europe ex-EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 3C: Positive outcome	The company published a tax contribution report addressing most of our asks: - The Global Tax Strategy is owned, overseen and approved annually by the Board of Directors. - The report has been prepared to give more insight to stakeholders. - The company presents transparency as a foundation for good governance allowing businesses to prosper, enhance accountability and foster dialogue with stakeholders to promote progress for society. And it encourage feedback from stakeholders. And the report include a dedicated section. - Tax evasion is included in concerns for which stakeholders are encouraged to report through whistleblowing systems.
2024/12/17	EQUINOR ASA	Engagement - Active	One-to-one	Energy	Europe ex-EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 3C: Positive outcome	The new tax contribution report now also discloses tangible assets per country.
2024/12/5	EQUINOR ASA	No Engagement	One-to-one	Energy	Europe ex-EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3C: Positive outcome	Closing the CDP Water engagement positively as the company has filled 100% of the aggregated CDP questionnaire this year, including the Water section [source: CDP Website athttps://www.cdp.net/en/investor_member/files?title%5B%5D=disclosure_engagement_tool]
2024/11/12	EQUINOR ASA	Engagement - Active	One-to-few (with other institutions)	Energy	Europe ex-EMU	Develop strategy	Social Cohesion	Just Transition	Just Transition	Milestone 2B: Acknowledgement of the issue	Despite initially walking back on the plans to develop a formal just transition strategy as discussed in previous engagements, the company did acknowledge that some meaningful KPIs can be introduced and reported. Amundi to send examples ahead of next call. Company will also consider liaising with the People & Organisation unit for more coherent reporting between human capital and JT.

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2024/11/12	EQUINOR ASA	Engagement - Active	One-to-few (with other institutions)	Energy	Europe ex-EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Equinor have given no additional information on targets and capex, and we have again requested this ahead of their update in 1Q 2025.
2024/6/25	EQUINOR ASA	Engagement - Soft	One-to-one	Energy	Europe ex-EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	As part of the official CDP NDC campaign, requesting the company to fill in the CDP questionnaire, as it has not done so previously
2024/5/2	EQUINOR ASA	Engagement - Active	One-to-one	Energy	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative climate-related KPI: vote against remuneration report [and policy]. The weight of the ESG criteria in the variable compensation is insufficient (less than 10%): vote against remuneration report [and policy].
2024/5/2	EQUINOR ASA	Engagement - Active	One-to-one	Energy	Europe ex-EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The remuneration policy does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives and/or the structure of the remuneration is inadequate.
2024/1/17	EQUINOR ASA	Engagement - Active	One-to-few (with other institutions)	Energy	Europe ex-EMU	Develop strategy	Social Cohesion	Just Transition	Just Transition	Milestone 2B: Acknowledgement of the issue	We expect Equinor to develop its JT strategy further to include (1) metrics and targets which are due to be published in 2025, (2) risk assessment aligned with climate transition plans, and (3) Board/Senior Leadership oversight.
2024/1/16	EQUINOR ASA	Engagement - Active	One-to-one	Energy	Europe ex-EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Equinor provided some brief comments to some of our questions, but did not provide enough detail to further our analysis. We will follow up in 2024.
2024/1/16	EQUINOR ASA	Engagement - Active	One-to-one	Energy	Europe ex-EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	Equinor look like they take physical risk into account and we will follow up to clarify some of the information they provided.
2024/7/3	ESSEX PROPERTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems- - 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio
2024/7/3	ESSEX PROPERTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not have an internal carbon price
2024/7/3	ESSEX PROPERTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not report correctly on its carbon footprint- - 2 - The company does not report clearly on executive remuneration alignment with ESG KPIs- - 3 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy- - 4 - The company does not report clearly on the annual whole building in-use operational GHG intensity of its owned buildings- - 5 - The company does not report clearly on the annual energy intensity of its buildings' portfolio
2024/7/3	ESSEX PROPERTY TRUST INC	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : - 1 - Governance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? - 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? - 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? - 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/12/5	ESSILORLUXOTTICA SA	No Engagement	One-to-one	Consumer Durables and Apparel	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3C: Positive outcome	Closing the CDP Water engagement positively as the company has filled 94% of the aggregated CDP questionnaire this year, including the Water section (source: CDP Website at:https://www.cdp.net/en/investor_member/files?title%5B%5D=disclosure_engagement_tool)
2024/10/31	ESSILORLUXOTTICA SA	No Engagement	One-to-one	Consumer Durables and Apparel	EMU	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Neutral outcome	while not too formal, EL has expanded their nature strategy with their "Eyes on the Planet" strategy that focuses on circularity and net zero for direct activities starting in 2025 and Europe in 2023. It needs more depth publicly but we are closing as this company is no longer a priority
2024/10/31	ESSILORLUXOTTICA SA	No Engagement	One-to-one	Consumer Durables and Apparel	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 3B: Neutral outcome	They aim to eco design all products by 2025 and has certain pilots in various regions such as china or brazil to expand recycling capabilities. they could do more but we are closing as the company is no longer a priority and we can expect more with CSRD
2024/10/31	ESSILORLUXOTTICA SA	No Engagement	One-to-one	Consumer Durables and Apparel	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Neutral outcome	closing as controversy is old and it is no longer a priority company. we could reopen if another controversy occurs on this subject
2024/10/21	ESSILORLUXOTTICA SA	No Engagement	One-to-one	Consumer Durables and Apparel	EMU	Raise awareness	Social Cohesion	Indirect Employees Governance (General)	Supply Chain Due Dilligence	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/10/21	ESSILORLUXOTTICA SA	No Engagement	One-to-one	Consumer Durables and Apparel	EMU	Raise awareness	Strong Governance for Sustainable Development		Lobbying	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/6/24	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-one	Consumer Durables and Apparel	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 2B: Acknowledgement of the issue	As part of the official CDP NDC campaign, reiterating our request to the company to fill in the CDP questionnaire, as it has not done so previously
2024/4/14	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Durables and Apparel	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).

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2024/4/14	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Durables and Apparel	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Durables and Apparel	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company if: II - a/ it publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ it considers relying on voluntary frameworks such as TNFD, SBTN, GRI101..., to account for nature-related risks and opportunities. III/ it publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Durables and Apparel	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company : I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.
2024/4/14	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Durables and Apparel	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility
2024/3/18	ESSILORLUXOTTICA SA	Engagement - Active	One-to-one	Consumer Durables and Apparel	EMU	Raise awareness	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	We discussed the level of remuneration in the call and the peer group used to compare the remuneration. We might take into consideration some of EssilorLuxottica peers but we told them that taking into account the changes we might be voting against the remuneration because of its level as we did last year.
2024/3/18	ESSILORLUXOTTICA SA	Engagement - Active	One-to-one	Consumer Durables and Apparel	EMU	Raise awareness	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 3C: Positive outcome	We took into consideration some of EssilorLuxottica peer which led us to vote in favor of the remuneration.
2024/3/15	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Durables and Apparel	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity)
2024/3/15	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Durables and Apparel	EMU	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent? Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)
2024/3/15	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Durables and Apparel	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/3/6	FANUC CORP	Engagement - Active	One-to-one	Capital Goods	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 1: Raise issue with Company	we address to the company our aim to have employee representatives at the board. They acknowledge it stressing it's not market practice.
2024/3/6	FANUC CORP	Engagement - Active	One-to-one	Capital Goods	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	we specify to the company our aim to include ESG KPII into executive compensation. The company acknowledges it
2024/3/6	FANUC CORP	Engagement - Active	One-to-one	Capital Goods	Japan	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We informed FANUC that Scope 3 should also be covered in the net zero target.
2024/3/6	FANUC CORP	Engagement - Active	One-to-one	Capital Goods	Japan	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	The 2050 net zero goal covers only Scope 1 and Scope 2. Although we informed FANUC that Scope 3 should also be covered, FANUC stated that its priority is to focus all its efforts on achieving the 2030 target, which was established by considering all feasible technologies. Therefore, we can't expect FANUC to set a net-zero target for Scope 3 for the time being.

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2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 3B: Neutral outcome	The company has not set a target but air emissions from pollutants show a downward trend and company reports on reduction efforts. FMC has adopted the Taskforce on Nature-Related Financial Disclosures (TNFD), and is beginning the process of understanding nature-related dependencies and impacts at its operating sites and in its supply chain. The company has developed the strategy to reduce biodiversity impact that is based on net zero, 100% waste to beneficial reuse, and implementing sustainable water practices at all sites. The outcome is nevertheless neutral as it is not reporting in more detail on a holistic biodiversity strategy.
2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Neutral outcome	- the company has not set reduction targets but started to report on hazardous waste generated over the last three years; FMC has reduced hazardous waste by 1/5 compared to last year - Global guidelines are developed to manage waste across regions - FMC started providing a geographical breakdown of environmental data including water discharges and recycled waste;
2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2C: Strategy/Response developed to issue raised	FMC has not set a target for the share of sales to come from natural and sustainable crop protection, but has introduced a sustainable assessment tool in the product design phase to ensure that the product portfolio moves away from traditional synthetic substances. The result is that around 40 biological products have been launched in 24 countries in the last five years. In addition, these biological products are used in different regions. FMC expects to launch its first biological product, SOFERO™ FALL pheromone, in Brazil in 2025. These are positive developments. Nevertheless, we assess the impact as neutral because we do not know what share of the total product portfolio and their sales contribution these alternatives to synthetic substances will have in the future.
2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Other	Other	Milestone 3B: Neutral outcome	The company started reporting on yearly water consumption and withdrawals. There is a clear improvement in water withdrawal at high risk sites and less water is also consumed at these sites, which had been the priority for their water strategy. For the goal to have sustainable water practices in place at all sites, we do not have visibility of improvements. Hence, we assess the result as neutral.
2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3B: Neutral outcome	In 2023, HHPs accounted for approximately 0.1 percent of our total sales. This reduction of HHPs in our portfolio can be attributed to our internal processes which include continuous evaluation, close monitoring and subsequent phase out. The company has not set a time bound target for its phase out efforts but we consider this result as positive. FMC's Sustainability Assessment Tool (to determine the sustainability of new active ingredients and formulated products in the research and development pipeline) gives confidence that no new HHP will make it to the portfolio.
2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 3C: Positive outcome	The overall tenure remains long but FMC has two new directors.
2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 3B: Neutral outcome	• Alignment of annual investments: We were unable to determine the share of the company's current investment that enables it to achieve its carbon reduction targets. Therefore, we encourage the company to disclose a clear breakdown of its latest investment plan by following "Alignment of annual investments" in the general criteria and in additional sector guidance(s) from the attached framework.
2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 1: Raise issue with Company	Executive remuneration linked to the climate strategy: We were unable to understand clearly the link between your climate strategy and your executive remuneration policy. Therefore, we encourage you to clarify your disclosure by following "Executive remuneration alignment" in the general criteria and in additional sector guidance(s) from the attached framework. In your CDP report, you mentioned that the CEO short-term incentives are linked to progress on your net zero target. We recommend to provide further detail on how annual progress is assessed.
2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Identification of emissions drivers and disclosure of their reduction levers: We are happy that your disclosure explains what are the main emissions drivers of your company. However, we would like to better understand how your reduction pathway is linked to the main GHG emission drivers. For example, in your latest ESG report, you outline Category 1 as by far the major source of your GHG emissions. Yet, supplier's net zero just plays a moderate part in your reduction pathway for the scope 3 emissions.
2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	FMC acknowledged our recommendation but did not change reporting this year. We shared our net zero recommendations this year and used the opportunity to reiterate our ask.
2024/11/21	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	• Assessment and strategy to mitigate physical risks: We are happy that your company assesses the financial impact of physical risks. However, it seems that the disclosure around identified material physical risks lacks an estimate in monetary value of their financial impacts. In addition, we would appreciate a more granular assessment of how climate change is effecting the demand and the effectiveness of your products.
2024/4/22	FRANCO-NEVADA CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.

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2024/11/27	FRAPORT AG FRANKFURT AIRPORT S	No Engagement	One-to-one	Transportation	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement at this time as the collaborative group prioritised other names for the 2024 engagement. We may reopen the engagement should priorities change
2024/6/3	FREEPORT-MCMORAN INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/4/19	FREEPORT-MCMORAN INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	Are you going to set No Net biodiversity loss targets at all your mining sites or only new ones as you have reported? - reasked
2024/4/19	FREEPORT-MCMORAN INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	he company was asked about how the strategy on biodiversity evolved since last engagement. They seem to have a commitment on "Net Zero Biodiversity Loss" by 2023 or 2024. More report on controversial asset would be welcome. --> reasked
2024/4/19	FREEPORT-MCMORAN INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2C: Strategy/Response developed to issue raised	re-asked
2024/4/19	FREEPORT-MCMORAN INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2C: Strategy/Response developed to issue raised	re-asked
2024/4/19	FREEPORT-MCMORAN INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	re-asked
2024/4/19	FREEPORT-MCMORAN INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	re-asked
2024/4/10	GALP ENERGIA SGPS SA	Engagement - Active	One-to-few (with other institutions)	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Galp provided an update on low carbon solutions and they responded to our Net Zero letter yesterday.
2024/4/9	GALP ENERGIA SGPS SA	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	Galp gave no indication of there willingness or intention to join OGMP. We will follow up in the next year.
2024/4/9	GALP ENERGIA SGPS SA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Galp responded to all of our questions, but we have some clarifications that we need to make with the company before completing our analysis.We will follow up later this year.
2024/4/9	GALP ENERGIA SGPS SA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	Galp is in the process of understanding physical risk more fully and we will follow up later this year.
2024/12/30	GE HEALTHCARE TECHNOLOGIES INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Other	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 1: Raise issue with Company	We encouraged the company to join the Zero Health Gaps Pledge (ZHGP).
2024/12/30	GE HEALTHCARE TECHNOLOGIES INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 1: Raise issue with Company	We asked the company to develop establish measurable goals and targets that align with its ESG strategy and address the identified material ESG issues.
2024/12/30	GE HEALTHCARE TECHNOLOGIES INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 1: Raise issue with Company	We asked the company to report more KPIs against the set sustainability targets.
2024/12/30	GE HEALTHCARE TECHNOLOGIES INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	We recommended the company to include ESG as one component of the remuneration of the CEO and top-executives, ideally based on quantitative ESG targets.
2024/12/4	GECINA	Corporate Access	One-to-one	Real Estate	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Close - Engagement Cleanup	Closing this engagement that is a corporate access.
2024/7/30	GECINA	Engagement - Active	One-to-one	Real Estate	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio 3 - The company has no or insufficiently ambitious SBTi validation for its LT target 4 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do 5 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year 6 - The company does not develop a sufficiently ambitious target on the annual in-use embodied GHG emissions from renovations on its owned buildings
2024/7/30	GECINA	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	1 - The company does not provide clear share of low-carbon buildings in its buildings' portfolio
2024/7/30	GECINA	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	Regarding the physical-risk, we asked these questions to the company : 1 - Gouvernance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?

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2024/6/17	GECINA	Engagement - Active	One-to-one	Real Estate	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio 3 - The company has no or insufficiently ambitious SBTi validation for its LT target 4 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do 5 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year 6 - The company does not develop a sufficiently ambitious target on the annual in-use embodied GHG emissions from renovations on its owned buildings
2024/6/17	GECINA	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not provide clear share of low-carbon buildings in its buildings' portfolio
2024/6/17	GECINA	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : 1 - Gouvernance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/11/27	GERRESHEIMER AG	No Engagement	One-to-one	Pharmaceuticals Biotech and Life Sciences	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement at this time as the collaborative group prioritised other names for the 2024 engagement. We may reopen the engagement should priorities change
2024/11/20	GERRESHEIMER AG	Corporate Access	One-to-one	Pharmaceuticals Biotech and Life Sciences	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 3B: Neutral outcome	The company has still not sufficiently independent remuneration committee (excl. ER) but the nomination committee is 50% independent.
2024/12/13	HITACHI LTD	No Engagement	One-to-one	Technology Hardware and Equipment	Japan	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Neutral outcome	1. Hitachi disclosed the following statement on the recruiting website. This is a very commendable commitment in the Japanese market, where it is common practice to set up a special-purpose subsidiary to employ people with disabilities and completely separate them from regular operations. "At Hitachi, we recruit people on the basis of their ability to work at Hitachi, regardless of whether they have a disability or not. This page provides information on career-track positions. After joining the company as a career-track employee, people with disabilities do not work on different tasks from other employees. They work in the same workplace and perform the same tasks as other employees. Therefore, the selection criteria for recruitment and treatment after joining the company are the same as for other employees, but we will give maximum consideration to disabilities." 2. The Group's Diversity, Equity and Inclusion (DEI) policy was established in September 2022 and revised in April 2024. The revised version added two new global DEI themes (LGBTQIA+ and disability and neurodiversity) and also focused on allyship and psychological safety.
2024/7/7	HITACHI LTD	Engagement - Active	One-to-one	Technology Hardware and Equipment	Japan	Develop new policy	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Action d'engagement proposée : Nous avons proposé à Hitachi de définir un lien entre la rémunération des dirigeants (CEO et/ou CFO) et l'atteinte des objectifs à CMT des décarbonation (ou selon la trajectoire de décarbonation). Nous leur avons suggéré de s'inspirer du modèle de Nokia qui a mis un plan innovant d'incentive pour son CEO avec le déclenchement d'une rémunération variable supplémentaire adossée à l'atteinte d'objectifs annuels de décarbonatio
2024/11/25	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Natural Capital Preservation	Other	Other	Milestone 3B: Close - Engagement Cleanup	Cleaning and closing milestone to keep following the progress on this same topic under the following more precise milestone: "Natural Capital Preservation - Biodiversity (general)" through the " Develop Targets" and "Encourage better ESG practices".

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2024/11/25	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Social Cohesion	Just Transition	Just Transition	Milestone 2C: Strategy/Response developed to issue raised	Very good ambition and robust work underway but still room for the below enhanced disclosures: - Metrics that support their climate transition plans - Metrics they already have internally – meetings with stakeholders, impact on vulnerable consumers - Diffusing and reporting on risk and opportunities mitigation actions for new facilities including for suppliers. - Estimated human capital requirement for new green projects - Number of dialogues and agreements reached with stakeholders within a year/X years in the context of the just transition - Operational and capital expenditure for the delivery of just transition goals, e.g. funds set for decommissioning obligations, funding investments in skills/training for workers, suppliers, communities, own decision-makers and other relevant actors, financial considerations related to affordability of products, such as subsidies, market scale and so on - Identify the most affected/marginalised workers, consumers and communities likely to be affected by the transition plans - Number of sustainable and decent jobs created within the company and as much as possible within its supply chains as well as in the communities as part of just transition planning.
2024/11/25	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	The company has acknowledged the request and will consider to: Set targets on the reduction of natural gas volumes, in line with the following: • In the IEA NZE scenario, natural gas production peaks by 2025 and then decreases by 20% in 2030 as compared to 2019, and by 72% in 2050. • In the IEA SDS scenario, natural gas production decreases by 2% in 2030 as compared to 2019, and by 40% in 2050
2024/11/25	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	The company has acknowledged the request and will consider to: -Report on the GHG intensity of its gas transport -Report on methane intensity -Report on intensity of gas flaring and venting, if applicable
2024/11/25	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company has acknowledged the request and will consider setting methane emissions and methane intensity reduction targets for the gas distribution business.
2024/11/25	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company has acknowledged the request and will consider it.
2024/11/7	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We raised the question of setting quantitative targets on the company's biodiversity commitments
2024/11/7	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	The company's work on biodiversity is well progressing. Info on impact and dependencies has been disclosed (waiting for the company to send us the link). They have communicated that it has set targets for its generation assets and networks to conform to its no net biodiversity loss commitment by 2030, with interim goals for 2025. However further quantification should be expected together with a baseline scenario for the targets which is still missing due to issues with historical data.
2024/11/7	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2C: Strategy/Response developed to issue raised	Progress towards the above recycling targets will be disclosed at the end of the year. The company can increase its transparency by providing evidence of CAPEX aimed to support circularity strategies to increase recycling rates/address waste and pollution issues.
2024/11/7	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	Set targets on the reduction of natural gas volumes, in line with the following; • In the IEA NZE scenario, natural gas production peaks by 2025 and then decreases by 20% in 2030 as compared to 2019, and by 72% in 2050. • In the IEA SDS scenario, natural gas production decreases by 2% in 2030 as compared to 2019, and by 40% in 2050
2024/11/7	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	-Report on the GHG intensity of its gas transport -Report on methane intensity -Report on intensity of gas flaring and venting, if applicable
2024/11/7	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Set methane emissions and methane intensity reduction targets for the gas distribution business
2024/11/7	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We wish for the company to have a greater focus on the measurement and reporting of methane. Joining OGMP 2.0 is the best way to demonstrate that. OGMP 2.0 is the flagship oil and gas reporting and mitigation programme of the United Nations Environment Programme (UNEP). It is the only comprehensive, measurement-based international reporting framework for the sector.
2024/11/7	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company remains unable to provide more specific disclosure on natural gas phase down/out than what is already provided due to high commercial sensitivity. However, we know that natural gas will disappear by 2040. We will keep pushing for interim phase down reduction targets. See in the attachment for the precise KPIs suggested.
2024/5/7	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	Amundi remains concerned about the high level of remuneration of the Executive-Chair, Jose Ignacio Sanchez Galan, especially after the split of the role and the appointment of the new CEO last year. (NO VOTE AGAINST)

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2024/5/7	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Amundi also expresses some reservations regarding the stringency of the targets of the variable remuneration, as they can appear not challenging enough. (NO VOTE AGAINST)
2024/4/26	IDEXX LABORATORIES INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Less than half of the LTI is explicitly linked to performance conditions. Vote against the remuneration report.
2024/5/13	ILLUMINA INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/5/13	ILLUMINA INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report. Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.
2024/4/22	INARI AMERTRON BERHAD	Engagement - Active	One-to-one	Technology Hardware and Equipment	Emerging Countries	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Questions re-sent. No acknowledgement/response.
2024/4/22	INARI AMERTRON BERHAD	Engagement - Active	One-to-one	Technology Hardware and Equipment	Emerging Countries	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	Questions re-sent. No acknowledgement/response.
2024/4/22	INARI AMERTRON BERHAD	Engagement - Active	One-to-one	Technology Hardware and Equipment	Emerging Countries	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	Questions re-sent. No acknowledgement/response.
2024/4/22	INARI AMERTRON BERHAD	Engagement - Active	One-to-one	Technology Hardware and Equipment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2B: Acknowledgement of the issue	Questions re-sent. No acknowledgement/response.
2024/4/22	INARI AMERTRON BERHAD	Engagement - Active	One-to-one	Technology Hardware and Equipment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2B: Acknowledgement of the issue	Questions re-sent. No acknowledgement/response.
2024/4/22	INARI AMERTRON BERHAD	Engagement - Active	One-to-one	Technology Hardware and Equipment	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Questions re-sent. No acknowledgement/response.
2024/4/22	INARI AMERTRON BERHAD	Engagement - Active	One-to-one	Technology Hardware and Equipment	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Questions re-sent. No acknowledgement/response.
2024/9/19	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	-Not all channels, but the whistle blower hotline is operated by a third party BKMS (see here: https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=9inf6&c=-1&language=eng) and we have a procedure publicly available that explains how we operate the grievance mechanism (see here: https://www.infineon.com/dgdl/2023_Verfahrensordnung_Hinweisgeber_system_English.pdf?fileId=8ac78c8b85c38bb90185c598936e0003).
2024/9/19	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Only partial reports this year - will publish a full report in 2025.
2024/9/19	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	IR forwarded this recommendation.Share of supplier per region is shown on our webpage (see here: https://www.infineon.com/cms/en/about-infineon/company/procurement/?redirId=231535)
2024/9/17	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Company published information on grievances. Additional questions sent: Are your grievance channels operated by a third party? This would be best practice, but in any event would be helpful to specify in reporting. It would also be helpful to explain how you developed your grievance mechanisms and how you ensure that they are appropriate for your stakeholders.
2024/9/17	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Company published information on grievances and remedy in UK and Canadian authorities reports, but we would like to see a full update in the sustainability report so will wait to close the objective.
2024/9/17	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Followed up to ask about the next report publication.
2024/9/17	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Followed up.
2024/7/15	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Other	Milestone 1: Raise issue with Company	Asked to clarify if Infineon is a member of the SEMI climate consortium. Awaiting response.
2024/7/15	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	Scope 3 remains the biggest obstacle - we provided Infineon with recommendations for Scope 3 reporting and will continue to follow up but do not expect an update until at least 2025.
2024/7/15	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	Recommended to report on product energy efficiency using a metric similar to one used by AMD.
2024/7/15	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Recommendation acknowledged.
2024/7/15	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We provided recommendations and expectations for Scope 3 (product use) reporting to Infineon and would expect improved disclosures going forward.
2024/7/15	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	IR will take recommendations back to sustainability team.
2024/3/22	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	30% Club Germany questionnaire provided to the company as a basis for the engagement meeting.
2024/3/22	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	We would like to see company track the number of women coached through its coaching/mentoring programs; more ambitious maternity policies (currently only meet local regulations), and we would also like to better understand strategic priorities for gender diversity and how they align with company objectives.
2024/3/22	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Re-sent letter with a request to meet.
2024/3/22	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	See engagement report - company has a number of strong practices on female representation and progression.

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2024/2/29	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Re-sent 30% Club questions.
2024/2/7	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Vote against because of overboarding.
2024/9/11	Infrastrutture Wireless Italiane	Corporate Access	One-to-few (with other institutions)	Telecommunication Services	EMU		Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 0	
2024/7/16	Infrastrutture Wireless Italiane	Engagement - Active	One-to-one	Telecommunication Services	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	Follow up Q: You mentioned “2 out 8 members of [your] top executive team are women”, we appreciated the sharing of this number and highlighted that we would like to see it publicly available in your Sustainability report. I believe it is not present in your latest publication yet. Hence, could we assume you will integrate this metric in your next report ? Also, can we assume this performance to be part of your ‘Executives’ workforce? Finally, did you have any update on this number regarding top executives?
2024/4/18	Infrastrutture Wireless Italiane	Engagement - Active	One-to-one	Telecommunication Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 1: Raise issue with Company	We strongly believe that dividend policy should balance shareholders needs for remuneration in cash, with the need to preserve financial strengths of the company as well as the long-term interest of employees to pave the way for future earnings growth: the level of dividend is too high in light of the level of leverage of the balance sheet.
2024/3/12	Infrastrutture Wireless Italiane	Engagement - Active	One-to-one	Telecommunication Services	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2C: Strategy/Response developed to issue raised	Inwit mentioned no significant difference when they assessed it, we asked for an external reporting then.
2024/12/11	INSULET CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2A: No/poor acknowledgement of issue by Company	We re-sent our cybersecurity questions and recommendations to the company as we have not heard back from the company in response to our cybersecurity questions on best practices and disclosures.
2024/12/11	INSULET CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2A: No/poor acknowledgement of issue by Company	We re-sent our cybersecurity questions and recommendations to the company as we have not heard back from the company in response to our cybersecurity questions on best practices and disclosures.
2024/12/5	INTUITIVE SURGICAL INC	No Engagement	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3C: Positive outcome	Closing the CDP Water engagement positively as the company has filled 86% of the aggregated CDP questionnaire this year, including the Water section (source: CDP Website at: https://www.cdp.net/en/investor_member/files?title%5B%5D=disclosure_engagement_tool)
2024/4/4	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Amundi recommends that Executive Directors do not hold more than two other directorships outside their group, and that non-executive Directors hold a maximum of four directorships. For that reason, we voted against the reelection of Lewis Chew.
2024/4/4	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	we were not able to support the remuneration given the lack of ESG metrics into pay. Also less than half of the LTI is explicitly linked to performance conditions. We voted against all remuneration committee members that we hold accountable of poor pay practices.
2024/4/4	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Executive remuneration shall be linked to the long-term performance of the company. Given that less than half of the LTI is explicitly linked to performance conditions, we cannot support the remuneration report.
2024/2/6	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	We are asking the company to address the CDP Water questionnaire (as they already address the CDP climate questionnaire).
2024/2/6	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 2B: Acknowledgement of the issue	Point taken by the company.
2024/2/6	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 1: Raise issue with Company	We are recommending Intuitive Surgical to join an industry coalition such as the Responsible Business Alliance, as this would help them better assess their supply chain.
2024/2/6	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2B: Acknowledgement of the issue	They answered they are indeed seriously considering signing for the Responsible Business Alliance.
2024/2/6	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 1: Raise issue with Company	We have asked the company to develop a policy around the management of its supply chain, including audits, code of conduct, etc.
2024/2/6	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	The company answered they are actively monitoring their supply chain and have policies in place covering audits, code of conduct, human rights. They just do not report on it. This should soon change...
2024/2/6	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 1: Raise issue with Company	We have asked the company to set targets, on top of its existing KPIs in the social and environmental pillars
2024/2/6	INTUITIVE SURGICAL INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 2B: Acknowledgement of the issue	Point taken by the company
2024/9/5	IQVIA HOLDINGS INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Develop strategy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	Second e-mail sent = if no answer from the company by the end of the year 2024, to be retried next year by the analyst in charge of the company
2024/4/4	IQVIA HOLDINGS INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	We were unable to support this proposal as we consider that there were no clear and measurable targets tied to the CEO's compensation, but rather an extensive disclosure of the company's ESG achievements with no clear link to executive pay. We have also voted against all remuneration committee members that we hold accountable of poor pay practices.

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2024/7/1	KERRY GROUP PLC	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	- we recommend the company to disclose more information on how it implements its policy and the outcomes: audits, figures, types of discrepancies, etc. - Names and addresses of 1st tiers suppliers for high risk commodities or high risk regions - raw materials sourcing countries from which the company sources commodities at high risk of forced labour - remediation actions taken in case of HRights issues
2024/7/1	KERRY GROUP PLC	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	The company was eager to understand and will try to improve its reporting for next year
2024/4/22	KERRY GROUP PLC	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/4/22	KERRY GROUP PLC	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Financial operations	Financial operations (general)	Milestone 1: Raise issue with Company	Excessive capital increase without preemptive rights.
2024/9/5	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The companies provides an update that they are continuing to evaluate participating in additional voluntary methane emission measurement and detection studies or programs, such as OGMP.
2024/9/5	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Answers were provided, and there was confirmation of a lack of data and targets. We will look to follow up in 2025.
2024/8/30	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Within the Net Zero letter, we again requested that the company join OGMP.
2024/8/30	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We resent the Net Zero letter and Framework, as we have had no response from the original request of December 2023.
2024/5/6	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditors' tenure exceed 24 years.
2024/5/6	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	Reopening engagement that was closed last year because of persisting poor performance on the matter
2024/5/6	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 2A: No/poor acknowledgement of issue by Company	The gender diversity of the Board is below our guidelines -33%) w/ 23% female directors. Given the lack of diversity, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years).
2024/5/6	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	Lack of independence: We voted against members who are considered non-independent as per our guidelines [at least 50% for non-controlled companies/at least one third in the case of controlled* companies and emerging markets, taking into account all board members]. Given the lack of independence, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years) in addition to the non-independent members.
2024/5/6	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative climate-related KPI: vote against remuneration report. Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.
2024/1/8	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	Kinder Morgan gave no acknowledgement to the Net Zero engagement, so we will follow up to make sure they understand the need for a response
2024/1/8	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2C: Strategy/Response developed to issue raised	Kinder Morgan gave a comprehensive response to physical risk. We will analyse this further and follow up.
2024/12/6	LEG IMMOBILIEN	No Engagement	One-to-one	Real Estate	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	now under NZE
2024/11/27	LEG IMMOBILIEN	No Engagement	One-to-one	Real Estate	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement at this time as the collaborative group prioritised other names for the 2024 engagement. We may reopen the engagement should priorities change
2024/7/29	LEG IMMOBILIEN	Engagement - Active	One-to-one	Real Estate	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio 3 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do 4 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year 5 - The company does not develop a sufficiently ambitious target on the share of low-carbon buildings in its buildings' portfolio
2024/7/29	LEG IMMOBILIEN	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	1 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy

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2024/7/29	LEG IMMOBILIEN	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	Regarding the physical-risk, we asked these questions to the company : 1 - Gouvernance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/6/17	LEG IMMOBILIEN	Engagement - Active	One-to-one	Real Estate	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems- 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio- 3 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do- 4 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year- 5 - The company does not develop a sufficiently ambitious target on the share of low-carbon buildings in its buildings' portfolio
2024/6/17	LEG IMMOBILIEN	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy
2024/6/17	LEG IMMOBILIEN	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : 1 - Gouvernance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/9/27	LEROY SEAFOOD GROUP ASA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 1: Raise issue with Company	- Targets to achieve 100% deforestation free supply chains
2024/9/27	LEROY SEAFOOD GROUP ASA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 1: Raise issue with Company	- Efforts to expand the auditing process in terms of number and frequency for suppliers/regions/commodities identified as being high risk
2024/9/27	LEROY SEAFOOD GROUP ASA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 1: Raise issue with Company	- Disclosure of high level risk assessment on feed including Progress on tracing Tier 2 and Tier 3 suppliers including the % of suppliers that have been traced for high risk commodities
2024/9/27	LEROY SEAFOOD GROUP ASA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Develop strategy	Natural Capital Preservation	Biodiversity	Oceans	Milestone 1: Raise issue with Company	- Publication of strategy to reduce use of WHO designated critically important antimicrobials
2024/9/27	LEROY SEAFOOD GROUP ASA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Oceans	Milestone 1: Raise issue with Company	- Timebound targets on to increase ASC/MSC certification and efforts to go beyond certification
2024/9/27	LEROY SEAFOOD GROUP ASA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU		Natural Capital Preservation	Other	Other	Milestone 0	
2024/9/27	LEROY SEAFOOD GROUP ASA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 1: Raise issue with Company	Plastic & Waste -Targets for the % of recycled materials in plastic packaging -Strategies to increase use of trimmings and strategies to reduce waste overall
2024/9/27	LEROY SEAFOOD GROUP ASA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Other	Milestone 1: Raise issue with Company	Climate -Disclosure of climate risks including risk assessments around marine and soy ingredient sources and if supply could be constrained
2024/7/29	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2B: Acknowledgement of the issue	No plans for site-specific or value chain reporting but plans to conduct climate assessment that would include water risks.Although disappointing, we reiterated support for further disclosures.
2024/7/29	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America		Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 0	
2024/7/29	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop strategy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Neutral outcome	We close the engagement with a neutral outcome given the company has a strategy in place, and to encourage development of and reporting on specific KPIs.
2024/7/29	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	We encouraged the company to develop KPIs (given reluctance to introduce targets) evidencing the effectiveness of/return on investment in its diversity programs (e.g., number of women promoted following participation in mentoring programs).
2024/7/29	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Dilligence	Milestone 2B: Acknowledgement of the issue	We raised concerns with RBA methodology used by the company - concerns acknowledged, Amundi to send best practice guidance.
2024/7/29	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2A: No/poor acknowledgement of issue by Company	No plans to introduce ESG KPIs - don't see these as CEO responsibility but rather functional.Discussed this with the Board but received a hard no.

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2024/7/29	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Other	Milestone 2B: Acknowledgement of the issue	Mixed outcome: yes, plan to disclose product efficiency as part of scope 3, but less include to discuss impact of new AI chips and potential risks to climate targets.
2024/7/29	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Focussing on near-term target. Net zero - following the SEMI discussion (cat 11 for Scope 3 expected to be released in Dec 2024; Marvell is a working group member). To follow up when guidance is released.
2024/7/22	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2B: Acknowledgement of the issue	We were delighted to see further information on water risks and water risk mapping in your 2023 ESG report. Do you have any plans to provide site-specific water risk information and assess the water risks in your supply chain?
2024/7/22	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	Asked to disclose a short position on downstream risk management in the next (2025?) report.
2024/7/22	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop strategy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	4.We also previously discussed your strategy to increase female representation within the company and within management and technical roles in particular. Could we please discussed what actions are being taken to facilitate progress? To what extent have you considered introducing public or internal diversity targets? How do you benchmark female representation within Marvell vis-à-vis peers?
2024/7/22	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	Follow-up requested: We suggested to Marvell on our previous call that both upstream audits and know-your-customer assessments should be strengthened. Could you please share with us the key next steps from your human rights impact assessment? To what extent are you planning to disclose them?
2024/7/22	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2A: No/poor acknowledgement of issue by Company	7.We noticed that one of your listed clients is Hikvision, which has faced allegations of enabling human rights abuses through minority surveillance. We appreciate that you may not able to provide details on individual clients, but we were wondering what ethical considerations are involved in assessing your customers and partners, particularly in relation to product use? Are there examples of clients you have decided against supplying (or no longer supply) due to ethical considerations? To what extent are you able to ensure your products do not end up posing human rights and ethical risks? Do you have any current workstreams on ethical AI?
2024/7/22	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Other	Milestone 2B: Acknowledgement of the issue	We noted that the ESG KPIs are still lacking in CEO remuneration – would you have any updates on this that you could share with us, please?
2024/7/22	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	1.It was great to hear that you have prioritized product energy efficiency as one of your sustainability goals and that you have established an internal working group with a specific focus on Responsible Product Design. Do you have plans to disclose product efficiency data in a standardized manner to demonstrate year-over-year improvements?
2024/6/13	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	Last year, we discussed your SBTi submission, and we noticed that your net zero commitment has been removed from the SBTi database. Could you please provide us with an update on this matter and whether you plan to resubmit your target(s) to the SBTi?
2024/6/13	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2A: No/poor acknowledgement of issue by Company	while end of 2023, the level of gender diversity was in line with our expectations, the appointment of one new board members (male nominee) has decreased the gender diversity to 27%. The gender diversity of the Board is below our guidelines -33%.
2024/6/13	MARVELL TECHNOLOGY INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	lack of clear and quantitative ESG criteria : vote against remuneration report
2024/9/30	MASTERCARD INC	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	•Lack of disclosure: The remuneration report does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives.
2024/9/30	MASTERCARD INC	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Client	Data Privacy & Responsibility	Milestone 2C: Strategy/Response developed to issue raised	•Structure of the executive pay: we have some concerns regarding the pay for performance alignment
2024/9/30	MASTERCARD INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Responsible Marketing	Milestone 2B: Acknowledgement of the issue	On our demand to REPORT KPIs on data privacy and cyber security, the company said that it is planning to disclose such KPIs (no timeline given though).
2024/7/22	MASTERCARD INC	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2B: Acknowledgement of the issue	On the topic of CONTROVERSIAL NEWSFLOW REGARDING FEE CHARGING, Mastercard elaborated on the ongoing discussions it has with regulators and on the UK litigation (which it said to be driven by lawyers, not customers).
2024/7/22	MASTERCARD INC	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Client	Data Privacy & Responsibility	Milestone 2B: Acknowledgement of the issue	We reiterated our demand for the REPORTING OF KPIs on data privacy and cyber security.
2024/7/22	MASTERCARD INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Responsible Marketing	Milestone 1: Raise issue with Company	We reiterated our demand for the REPORTING OF QUANTITATIVE KPIs on data privacy and cyber security.
2024/6/7	MASTERCARD INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	We raised the topic of CONTROVERSIAL NEWS FLOW ON FEE CHARGING touching Mastercard.
2024/6/7	MASTERCARD INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	The auditors' tenure exceed 24 years.
2024/12/31	MEDTRONIC PLC	No Engagement	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 3C: Positive outcome	Overboarding: Vote against a nominee who holds an excessive number of mandates.

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2024/12/11	MEDTRONIC PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	We re-sent follow-up questions to the company focusing on cybersecurity governance, training, incident response and AI. We also encouraged to include a cybersecurity breach nondisclosure provision in COC.
2024/12/11	MEDTRONIC PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	We re-sent cybersecurity reporting recommendations to the company given the lack of response since December 2023.
2024/11/6	MEDTRONIC PLC	No Engagement	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Reporting & Transparency	Milestone 3B: Neutral outcome	Medtronic is now reporting the number of Class 1 recalls as a % of total product models offered for more transparency. It still does not report the number of complaints, just a target for reduction. No KPIs outside US
2024/11/6	MEDTRONIC PLC	No Engagement	One-to-one	Health Care Equipment and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 3A: Negative outcome	No consideration of the environment in the ESG two compensation plan later.
2024/10/8	MEDTRONIC PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditors' tenure exceed 24 years.
2024/10/8	MEDTRONIC PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	•The gender diversity of the Board is below our guidelines -33%
2024/7/2	MEDTRONIC PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 1: Raise issue with Company	Asked if company has plans to submit to the WDI.
2024/1/23	MEDTRONIC PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 3C: Positive outcome	Medtronic indicated to us they have a target to have conducted a LCA on all products by 2030. We are closing this engagement as this is constitutes a positive development. Indeed, LCA are often an initial requirement for company to decide which products are worth embarking on a recycling strategy.
2024/1/23	MEDTRONIC PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	Medtronic provided details about its remediation plan (see our Key takeaways), which suggest to us this plan is quite thorough and the company is finally seriously addressing its product quality problem. However, these types of remediation plans can take 2 to 3 years to bear fruits. In terms of KPIs reporting, the company is still not at best practice level for the sector.
2024/8/8	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	asked them to link their circularity initiatives to their climate strategy to find synergies between both
2024/8/8	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	this is something they are looking into with consultants.
2024/8/8	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Develop new policy	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 1: Raise issue with Company	asked for a zero deforestation policy
2024/8/8	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Develop new policy	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 2B: Acknowledgement of the issue	they have 100% certified FSC paper or entirely recycled materials but hard to have oversight over whole value chain so they are hesitant but they are doing internal studies on the possibility to do it
2024/8/8	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2C: Strategy/Response developed to issue raised	Company has internal targets to increase recycled content (per region as it is easier to do it in Brazil v. mexico for example due to infrastructure differences). WE encouraged them to set public targets and say what would be the hurdles that would inhibit them to achieve them that are external to company if they are worried they will be hard to achieve. (i.e. aim to increase content by X% which is dependent on new recycling infrastructure investment in the region which we are supporting)
2024/8/8	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2B: Acknowledgement of the issue	company took feedback and said they would discuss internally. They were a bit concerned if Ellen MacArthur might be too European centric and we told them that the plastics pacts have geographical groups that are context specific. Since the company already discloses their packaging and has high rates of recycled content (and is 100% recyclable they could easily join without much difficulty)
2024/8/8	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	asked them to set quant scope 1,2,3 targets
2024/8/8	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2C: Strategy/Response developed to issue raised	they are working on it but they want them to be sound and they dont think they can do it with SBTi due to their business model so they are looking at alternatives
2024/7/12	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2A: No/poor acknowledgement of issue by Company	re-asked. no reply
2024/7/12	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2A: No/poor acknowledgement of issue by Company	re-asked no reply
2024/7/12	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 3B: Close - Engagement Cleanup	not an engagement question
2024/6/4	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The Board is not sufficiently independent as per our voting policy. There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the Board is below our guidelines.
2024/6/4	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	The Board is not sufficiently independent as per our voting policy. There are concerns regarding how the Board is overseeing ESG matters. The gender diversity of the Board is below our guidelines.
2024/6/4	MERCADOLIBRE INC	Engagement - Active	One-to-one	Retailing	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
2024/12/4	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditors' tenure exceed 24 years. Current auditor's tenure : 41 years.
2024/12/4	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/12/4	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report. we expect further disclosure and quantifiable targets
2024/12/4	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	Compensation is considered excessive compared to peers. Vote against remuneration report
2024/11/19	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2C: Strategy/Response developed to issue raised	There is a draft template that's come out from the EU tax regulation (CBCR disclosures), preparing but not final.

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2024/11/19	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Freedom of Association/Collective Bargaining	Milestone 2C: Strategy/Response developed to issue raised	Supply chain integrity statement in December- will include stakeholder engagement, FoA.	
2024/11/19	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2B: Acknowledgement of the issue	MSFT is part of RBA of LW WG, will pass along the UNGC resource	
2024/11/19	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Company is missing a risk management strategy for the now increasingly probable case of missing its climate targets. We will follow up outlining our expectations to put more robust risk management in place (e.g., reviewing targets and being transparent about any revisions) as opposed to attempting to continue towards existing targets as well as making clear the existing assumptions.	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3B: Neutral outcome	No changes to the target - we close this engagement as company has made progress but not changed the scope of the target.	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3C: Positive outcome	Although circularity has not been called out as a standalone Board responsibility area, we note a very significant increase in CE focus in reporting and company's climate strategy as well as LCAs and use of AI to optimise device composition (down to chemical composition). Overall, it is clear that circularity is now more central to the company's environmental approach.	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3C: Positive outcome	Although Microsoft does not yet publish detailed country-by-country information on reparability, environmental report contains information on how this has been expanded globally, plus expansion of takeback programs for an extended number of products. We are therefore generally happy with the outcome so far and close this objective.	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3C: Positive outcome	Disclosed in a section of the new Responsible AI Transparency report	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2B: Acknowledgement of the issue	We appreciated our dialogue on tax responsibility and disclosures – with the 2025 CbCR deadline approaching and more scrutiny around this topic, it would be great to see a global tax strategy or an update on your work on tax transparency.	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Freedom of Association/Collective Bargaining	Milestone 2B: Acknowledgement of the issue	-It would be great to see some high-level statistics of your stakeholder engagements on labour rights and human rights in the supply chain – e.g., dialogues held with unions (such as IndustriALL).This would be especially helpful in giving us an understanding of how you monitor freedom of association risks in your operations and supply chain, a topic we discussed last year.	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 1: Raise issue with Company	-We saw a number of suppliers and peers, including Apple, committing to a living wage audit in their supply chain this year. As your supplier manual includes the matter of living wages, I wanted to share a link to the UNGC Forward Faster initiative which might be of relevance to you and your suppliers.	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 1: Raise issue with Company	-It was great to read that you partner with IRMA and the PPA on responsible mining of critical minerals – If you do encourage suppliers to join IRMA, it would be great to see in your future Conflict Minerals Report. We really appreciate your work in this area and think there is potential to continue to lead with best practices.	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 3C: Positive outcome	Top 100 supplier list available with name in question no longer present (https://query.prod.cms.rt.microsoft.com/cms/api/am/binary/RE4Q31p). We therefore close this engagement objective.	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	-We previously discussed the possibility of assessing physical risks of carbon removal projects (such as reforestation) – I was wondering if this is something you have assessed as part of last year's physical risk assessment? If not, are you able to share any risk assumptions used in your 2030 carbon negative target?	
2024/9/16	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Questions sent on Scope 3 risk management to assess how the company is addressing Scope 3 increase.	
2024/11/12	MONGODB INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 1: Raise issue with Company	Amundi alerts the company following high dissent received at the last AGM and asked for Board responsiveness	
2024/12/5	MOWI	No Engagement	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3C: Positive outcome	Closing the CDP Forest engagement positively as the company has filled 99% of the aggregated CDP questionnaire this year, including the Forests section (source: CDP Website at:https://www.cdp.net/en/investor_member/files?title%5B%5D=disclosure_engagement_tool)	
2024/11/6	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	A new Director who will also be Chair of the Board is overboarded as he holds 4 mandates including one as Chair.	
2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	- We open this milestone to discuss the use of Antibiotics by MOWI (if there is any target to stop using antibiotic) and how they manage AMR	
2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2C: Strategy/Response developed to issue raised	The company mentioned that Antibiotic is only used when there is no option. Antibiotics never used has a preventive methods. The company is not using any antibiotic in Norway. Not the case in Chile as there is no vaccine for SRS. So it's the only options Working to further improve vaccine but not yet at a point where it is at a point where they can eliminate the use all together Follow up next year and ask the company to develops more on Chile and the actions they implement to reduce the use of antibiotic	

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2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Oceans	Milestone 1: Raise issue with Company	We re open the engagement strated in 2022. We would like to assess the company progress to reach their goal of 0 escaped fish
2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Oceans	Milestone 2C: Strategy/Response developed to issue raised	If you look at 2023 numbers compared with year before. They had a reduction in 2023 compared to 2022 with 11,497 compared with 15,000. The majority originated from Iceland which is a new facility. Follow up next year to see th eprogress. We also asked he company to set up incentives on escaped fish
2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Oceans	Milestone 3B: Close - Engagement Cleanup	We close this milestone to clean up and we will reopen it with more specific KPIs
2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Oceans	Milestone 1: Raise issue with Company	- We ask the company on their progress to reach 0 waste to landfill by. - We would like the company develop KPIs on how risks/impacts around microplastics and chemical emissions are being managed
2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Oceans	Milestone 2C: Strategy/Response developed to issue raised	The company is close of this objective despite a little decrease this year due to an US provider got fired. Company hope to achieve this target in 2024 in US and in 2025 for some units in Asia. Volumes left due to lack of infrastructure and alternative.
2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Oceans	Milestone 3B: Close - Engagement Cleanup	Follow-up ,next year to see the progress. We close this milestone to clean up and we will reopen it with more specific KPIs
2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Oceans	Milestone 1: Raise issue with Company	We would like the company to develop more on their -Chemical emissions and impact. We would also want to see more transparency on the water discharged -Can you elaborate on your risks/impacts around microplastics and chemical emissionsand how you are adressing those? Any new developments? - What % of water is discharged v. % that is recirculated at facilities?
2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Oceans	Milestone 2B: Acknowledgement of the issue	for chemical safety they do not yet disclose % discharged v. re-circulated at facilities but informed us that 95% of sites are classified as good or very good for ph in the environment from periodic third party auditing
2024/10/3	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Oceans	Milestone 3B: Close - Engagement Cleanup	We close this milestone open in 2022 to clean up and we will reopen it with more specific KPIs
2024/6/24	MOWI	Engagement - Soft	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	As part of the official CDP NDC campaign, requesting the company to fill in the CDP questionnaire, as it has not done so previously
2024/5/23	MOWI	Engagement - Active	One-to-one	Food, Beverage and Tobacco	Europe ex-EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The remuneration statement does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives and/or the structure of the remuneration is inadequate.
2024/12/31	NESTE OYJ	No Engagement	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	cleanup - no kpi from 2022 and not followed up in 2024 by analyst
2024/12/5	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	We received a positive response with confirm that palm oil use ended in 2023. Links were provided with answers to our other feedstock questions. We will do further analysis before concluding this engagement.
2024/12/4	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	We sent a question set to Neste, to get an update on Palm Oil use following our engagement last year.
2024/3/14	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The gender diversity of the Board is below our guidelines -33%) w/ 25% of female directors. Given the lack of diversity, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years).
2024/3/14	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/3/14	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The remuneration policy do not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives and/or the structure of the remuneration is inadequate.
2024/1/22	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Social Cohesion	Just Transition	Just Transition	Milestone 2B: Acknowledgement of the issue	Neste provided a reasonably full answer to our questions, including a number of website links. We will do a full analysis of the information provided and follow up with the company during the year.
2024/1/22	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Net Zero - Neste provided a reasonably full response to our Net Zero questions. We will follow up to get further clarification.
2024/1/22	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2C: Strategy/Response developed to issue raised	Physical risk - Neste provided a reasonably full response to our Physical Risk questions. We will follow up to get further clarification.
2024/4/29	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Encourage better ESG practices	Natural Capital Preservation	Other	Natural Capital Risks	Milestone 2A: No/poor acknowledgement of issue by Company	No change in 2024
2024/4/29	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2B: Acknowledgement of the issue	We want the company to be more transparent on how the company is organized, especially in high risk geographies where infrastructures for collecting plastics might not be as developed as in Europe. We would welcome more information on how the company is scaling its plastic initiatives and applying a holistic strategy to manage plastic waste.
2024/4/29	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Raise awareness	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3A: Negative outcome	The company is considered laggard for this reason and corresponding sanctions were applied at the AGM (discharge, non-financial report, reelections)

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2024/4/29	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	We re open the engagement started in 2022 with the company following e.coli cotroversy. Investigations are continuing and the company has announced that it has been placed under indictment. The factory involved has been sold by Nestlé. Follow-up next year to understand the company's position following this indictment. How does Nestlé manage the reputational and financial risk resulting from this indictment, which could increase if the company is convicted?
2024/4/29	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 3B: Close - Engagement Cleanup	We close this milestone to clean up. We will re-open it with a milestone 1
2024/4/29	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America		Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 0	
2024/4/29	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2B: Acknowledgement of the issue	The company says it has understand our requirements and will try to meet them in the next 2 years.
2024/4/29	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Shareholders proposals (general)	Milestone 2B: Acknowledgement of the issue	Following our decision to vote for the shareholder resolution asking for more transparency and a portfolio better oriented towards Healthier products, we've had a dedicated meeting with the company. We highlighted the following items: - 50% of Nestlé's sales de not meet the Health Star Rating Healthier Threshold of 3.5 and above (vs Danone = 80% of the sales). - While the company has set targets to increase sales in absolute terms, this is not the case for relative targets. Consequently, there is a risk that the proportion of 50% of sales being not healthy remain the same in the future. If it is not the case, we do not understand why the company does not want to set up relative targets. - We consider this as being a risk for the company financially, regulatory, legally and reputationally speaking. - Besides, the company has faced in the last few months several controversies: illegal filtering for its mineral and spring water without informing consumers + destruction of 2 million bottles of its Perrier brand following bacteriological contamination + sales of products for baby with more sugar in developing countries than in developped countries = health is at the heart of the promise of the company but seems to be shaken. + share price dropped by more than 20% in the last year, which is a proof of hesitations from shareholders. The company received quite well our comments and said that the results of the resolution (11% for) was to be taken into account and that they will do it in the next months.
2024/4/29	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	No change
2024/4/8	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America		Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 0	
2024/4/8	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America		Natural Capital Preservation	Water	Water consumption & resource use	Milestone 0	
2024/4/8	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America		Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 0	
2024/4/8	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	increased level of disclosure with regard to the ESG-related KPI in the STI (weights, some targets and actual achievements) and to the introduction of a KPI linked to the reduction of GHG emissions into the LTI with actual targets and vesting scale. However, we still have some concerns with regard to the disclosure on performance conditions applied to the short-term bonus (targets, and link between the actual achievement rates and final payout levels which are still not clearly explained) Possibility of below median
2024/4/8	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Shareholders proposals (general)	Milestone 1: Raise issue with Company	Support of SH resolution regarding Sales of Healthier and Less Healthy Foods
2024/1/23	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 1: Raise issue with Company	emailed to ask for plastic discussion
2024/12/31	NETFLIX INC	No Engagement	One-to-one	Media and Entertainment	North America	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 3A: Negative outcome	Company did not participate in the WDI
2024/10/30	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Develop new policy	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	AI ethics and policy: there is no AI ethics or risk management policy at this point, and understood that the stockholder proposal (proxy report) to disclose such gained some support but not majority, we would like to express our support for an improved transparency around AI ethics and governance, and to set up a dedicated committee, taskforce or advisory board to review the process and controls. This is to share that other companies have done so such as Microsoft and Alphabet. Happy to hear your view on this.
2024/10/30	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Develop strategy	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	Responsible content: following the publication of Inclusion in "Netflix Original U.S. Scripted Series & Films", there are review of content inclusion. However, gaps remain for policy around content editorial guidelines, how do you handle in times of conflict of interests, and how are these representation findings being feedback to content creation.

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2024/10/30	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Develop new policy	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	Mental health (new): Netflix touches on mental health as part of employee benefits in your 2023 ESG report. You recognize it is an important part of overall health, and you provide access to mindfulness and meditation resources, as well as free therapy and coaching sessions. Netflix currently ranks 5th tier (lowest tier) from CCLA's benchmark on the topic of workplace mental health. Q. On this topic, we would encourage company to have workplace mental health policy and practice in place, with approach to follow the World Health Organization (WHO) Healthy Workplace Model, and where available, local good practice. Assign clear responsibility and proper governance on workplace mental health, with objectives or targets set and monitor for progress. Some ways what other corporates do are to include mental health questionnaires as part of their employee satisfaction or engagement survey, and how their overall working conditions and employee well-being initiatives are taken into account. Participation in industry initiatives would also be helpful to promote positive mental health in the workplace.
2024/10/30	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Develop strategy	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2B: Acknowledgement of the issue	Living wage: Netflix does not have specific commitment to living wages, and contracts are negotiated case by case. It would be encouraging for Netflix to examine and improve the living wage to advance decent work in supply chains. You can start from engaging with them on minimum wage setting, or encourage supply chain contracts that enable payment of living wages.
2024/10/30	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Develop new policy	Social Cohesion	Direct Employees	Working Conditions	Milestone 3B: Neutral outcome	It was agreed as part of the Union (re) negotiation. Will move AI ethics under a new objective - Ethics
2024/10/30	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 2B: Acknowledgement of the issue	Gender diversity: Netflix has published inclusion report and progress on inclusion where women now make up 51.6% of the global workforce, and make up the highest representation of Director+ jobs at Netflix. Of the 22 senior leaders, 36.4% (8) are women, over the 33%. Great to see a diverse representation across the workforce and seniority level. Would be helpful for Netflix to further examine the representation at job functions such as creative content, production etc. and disclose such granularity.
2024/10/30	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2B: Acknowledgement of the issue	ESG remuneration/incentives: We see that Netflix has not disclosed anything on ESG-linked pay or incentives or detailing how it is part of senior management's KPIs. Interested to hear your thoughts around it. Although Netflix mentioned that annual compensation review is conducted to ensure pay equity across the company at least annually, it would be great to see some ratio, commitments, and feedback from the analysis. Strongly encourage transparency and considerations taken into account to address these gaps.
2024/10/30	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2C: Strategy/Response developed to issue raised	Overall, your disclosure is addressing the climate transition risk fairly well and on our asks to place greater emphasis on own operational mitigation initiatives, you have done so for a major expansion project of a studio in New Mexico, where a number of sustainable investments were made to lower operating costs, improve the production experience, and reduce carbon footprint. This includes installing geothermal heating and cooling, building on-site solar and battery storage systems, and investing in EV charging infrastructure with fast chargers that quickly power the electric vehicles you seek out for productions.
2024/10/30	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3C: Positive outcome	Since 2021, Netflix has committed to two near-term climate targets aimed at halving its carbon emissions by 2030 and starting in 2022, matching remaining emissions by investing in natural climate solutions. Three years in, Netflix in the progress update stated that it is on track to meet both. Netflix's decarbonization strategy follows ISO 's net zero guidelines. For the first time in 2023, Netflix calculated emissions from waste (category 5) for inclusion in its footprint. Great to see that your scope 3 now covers: 1-8, and 11.
2024/6/25	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 1: Raise issue with Company	Reopening engagement for the 2024 cycle. Asked if company plans to participate in the WDI.
2024/6/24	NETFLIX INC	Engagement - Soft	One-to-one	Media and Entertainment	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 2B: Acknowledgement of the issue	As part of the official CDP NDC campaign, reiterating our request to the company to fill in the CDP questionnaire, as it has not done so previously
2024/6/6	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The gender diversity of the Board is below our guidelines -33% w/ 31% female directors. Given the lack of diversity, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years).

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2024/6/6	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	1. Lack of independence: We voted against members who are considered non-independent as per our guidelines at least 50% for non-controlled companies. Current level of independence: 38%. Given the lack of independence, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years) in addition to the non-independent members. 2. We voted against non-independent member(s) of the Audit Committee which does not meet our independence requirement of 67% for Audit Committee (no any independent members). We will also vote against Bradford Smith as we consider that member of the nomination committee are held accountable for the lack of independence.
2024/6/6	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2A: No/poor acknowledgement of issue by Company	Lack of clear and quantitative ESG KPI: vote against remuneration report
2024/6/6	NETFLIX INC	Engagement - Active	One-to-one	Media and Entertainment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Executive remuneration shall be linked to the long-term performance of the company. Given that less than half of the LTI (based on the valuation of each instrument) is explicitly linked to performance conditions, we cannot support the remuneration report
2024/12/4	NEWMONT CORP	No Engagement	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Neutral outcome	closing as we are not likely to get one as they are correct that well below 2 is already ambitious and they bought a peer (newcrest) so they will have challenges to re-baseline and continue with well below 2 as is
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	How are you looking to better quantify your Net Zero biodiversity targets? Are you considering new metrics/targets for nature in line with the TNFD mining sector guidance? At regional level?
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	The company is in process of enhancing existing targets. They are ambitious and the next step is to look at policies/standards/strategies around specific biomes. How much did they already push them towards a net zero commitment and how much more would they have to do. They will put better water and land impacts targets that are more local. They did a technical review this year at one site with organizations with IUCN to help on net gain target
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	The company is working on it but their risk assessment is not granular enough to get know what is material.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	Work is in progress: Company is Into preparing TNFD. Started Gap assessment last year and they are mapping of risks this year. Looking at site operations. Did SBTN Materiality draft for companies. They are looking at their potential impact on land, use of water, marine standpoint and will get more clarity on what is material later.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2C: Strategy/Response developed to issue raised	We asked about Updates on Cripple Creek and Victor mine in the US pertaining to allegations around the discharge of pollutants near waterways. Including investigations on water quality (and their outcomes) and measures taken to mitigate any identified pollution impacts.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2C: Strategy/Response developed to issue raised	They are evaluating and mitigating impacts at CC&V. CC&V has an extensive surface and groundwater monitoring network with specific internal and external reporting requirements tied to the site's environmental management and monitoring program. By 2027, they will be compliant with discharge requirements at Carlton Tunnel. For Groundwater NPLs – We are in the process of developing compliance points and water quality parameters for groundwater to align with changing regulations within the State of Colorado.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Other	Other	Milestone 1: Raise issue with Company	How Newmont plans to address issues at Newcrest regarding heavy metal pollution in Australia, air emissions, and deep sea tailings disposal in PNG ?
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Other	Other	Milestone 2C: Strategy/Response developed to issue raised	For dust emissions, work they did was to take an evaluation of all the technical work and engagement, bring in 3rd part consultant to review it and get on a different pathway. They will engage more with stakeholder. They have just put out another site that includes daily air emissions in 2 different categories. They implement real time monitoring – big push for Newmont to get more transparency. They recognize Newmont is critical and had other standards before the acquisition. They said they will uplift in a way that aligns with Newmont log term goals. Newmont will be in TNFD risk assessments – gap assessment against standards and then working through actions and prioritizing actions that need to be completed.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	Asked about Minera Yanacocha where community opposed the Conga gold project over water scarcity concerns. We asked if they have water KPI's and targets in the area.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2B: Acknowledgement of the issue	Lots is being done but there are no clear KPI's. Lot of work has been done such as improvements of conveyances new pipelines, reservoirs, working on capacity building with local agencies to understand how to use water in responsible way, technical support tin area, supporting alternative water sources, Also supporting capacity building with public agencies.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	We asked the company to elaborate on the changes the yare making to achieve your water targets for the 4 water stressed sites.

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2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2C: Strategy/Response developed to issue raised	They transparently communicated on the reasons of the failure of Cerangro site in meeting water targets.. They communicated they have a strategy response for it and will look at what is actually meaningful to achieve material risk and transform it into an opportunity. They are shifting water consumption and intensity and giving sites stretch/ realistic goals to be achieved. They said intensity goals are new for sites this year, they are improving water accounting and where the use of water is going.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	Asked about Newmont's efforts to address illegal mining concerns
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	They mentioned some developed measures for alternative mining for small scale miners. They say they work with governments and communities to develop programs these alternative programs. Shared the amount of loans received by entrepreneurs. They also trained ASM equipment operators who are doing earth works and bush clearing for their operation. They aim to support them to establish an LLC as earth works contractors in 2024.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 3B: Close - Engagement Cleanup	not likely to happen. but we want more on ASM so we will re-open
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Other	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	Asked about Updates on Ahafo in Ghana and Norte Abierto in Chile in terms of community relations/incidents and stakeholder outreach. Efforts in terms of engaging with communities are being taken.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Other	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	In Ahafo, the company engages strongly with communities and keeps them informed of information related to both Ahafo South and the construction status of Ahafo North. They ensure they can access skills building programs, education and health system programs supported by Newmont. In Norte Abierto, they have been focusing on building relationships with the two Indigenous communities associated with the project. They feel like they are on a positive track with both communities.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Social Cohesion	Direct Employees	Working Conditions	Milestone 1: Raise issue with Company	Regarding Strikes at Peñasquito mine that ended. We wanted to get a quick update on that situation and Newmont's approach to fostering strong relationships with the work force and union representation.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Social Cohesion	Direct Employees	Working Conditions	Milestone 2C: Strategy/Response developed to issue raised	They shared with us some initiatives to reinforce positive relationships with the workforce. Some of the activities under #TodosSomosPeñasquito include: sharing more strategic information with all employees; addressing symbols of exclusion; empowering site leaders; creating and rolling out tools for ongoing, two-way dialogue – including 1:1 meetings and manager sessions.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	Asked if they are maintaining the same level of ambition for climate targets
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	They said Newcrest is very challenging area and has no scope 3 targets. The company acknowledges the issue and says it has much work to be done for Newcrest to align targets and that it is a challenging area.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	The company is looking at options and will do a simplified report on climate. They will report date on Newmont in a different table format because methodologies are different.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2C: Strategy/Response developed to issue raised	We asked if they are considering downstream scope 3 and if they engage with smelters/refiners on scope 3.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company is working on this but there is no big outcome
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 0	They have a scope 3 roadmap and they sent surveys to suppliers but no much feedback was collected. they are having more stipulation under agencies and they are doing a full refresh of baseline due to acquisition.
2024/5/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	no clear evolution on this yet but a majority of their emissions are in scope 3 so its less crucial than their scope 3 which was the focus for this year
2024/4/25	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3C: Positive outcome	Company is an early adopter of TNFD and they will set targets/reporting in line with GBF by 2026 with ICMM
2024/4/25	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Close - Engagement Cleanup	close to focus on precise kpis
2024/4/25	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	No reporting yet but they are in the ICMM who has committed to reporting on an asset level by 2026 and they have also committed to TNFD (early adopter) for 2025
2024/4/25	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3B: Neutral outcome	not too pertinent to them as they have site level targets and we prefer they focus on water recycling rates and decreasing consumption rates which they already do
2024/4/25	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2B: Acknowledgement of the issue	no developments but re-asked. They have internal site level targets (not reported publicly) but did say that 4 of their sites did not achieve their public target of 10% reduction by 2023. We will ask about KPIs to see how they will better incentivize change
2024/4/25	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America		Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 0	
2024/4/10	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Board - Overboarding -Maura J. Clark (Item 1.4) -Sally-Anne Layman (Item 1.6) -Rene Medori (Item 1.8)
2024/3/26	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	They added climate criteria: verify target, achievement, min max in the AG

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2024/11/22	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	They finally seemed to understand the importance of this request, and said that it'll be discussed internally. To monitor the concreteness of this.
2024/11/22	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	No particular progress reported on the indicator in terms of their infrastructure segment. Item to be further reiterated in the follow up.
2024/11/22	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	Closing for cleaning up milestone from 2021 engagement.
2024/11/22	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	The company is aware of our request to become part of the OGMP 2.0 initiative and said that it'll be further discussed internally.
2024/11/22	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Measurement and reporting of more categories of scope 3 just completed. No precise strategy in place nor disclosure on how the company will work with its value chain, but they understood the importance to provide further details in the near future to enhance credibility and accountability. To be monitored,
2024/11/22	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	No movement yet on this, but they are aware of the importance to do it in the near future. Important element to be monitored.
2024/11/22	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America		Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 0	
2024/10/18	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	-Has NEE made any decision whether it will put its climate strategy to vote in its AGM (Say on Climate)?
2024/10/18	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	-Info on renewable penetration as infrastructure player: We understand and appreciate that NEE has ambitious targets regarding increasing renewables capacity in its own operations. However, we wanted to understand if the company has any targets regarding penetration of renewable energy in the grid (outside their own build out) given you also operate grid infrastructure? oWhat is the company's general strategy around higher penetration of renewables using their infrastructure assets? oCan you provide specific examples of how Nextra is working with state and federal ISOs to enhance the interconnection process and improve transmission efficiencies? oWhat are the planned investments in transmission infrastructure to support increased renewable penetration, and how do these align with your forecasted growth in adjusted EBITDA? oCould you elaborate on the strategies employed to assist commercial and industrial customers in building out renewable assets?
2024/10/18	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America		Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 0	
2024/10/18	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	-Has NEE expanded its Net Zero target to include Scope 3 emissions? If not why?
2024/10/18	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	-Has NEE made any developments in putting in place a more comprehensive and complete disclosure on Scope 3?
2024/10/18	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America		Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 0	
2024/10/18	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	-Has there been any progress on the company's position regarding having its decarbonisation targets certified by the SBTi? Please elaborate.
2024/10/18	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	-Can you please share an update regarding the progress made in the last year with regards to developing and disclosing a strategy/plan on how the company will work with its value chain (and especially suppliers) on minimising and mitigating Scope 3 emissions?
2024/10/18	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	-Has the company put in place interim Scope 3 emissions reduction targets? If yes, please elaborate on the following oWhat the targets are; oAssociated timelines; oStrategy to achieve the same.
2024/5/15	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditors' tenure exceed 24 years.
2024/5/15	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/5/15	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative climate-related KPI: vote against remuneration report. Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.
2024/1/3	NEXTERA ENERGY INC	No Engagement	One-to-one	Utilities	North America	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3B: Close - Engagement Cleanup	Closing for clean up. Please follow issue under another objective i.e. 'Develop targets'
2024/12/27	NUTANIX INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Working Conditions	Milestone 1: Raise issue with Company	Company encouraged to enhance transparency around fundamental human capital metrics and practices (see notes for full details).
2024/12/27	NUTANIX INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 1: Raise issue with Company	Encouraged company to enhance disclosures around Board responsibility and oversight of human capital (see notes for details).
2024/10/2	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	-They still haven't published their biodiversity risks impacts and opportunity analysis
2024/10/2	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2C: Strategy/Response developed to issue raised	-They have a % of LTP of executive linked to climate strategy, they plan to disclose this percentage
2024/10/2	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2A: No/poor acknowledgement of issue by Company	They kept resisting to our asks during the meeting and mentioning the lack of financial viability of setting gross targets on scope 1&2 and ammonia intensity targets. They currently have interim intensity targets for scopes 1&2 30% by 2030 using 2018 as baseline.

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2024/10/2	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	They don't plan to use carbon offsets in the near future and they will only use offset for residual emissions
2024/10/2	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Recommendations already covered under other engagement(s) (i.e. different themes and/or objectives)
2024/10/2	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	-They still haven't committed to SBTi since their commitment was removed last year
2024/10/2	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2A: No/poor acknowledgement of issue by Company	We kept resisting to our asks during the meeting and mentioning the lack of financial viability of setting gross targets on scope 3
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We re-asked the company if they have any update on the company's assessments of its impacts, risks, dependencies, and opportunities related to nature and when do they plan to publish the results.
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Close - Engagement Cleanup	no milestone 1
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 3B: Close - Engagement Cleanup	We prioritized other climate recommendations in 2024
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 3B: Close - Engagement Cleanup	We prioritized other climate recommendations in 2024
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	We asked the company: to clarify disclosure about the inclusion of climate-related KPIs in the executive remuneration policy
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	We prioritized other climate recommendations in 2024
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America		Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 0	
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We asked the company : to adjust disclosure of GHG reduction targets so it is comparable with peers and climate scenarios -To raise ambition of interim reduction targets on gross ammonia carbon intensity so it is in line with the Paris Agreement
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	We prioritized other climate recommendations in 2024
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	Recommendations already covered under other engagement(s) (i.e. different themes and/or objectives)
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Updated engagement mapping (i.e. different theme(s) and objective(s)) for the following asks: to clarify disclosure (i.e. scope, activities, and GHG targets covered + expected total contribution) about the use of carbon offsets so GHG emissions metrics are comparable with peers and climate mitigation scenarios
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	Recommendations already covered under other engagement(s) (i.e. different themes and/or objectives)
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Updated engagement mapping (i.e. different theme(s) and objective(s)) for the following asks: to sign the SBTi's commitment letter
2024/9/5	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We asked the company: - To set targets on scope 3 carbon and methane emissions from purchased goods & services in line with the Paris Agreement. -To set interim reduction targets on scope 3 carbon and nitrous oxide emissions from the use of sold nitrogenous fertilizers Company used investor feedback to inform its selection of human rights impact assessment partners and stakeholder outreach. Nearing the end of impact assessment at this time, with results likely to be disclosed in the 2025 Sustainability Report.
2024/12/11	NVIDIA CORP	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	We expect to see disclosures on salient human rights risks in the next sustainability report, pending the completion of human rights impact assessment.
2024/12/11	NVIDIA CORP	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	- Would you be able to disclose the water usage effectiveness metrics for your data centres?
2024/10/30	NVIDIA CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	- We previously asked how NVIDIA is addressing risks related to PFAS in your value chain – beyond engaging with the industry, is there anything else you could share with us on your risk mapping and mitigation efforts?
2024/10/30	NVIDIA CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	This was previously disclosed in the following annual report, hence closing with neutral outcome: https://s201.q4cdn.com/141608511/files/doc_governance/2023/02/NVIDIA-Political-Contributions-and-Expenditures-(External)-Feb-14-2023.pdf
2024/10/30	NVIDIA CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop strategy	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	- Is there a plan to set out a more holistic climate transition strategy (as mentioned in your CDP response)?

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2024/10/30	NVIDIA CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Other	Milestone 1: Raise issue with Company	- What gases are covered by your climate targets? - Thank you for reporting your location-based Scope 1&2 emissions. These have gone up substantially over the past 2 years. What are the key assumptions behind your efforts to reduce these? - When it comes to data centers, what are the key assumptions you have in your forecasts for energy efficiency gains? - Would you be able to share more details of your data center location strategy? What is your methodology for identifying new data center locations that are most resilient for key data center bottlenecks (e.g., natural resources or policy)? How do you foresee the company balancing water and electricity constraints going forward? - When it comes to data centers, how do you address the problem of consumption peakiness versus energy efficiency?
2024/10/30	NVIDIA CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	- What is your current roadmap towards being able to set a Scope 3 reduction target? What are the key parts of your value chain where you see reluctance to adopt/challenges in adopting science-based targets?
2024/6/7	NVIDIA CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	We voted against non-independent member(s) of the Audit Committee which does not meet our independence requirement of 67% for Audit Committee (i.e. 40%).
2024/6/7	NVIDIA CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG KPI: vote against remuneration report
2024/5/30	NVIDIA CORP	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	We would like to see the updated human rights policy and processes to (1) consider downstream risks to the extent they can be controlled by the company, and (2) incorporate feedback/be informed by CSOs and relevant stakeholders to ensure that risks are adequately addressed.
2024/5/30	NVIDIA CORP	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	Company asked for best practice examples and list of stakeholders of interest/relevance.
2024/5/30	NVIDIA CORP	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Human rights policy review is in progress but will probably be completed once HRIA is done. We will open an "encourage better practices" objective to reflect the current focus of the engagement on providing input into the company's policies and processes on HR.
2024/5/14	NXP SEMI CONDUCTORS	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against the nominees who hold an excessive number of Board mandates.
2024/3/27	NXP SEMI CONDUCTORS	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	Company uses SA questionnaire first, then works with suppliers with weak safeguards. Also uses databases and participates in the Global Child Labour Forum. No child labour found but safeguards are sometimes insufficient. Would like to understand how "insufficient" safeguards are defined.
2024/3/27	NXP SEMI CONDUCTORS	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Freedom of Association/Collective Bargaining	Milestone 2C: Strategy/Response developed to issue raised	"The tensions with our union in Thailand have been resolved in a mutually acceptable way" - will ask for more details.
2024/3/27	NXP SEMI CONDUCTORS	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Company has an LW project initiated in 2023, 2024 - will be gathering data. Will report in 2024 reports (in 2025).
2024/3/27	NXP SEMI CONDUCTORS	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	Yes - but no details provided on what those populations are.
2024/6/27	OLYMPUS CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	Lack of independence: We voted against a non-independent members of the nomination Committee (50% of independence) which does not meet our independence requirement of a majority of independent members for all committees for a Japanese companies with 3 committees.
2024/12/28	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	We re-sent an outstanding question to the company: We also discussed downstream risks and product diversion and misuse concerns that have been raised in the semiconductor value chain. I shared some of the good practices we have observed via email, and we were wondering if there has been any further work done to strengthen your downstream due diligence processes?
2024/12/28	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop strategy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	We re-sent an outstanding question to the company: - It was good to see more gender diversity data and more granularity on this matter in your Sustainability Report. In December, we reached out to ask for the details of your diversity strategy, and I was wondering if you could share which specific levers you have identified as priorities for increasing women's representation within the company, especially in leadership and technical roles? Do you have any internal targets or KPIs to track your progress – if so, would you be able to share those?
2024/11/13	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	Company has a grievance mechanism but argues they have not received complaints - this might suggest the mechanism is poorly communicated to rightsholders. We will follow up with the company with recommendations.
2024/11/13	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	Company argues limited visibility into suppliers beyond tier 1 due to NDAs limits their supply chain mapping abilities. We will consider examples from the industry to share with the company in order to challenge this assumption.

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2024/11/13	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2B: Acknowledgement of the issue	Company has some risk management and awareness in place, including working with nonconformant smelters and membership in the Responsible Minerals Initiative, which offers learning opportunities and collective action platform. We note limited awareness of chokepoints in the minerals supply chain and lack of awareness of supporting initiatives such as IRMA that might benefit the company. We will collate and share feedback and follow-up questions once we receive complete answers from the company.
2024/11/13	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	Onsemi are in the process of validating our Scope 3 Near Term Target through SBTi in October 2024, and are working with them to answer any questions and complete their requirements in order to publish their validated Near Term Scope 1, 2, and 3 Goals (note: near term targets only at this time).
2024/10/19	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	We also discussed downstream risks and product diversion and misuse concerns that have been raised in the semiconductor value chain. I shared some of the good practices we have observed via email, and we were wondering if there has been any further work done to strengthen your downstream due diligence processes?
2024/10/19	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop strategy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	- It was good to see more gender diversity data and more granularity on this matter in your Sustainability Report. In December, we reached out to ask for the details of your diversity strategy, and I was wondering if you could share which specific levers you have identified as priorities for increasing women's representation within the company, especially in leadership and technical roles? Do you have any internal targets or KPIs to track your progress – if so, would you be able to share those?
2024/10/19	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	-To what extent have you been able to enable access to remedy for rightsholders in the minerals supply chain? Have you assessed whether your grievance mechanisms are adequate to capture the relevant risks – if so, can you provide an overview? How do you assess the grievance mechanisms and remedy readiness of your own suppliers?
2024/10/19	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	oWith regard to supply chain management, you mentioned plans to potentially map suppliers beyond tier 1 as well as your supply chain risk mapping exercise – would it be possible to get an update on these? As you use RBA audits to assess supply chain risks, I was also wondering if you were aware of some of the concerns recently raised around those.
2024/10/19	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 1: Raise issue with Company	We asked Onsemi to evidence strong supply chain due diligence practices related to critical minerals sourcing.
2024/10/19	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	N/A - poor KPI
2024/10/19	ON SEMICONDUCTOR CORP	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	-I was wondering if you might be able to provide an update on setting an SBT? Your ESG report mentioned, in particular, that you are developing a supplier engagement program and setting a Scope 3 target – would it be possible to get a sense for your timeline for doing this?
2024/12/31	ORACLE CORP	Engagement - Active	One-to-one	Software and Services	North America	Develop new policy	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	We reached out to the company to ask for AI ethics policy
2024/12/31	ORACLE CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	We reached out to the company to - suggest assessing risks and opportunities associated with AI deployment and including relevant information in its annual / sustainability report. - ask for internal governance structures dedicated to responsible AI deployment
2024/12/31	ORACLE CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 1: Raise issue with Company	We asked if company has plans to for CbC tax reporting.
2024/12/31	ORACLE CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Board Composition	Board Competencies	Milestone 1: Raise issue with Company	We asked for evidence of Board competencies on and oversight of responsible AI.
2024/10/25	ORACLE CORP	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The gender diversity of the Board is below our guidelines -33%) w/ 31% female directors. Given the lack of diversity, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years).
2024/10/25	ORACLE CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	We voted against non-independent member(s) of the audit Committee which does not meet our independence requirement of 67% for Audit Committee.
2024/10/25	ORACLE CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Vote against a nominee who holds an excessive number of mandates.
2024/10/25	ORACLE CORP	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	lack of clear and quantitative ESG criteria : vote against remuneration report
2024/10/25	ORACLE CORP	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	1. The remuneration report does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives. 2. *Structure of the Executive plan (incl. LTIP): equity grants are not linked to performance-conditioned equity/ absence of performance based LTIP for some NEOs, only one absolute criteria in the STI. We also have concerns on the omnibus plan (cost of the plan, excessive dilution, discretion to accelerate vesting, etc.)

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2024/12/11	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	Opening milestone for engagement logging
2024/12/11	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	The company has set a net positive biodiversity impact for 2030 onwards, but only for projects now entering construction and/or operation, due to the difficulty of measuring baselines for older projects. Engagement should continue to keep track of this target when it is set for a project, as no projects have been validated under this target as of yet. The company hopes to have some validated in the coming year if it wins bids
2024/12/11	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	- Finalization of measurement framework and quantification of net-positive biodiversity impact goal by 2030 - Identification of baseline scenario and disclosure of relevant modelling to identify baseline scenarios - Reporting on the biodiversity footprint at the asset level and any offsetting action needed to deliver the net-positive impact by 2030 - Use IUCN definition of vulnerable areas - For CAPEX allocation to biodiversity, no immediate plans of disclosing such a figure (Recyclability of wind blades – commitment to not direct any to landfills. All will be repurposed or temporarily stored for future repurposing. Participating in industry-wide projects to explore doing so. - No CAPEX disclosures possible till quantification efforts complete
2024/12/11	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Oceans	Milestone 2C: Strategy/Response developed to issue raised	- Regarding vulnerable areas, the company uses the IUCN's definition of not only protected areas, but also areas at risk or that are vulnerable to ensure they do not engage in activities that could degrade them.
2024/12/11	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Neutral outcome	- NZ target 2040 - Regarding gas, the company is only involved in gas trading and backup power gen for plants, and aim to phaseout by 2040. Therefore, remaining KPIs in NZ assessment on gas and methane targets are not applicable to Orsted. No targets on low-carbon gases, however, as don't consider them necessary - Have a formal just transition strategy in place
2024/11/15	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Close - Engagement Cleanup	Closing this objective and milestone since we are focusing on other more material subjects at this point
2024/11/15	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We have continued to engage with the company on the importance of better methane disclosures and reduction targets
2024/4/30	ORSTED	Corporate Access	One-to-one	Utilities	EMU	Other	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 1: Raise issue with Company	Following the Danish government's directives in 2023 to resume operations at Orsted's oil and coal-fired power stations to ensure electricity supply, we have sought clarification on any modifications to Orsted's final coal phase-out date and strategic approach.
2024/4/30	ORSTED	Corporate Access	One-to-one	Utilities	EMU	Other	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3B: Close - Engagement Cleanup	Orsted appears aligned with our thermal coal policy and since there are no open concerns regarding this topic, we are closing the engagement objective.
2024/2/22	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	One current board member to be reelected is overboarded (Lene Skole (item 6.2).
2024/12/4	PALO ALTO NETWORKS INC	Engagement - Active	One-to-one	Telecommunication Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	Compensation is considered excessive compared to peers. Vote against remuneration report
2024/12/4	PALO ALTO NETWORKS INC	Engagement - Active	One-to-one	Telecommunication Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	We have concerns particularly regarding the equity award design and size. We are also not in favor of LTIP for which performance period is measured on an annual basis and with some annual goals.
2024/4/8	PAN AMERICAN SILVER CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	Company sent strong evidence around their consultation process and we fine it sufficient to have a positive view on the controversy. They do not yet publish their grievances but they did provide information on their reporting process internally and said they were open to doing it.
2024/4/5	PAN AMERICAN SILVER CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2B: Acknowledgement of the issue	We asked the company how Free, Prior and Informed consent was obtained from indigenous and local communities during stakeholder consultations for existing and new mining sites. We also asked for improved reporting and transparency on asset level status of community grievances, redress process and how learnings from this were applied to the company's overall social sustainability strategy. Company did acknowledge our email in oct 23 and confirmed they would reply but it never came through. We have re-asked.
2024/12/4	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Working Conditions	Milestone 2A: No/poor acknowledgement of issue by Company	We requested an update on the Brazil labour lawsuit controversy, following up from an earlier engagement on the topic.
2024/12/4	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 2C: Strategy/Response developed to issue raised	We requested an update on the Operation Car Wash controversy, following up from an earlier engagement on the topic.
2024/11/19	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	We sent a set of Health & Safety questions to better understand the company strategy, and have better visibility on their reporting.
2024/8/30	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Raise awareness	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	We close this theme as it is already covered within Net Zero.
2024/8/30	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Raise awareness	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	We close this theme as it is already covered within Net Zero.

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2024/8/30	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We resent the Net Zero letter and Framework, as we have had no response from the original request of December 2023.	
2024/8/30	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	We resent the Physical Risk questions, as we have had no response from the original request of December 2023.	
2024/5/17	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	Petrobras is improving disclosure on their climate strategy, but we would like to see Scope 3 targets, more spending on LCS, more disclosure on offsets and more detail on their path the NZ 2050.	
2024/5/17	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	Petrobras is increasing disclosure on LCS, but we look for more, including returns and targets	
2024/4/17	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	There are concerns regarding how this Board member has exercised his responsibilities.Vitor Eduardo de Almeida Saback is a non-independent member of the Remuneration Committee which is composed of less than 50% independent directors. Vitor Eduardo de Almeida Saback is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors.	
2024/4/17	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (general).	
2024/7/3	PROLOGIS INC	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems- - 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio- - 3 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do- - 4 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year	
2024/7/3	PROLOGIS INC	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not have an internal carbon price	
2024/7/3	PROLOGIS INC	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy- - 2 - The company does not report clearly on the annual energy intensity of its buildings' portfolio	
2024/7/3	PROLOGIS INC	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : - 1 - Governance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? - 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? - 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? - 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?	
2024/4/30	PROLOGIS INC	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The Nomination Committee members are held accountable for the lack of independence.The gender diversity of the Board is below our guidelines.Nomination Committee members are held accountable for the combined position of the chair and CEO without sufficient counterbalancing features.	
2024/4/30	PROLOGIS INC	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 1: Raise issue with Company	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria.	
2024/4/30	PROLOGIS INC	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	The Board is not sufficiently independent as per our voting policy.	
2024/8/7	PROSUS NV	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	Financial operations	Financial operations (general)	Milestone 1: Raise issue with Company	We implicitly asked the Company to have a repurchase of shares of 10% maximum.	
2024/8/7	PROSUS NV	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	We implicitly asked the Company for more information as the report does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives.	
2024/11/27	QIAGEN NV	No Engagement	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement at this time as the collaborative group prioritised other names for the 2024 engagement. We may reopen the engagement should priorities change	
2024/6/5	QIAGEN NV	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 2A: No/poor acknowledgement of issue by Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.	
2024/6/5	QIAGEN NV	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	The weight of the ESG criteria in the variable compensation is insufficient (less than 10%): vote against remuneration report [and policy].	
2024/3/1	QIAGEN NV	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	We informed the Company that there is at least one informant that overboarded. We reminded them of our rule and inform them that at next AGM we should be voting against that director.	
2024/12/5	REPSOL	No Engagement	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3C: Positive outcome	Closing the CDP Forest engagement positively as the company has filled 90% of the aggregated CDP questionnaire this year, including the Forests section [source: CDP Website at:https://www.cdp.net/en/investor_member/files?title%5B%5D=disclosure_engagement_tool]	
2024/11/19	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 1: Raise issue with Company	We sent a set of Deforestation questions to better understand the company strategy, and have better visibility on their reporting.	
2024/10/16	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Repsol gave a brief update, discussing capex plans and the various end markets. We will look for more information in early 2025 when FY24 results are published.	

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2024/10/16	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2C: Strategy/Response developed to issue raised	Repsol has listened to shareholders from this year's AGM and will no longer include avoided emissions in Scope 3. They are also looking to set a new climate target, which will be published in February 2025.
2024/10/4	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	The company gave comprehensive answers to our net zero questions using 2023 and showed a good understanding of the topic. We will follow up in 2025.
2024/10/4	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2C: Strategy/Response developed to issue raised	The company gave comprehensive answers to our physical risk questions and showed a good understanding of the topic. We will follow up in 2025.
2024/8/30	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We resent the Net Zero letter and Framework, as we have had no response from the original request of December 2023.
2024/8/30	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	We resent the Physical Risk questions, as we have had no response from the original request of December 2023.
2024/6/24	REPSOL	Engagement - Soft	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	As part of the official CDP NDC campaign, requesting the company to fill in the CDP questionnaire, as it has not done so previously
2024/6/24	REPSOL	Engagement - Soft	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	As part of the official CDP NDC campaign, requesting the company to fill in the CDP questionnaire, as it has not done so previously
2024/5/23	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 2B: Acknowledgement of the issue	Discussion with the company about the peer group and the remuneration.
2024/4/30	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	Compensation is considered excessive compared to peers. Vote against remuneration report
2024/4/9	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2C: Strategy/Response developed to issue raised	There are limited updates on the Peru oil spill, things are evolving slowly. Management are confident of expecting good news from the investigation. All clean up activities have been completed.
2024/4/9	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Repsol gave an update on the start up of a new facility. We will follow up for more developments during 2024.
2024/4/8	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	Repsol provided a some additional colour on the comprehensive answers to our biodiversity question set earlier this year. We will follow up with the company on biodiversity targets in 2H24.
2024/1/18	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	Repsol is set to publish water targets in 1Q24. Further targets look set to be announced once further biodiversity assessments are concluded. We will follow up with the company on the targets during 1Q24.
2024/12/17	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 3C: Positive outcome	The company 2023 tax contribution report addresses most of our asks. The company expresses that tax is a core part of corporate responsibility and governance and is overseen by the Board of Directors (the Board). Tax strategy and set of principles approved by the Board. At least annually, the Board approves tax strategy, reviews its effectiveness and maintains sound internal controls.
2024/12/2	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 2C: Strategy/Response developed to issue raised	Shell gave a comprehensive response to our deforestation question set. We plan to engage further in 2025 as we deepen our understanding in this topic across the industry.
2024/11/20	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 2A: No/poor acknowledgement of issue by Company	Shell provided a very brief response, only pointing to a website link and a report link. We will push for a fuller response to be better able to fully analyse this topic.
2024/11/20	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	Shell gave a comprehensive response to our health and safety question set. We plan to engage further in 2025 as we deepen our understanding in this topic across the industry.
2024/11/19	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 1: Raise issue with Company	We sent a set of Deforestation questions to better understand the company strategy, and have better visibility on their reporting.
2024/11/19	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	We sent a set of Health & Safety questions to better understand the company strategy, and have better visibility on their reporting.
2024/11/19	ROYAL DUTCH SHELL PLC	No Engagement	One-to-one	Energy	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 3B: Neutral outcome	Amundi appreciates Shell's commitment to engaging with shareholders on the proposals with significant dissent i.e. in 2024, resolution 22 - Approve the Shell Energy Transition Strategy) and resolution 23 (shareholder resolution). However, we expect the Company to be more responsive in addressing the concerns of the shareholders (see relevant milestone by ESG analyst) with regard to their Energy Transition Strategy and climate related shareholder proposal.
2024/11/12	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2A: No/poor acknowledgement of issue by Company	Despite the Shell's legal win in the Dutch case, the company confirmed the lack of a legal imposed Scope 3 target will not mean they will now come out with a company wide Scope 3 target, which we continue to ask for.
2024/9/25	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2A: No/poor acknowledgement of issue by Company	Shell is looking to refresh the remco strategy in 2026, and they are looking for views on that. Being more internationally competitive is being suggested by some. We gave feedback that we do not support growth in LNG being a metric, and we asked for a detailed breakdown of the 25% energy transition weighting.
2024/9/25	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2A: No/poor acknowledgement of issue by Company	Shell remain unhappy with investors pushing for a full Scope 3 target. There will be a new plan every 3 years, up to 2027, and there will no longer be a vote on the progress of the energy transition strategy. The Say on Climate will be every 3 years.
2024/9/16	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	There are some targets and metrics, and they need to be risk based. Targets and metrics should be revisited once the 2024 annual report is out.
2024/9/16	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	Reporting is significantly expanding due to CSRD, and nature biodiversity items. Shell may include some data that is not required. Nigeria spill data will continue to be reported.
2024/9/16	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	The Nigeria sale keeps progressing, but there is no clear indication of when the disposal will be approved.

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2024/9/16	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2B: Acknowledgement of the issue	Shell seem to be losing interest in the pursuit of carrying out seismic activity in South Africa, as other options seem more appealing. We will follow up in 2025
2024/8/30	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We resent the Net Zero letter and Framework, as we have had no response from the original request of December 2023.
2024/8/30	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	The company was unwilling to provide a direct response to our Net Zero questions, and pointed to reports and web links.
2024/8/30	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	We resent the Physical Risk questions, as we have had no response from the original request of December 2023.
2024/8/30	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2A: No/poor acknowledgement of issue by Company	The company was unwilling to provide a direct response to our physical risk questions, and pointed to reports and web links.
2024/8/8	ROYAL DUTCH SHELL PLC	No Engagement	One-to-one	Energy	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 3B: Close - Engagement Cleanup	We close this engagement. We received a response to our questions, which provided little colour, as the controversy is not company specific. The controversy is no longer flagged in our framework.
2024/5/14	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/5/2	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2A: No/poor acknowledgement of issue by Company	Shell remain fully against the upcoming shareholder resolution, and see it as damaging to the company and the energy transition.
2024/4/9	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2A: No/poor acknowledgement of issue by Company	We again highlighted that we are unhappy to see an LNG production metric, with a weighting of 5% in the remco. From the feedback they have received, Shell admit they may have to change it again.
2024/3/28	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	With the Nigeria disposal, everything is going to plan, and in the best case, it closes in 2024, but 2025 is more likely.
2024/3/28	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 3C: Positive outcome	After a year of requests, the CEO attended a meeting with us on a 121 basis, and was open to a continued direct dialogue.
2024/3/28	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 2B: Acknowledgement of the issue	Shell gave more context on Low carbon solutions regarding their strategy and what information they report. We will monitor and follow up.
2024/3/28	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2A: No/poor acknowledgement of issue by Company	Shell now has a partial Scope 3 target, only covering oil. The remain fully against the motivations of the shareholder proposal, which they see as damaging to the company and not helping the climate.
2024/3/20	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	We raised several concerns regarding the composition of remco, including fatalities adjustments, an LNG production target, a lack of LSC metrics and a general lack of transparency on decision making for payout levels.
2024/1/26	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 1: Raise issue with Company	Our meeting was to provide feedback on a wishlist of disclosures we would like to see in the upcoming ESG day. We will review post the event and follow up.
2024/1/3	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	Shell is not looking to set specific targets in biodiversity but continues to target net positive goals for new projects. We will look to see if there any targets that make sense for Shell and will follow up.
2024/1/3	ROYAL DUTCH SHELL PLC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	Shell will have alot of additional disclosure in the 2024 Annual Report, but will not report with TNFD, as regulation increases the amount of additional disclosure. We will continue to monitor the levels of disclosure.
2024/11/27	RWE AG	No Engagement	One-to-one	Utilities	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement at this time as the collaborative group prioritised other names for the 2024 engagement. We may reopen the engagement should priorities change
2024/9/10	RWE AG	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2B: Acknowledgement of the issue	the company acknowledges Amundi's position
2024/9/2	RWE AG	No Engagement	One-to-one	Utilities	EMU	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3B: Close - Engagement Cleanup	Closing for clean up. Please follow engagement under another objective i.e. 'Develop targets'.
2024/9/2	RWE AG	No Engagement	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 1: Raise issue with Company	We are opening the engagement under 'Develop Targets' for consistency purposes since the previous engagements with logged under a different objective; We have requested the company to communicate a thermal coal exit in line with Amundi's Coal Policy and associated timeframes (2030 for OECD and EU countries, and 2040 for the rest of the world).
2024/9/2	RWE AG	No Engagement	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 2B: Acknowledgement of the issue	The company well acknowledged again our requests for more transparency. While understanding the government-imposed 2026-2033 caveat that provides a high degree of uncertainty in their strategy, we are still pushing RWE to 1)provide a firm commitment to phasing out mining by 2030 and 2) a clear end date for the refinery business line also by 2030, 3) to disclose concrete projections on the progressive reduction in mining volumes leading up to the 2030 phase-out; 4) provide more detailed information on the remaining 7.5 million metric tons of mined lignite, including a granular breakdown of quantities sold for each product type.
2024/6/4	RWE AG	Engagement - Active	One-to-one	Utilities	EMU	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 2B: Acknowledgement of the issue	End date for third party sales still missing. The company has finally understood why it is important. They argue that they have never considered making disclosures around this due to the very minimal weight of this business line in the overall business.
2024/6/4	RWE AG	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 1: Raise issue with Company	Re-opening the engagement objective to ensure full alignment with our Coal Policy requirements.

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2024/6/4	RWE AG	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 2B: Acknowledgement of the issue	The company well acknowledged again our requests for more transparency and timeframe's alignment. While understanding the government-imposed 2026-2033 caveat that provides a high degree of uncertainty in their strategy, we are still pushing RWE to 1)provide a firm commitment to phasing out mining by 2030 and 2) a clear end date for the refinery business line also by 2030, 3) to disclose concrete projections on the progressive reduction in mining volumes leading up to the 2030 phase-out; 4) provide more detailed information on the remaining 7.5 million metric tons of mined lignite, including a granular breakdown of quantities sold for each product type. .
2024/1/24	RWE AG	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	We share with the company to reduce or even eliminate grants below median level and make the current vesting scale more challenging.
2024/1/3	RWE AG	No Engagement	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3B: Close - Engagement Cleanup	Closing for clean up. Please follow issue under another objective i.e. 'Develop targets'
2024/4/24	S&P Global Inc	Engagement - Active	One-to-one	Diversified Financials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditors' tenure exceed 24 years.
2024/4/24	S&P Global Inc	Engagement - Active	One-to-one	Diversified Financials	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report. The weight of the ESG criteria in the variable compensation is insufficient (less than 10%); vote against remuneration report. Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.
2024/12/10	SCHLUMBERGER NV	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We initiated a Net Zero engagement, seeking better clarity on the company's GHG emissions reductions and how that impacts reporting, targets, strategy, capex uses and accountability of management.
2024/11/19	SCHLUMBERGER NV	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	We sent a set of Health & Safety questions to better understand the company strategy, and have better visibility on their reporting.
2024/3/25	SCHLUMBERGER NV	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	auditor tenure excessive
2024/3/25	SCHLUMBERGER NV	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	Reopening engagement that was closed last year because of persisting poor performance on the matter
2024/3/25	SCHLUMBERGER NV	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 2B: Acknowledgement of the issue	•The gender diversity of the Board is below our guidelines -33%) w/ 27% female directors.
2024/3/25	SCHLUMBERGER NV	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding of Jum Hackett
2024/2/28	SCHLUMBERGER NV	Engagement - Active	One-to-one	Energy	North America	Develop strategy	Social Cohesion	Just Transition	Just Transition	Milestone 2A: No/poor acknowledgement of issue by Company	Schlumberger's response to our JT questions was very poor, only providing internet links. We will follow up to request they answer the questions in detail.
2024/11/12	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Two current board members are overboarded. Explanation of our overboarding policy that the company acknowledges.
2024/10/21	SCHNEIDER ELECTRIC SE	No Engagement	One-to-one	Capital Goods	North America	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/10/21	SCHNEIDER ELECTRIC SE	No Engagement	One-to-one	Capital Goods	North America	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/4/25	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	require internal and measurable ESG KPI in executive remuneration
2024/4/25	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	The company specifies that separate internal and measurable KPI shall be introduced to LTI
2024/4/25	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 3C: Positive outcome	introduction of clear and measurable internal CO2 reduction criteria in LTI (no reference to CSR roadmap)
2024/4/25	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America		Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 0	
2024/4/25	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America		Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 0	
2024/4/25	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	we asked from the company the pro-rate unvested LTIP with executive becoming non-executive chair.
2024/4/25	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2B: Acknowledgement of the issue	the company informed us that the pro-rata basis principle shall be included into the new policy
2024/4/25	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 3C: Positive outcome	pro-rata rule included into the new remuneration policy in case of retirement or change of position
2024/4/25	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America		Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 0	
2024/4/25	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America		Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 0	
2024/4/14	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).

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2024/4/14	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	We asked the company if: II - a/ it publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ it considers relying on voluntary frameworks such as TNFD, SBTN, GRI101..., to account for nature-related risks and opportunities. III/ It publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company : I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.
2024/4/14	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility
2024/4/14	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Raise awareness	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 3B: Close - Engagement Cleanup	Clean up as milestones are not in the right order
2024/3/15	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity)
2024/3/15	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent? Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)
2024/3/15	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2C: Strategy/Response developed to issue raised	b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/1/23	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Raise awareness	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	When we asked the company about their involvement in the EACOP project, they have answered that no matter the energy transition scenario, there is a lot of fossil fuels to exploit. For them, transition is driven by the demand, not the offer, and 95% of SE products are conceived to drive this demand, but until then, they are going to help to keep the energy security They have said that local population in Tanzania and Uganda have the right to access to projects like this one, and that local communities are happy with the project. Finally, SE has sent multiple 3rd party missions to inspect the situation there. The results of the audit are that most of the allegations against the project are false, and most of the mitigation and adaptation measures are in place. On top of this, SE has created a stakeholder committee, which challenges ESG practices to improve them. Among the members there is the African Commissaire for Energy. This committee has helped investigate and they will continue to do so.
2024/1/23	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Other	Milestone 3C: Positive outcome	SE has confirmed that Say on Climate vote will take place every three years.

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2024/12/6	SEGRO PLC	Corporate Access	One-to-one	Real Estate	Europe ex-EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Close - Engagement Cleanup	We close this engagement as it is a corporate access meeting
2024/6/26	SEGRO PLC	Engagement - Active	One-to-one	Real Estate	Europe ex-EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio 3 - The company has no or insufficiently ambitious SBTi validation for its LT target 4 - The company has no clear Net Zero commitment (by 2050 at the latest) on the in-use operational GHG emissions from tenant-controlled space of its owned buildings (Category 13 downstream leased assets)Remove Milestone
2024/6/26	SEGRO PLC	Engagement - Active	One-to-one	Real Estate	Europe ex-EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	1 - The company does not specify or quantify the contribution of offsets in its decarbonization strategyRemove Milestone
2024/6/26	SEGRO PLC	Engagement - Active	One-to-one	Real Estate	Europe ex-EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	Regarding the physical-risk, we asked these questions to the company : 1 - Gouvernance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/6/17	SEGRO PLC	Engagement - Active	One-to-one	Real Estate	Europe ex-EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio 3 - The company has no or insufficiently ambitious SBTi validation for its LT target 4 - The company has no clear Net Zero commitment (by 2050 at the latest) on the in-use operational GHG emissions from tenant-controlled space of its owned buildings (Category 13 downstream leased assets)
2024/6/17	SEGRO PLC	Engagement - Active	One-to-one	Real Estate	Europe ex-EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy
2024/6/17	SEGRO PLC	Engagement - Active	One-to-one	Real Estate	Europe ex-EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : 1 - Gouvernance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/4/8	SEGRO PLC	Engagement - Active	One-to-one	Real Estate	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 1: Raise issue with Company	the capital increase without preemptive rights is excessive i.e. >10%. - proposal 20% total of ISC.
2024/5/7	ServiceNow Inc	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Vote against nominees who hold an excessive number of Board seats.
2024/5/7	ServiceNow Inc	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report.
2024/2/2	ServiceNow Inc	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	ServiceNow has a number of strong practices, including advanced third-party risk management and CISO involvement in training. We would still be keen to see a more explicit provision in your Code of Conduct for non-reporting of cybersecurity and/or data privacy incidents
2024/2/2	ServiceNow Inc	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	The company acknowledged our disclosure recommendations (cybersecurity KPIs and a narrative on cybersecurity strategy implementation).
2024/11/27	SIEMENS HEALTHINEERS AG	No Engagement	One-to-one	Health Care Equipment and Services	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement at this time as the collaborative group prioritised other names for the 2024 engagement. We may reopen the engagement should priorities change
2024/4/15	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 1: Raise issue with Company	Excessive term: Ralf Thomas, Roland Busch, Sarena Lin, Peer Schatz, Nathalie von Siemens, Dow Wilson (Items 9.1, 9.3, 9.5 to 9.8).
2024/4/15	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 2C: Strategy/Response developed to issue raised	The company provides details but not sound or committed enough to change our vote. to be followed

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2024/4/15	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	vote against the following Board, Nomination, Remuneration, and Audit Committee members who are considered non-independent as per our guidelines: Ralf Thomas, Roland Busch, Nathalie von Siemens, Veronika Bienert, Peter Koerte (Item 9.1, 9.3, 9.7, 9.9, 9.10).
2024/4/15	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 2C: Strategy/Response developed to issue raised	The company provides details but not sound or committed enough to change our vote.
2024/4/15	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	vote against the following Board, Nomination, Remuneration, and Audit Committee members who are considered non-independent as per our guidelines: Ralf Thomas, Roland Busch, Nathalie von Siemens, Veronika Bienert, Peter Koerte (Item 9.1, 9.3, 9.7, 9.9, 9.10).
2024/4/15	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Overboarding: Marion Helmes (Item 9.4).
2024/4/15	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 2B: Acknowledgement of the issue	no specific remarks from the company.
2024/4/15	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 1: Raise issue with Company	nomination committee members can be held accountable for the Company's insufficient level of independence, we will also vote against the reelection of nomination committee Chair with a board tenure of at least two years: Ralf Thomas (Item 9.1).
2024/2/16	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	We would like to see evidence of more advanced third-party due diligence (current focus is on suppliers only, it appears).
2024/2/16	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	We continue to reiterate our recommendations to the company.
2024/7/3	SIMON PROPERTY GROUP INC	Engagement - Active	One-to-one	Real Estate	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio 3 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do 4 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year
2024/7/3	SIMON PROPERTY GROUP INC	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not report clearly on executive remuneration alignment with ESG KPIs 2 - The company does not specify or quantify the contribution of offsets in its decarbonization strategy 3 - The company does not report clearly on the annual whole building in-use operational GHG intensity of its owned buildings 4 - The company does not disclose clearly its breakdown of absolute GHG emissions per buildings activities
2024/7/3	SIMON PROPERTY GROUP INC	Engagement - Active	One-to-one	Real Estate	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : 1 - Governance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of Impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/12/20	SMITH & NEPHEW PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Develop strategy	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 1: Raise issue with Company	We asked the company to develop a more articulated access to health strategy, with some kind of roadmap on how to deploy its access strategy for key products and across specific countries/regions.
2024/12/20	SMITH & NEPHEW PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 1: Raise issue with Company	We asked the company to report metrics on access to health and to set quantitative mid/long term targets associated with your affordable access strategy, notably in LMICs.
2024/12/20	SMITH & NEPHEW PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Other	Product, Client, Societal Responsibility	Societal	Access to Basic Needs	Milestone 1: Raise issue with Company	We suggested the company to join the Zero Health Gaps Pledge (ZHGP).
2024/4/23	SMITH & NEPHEW PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The gender diversity of the Board is below our guidelines -33% w/ 27% female directors.
2024/4/23	SMITH & NEPHEW PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Financial operations	Financial operations (general)	Milestone 1: Raise issue with Company	Excessive capital increase without preemptive rights.
2024/4/23	SMITH & NEPHEW PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The remuneration items does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	How is SNAM working to ensure that the newly acquired companies maintain high and consistent health and safety standards? Can you please give some examples?
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	We've asked the company to provide evidence on how it is ensuring that the newly acquired companies maintain high and consistent health and safety standards (i.e. integration of ISO 45001 standard across all subsidiaries)
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Have there been any changes regarding the inclusion/improvement of ESG criteria in the executive remuneration scheme? Could you please share the weighting of your environmental/climate and social KPIs in both short-term and long-term incentive schemes?

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2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	We've asked the company to improve the transparency and accountability of its remuneration strategy by including clear ESG criteria in the executive remuneration scheme, either in the STI and or LTI.
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	Has the company put in place a GHG intensity reduction target yet? Has there been any progress in creating interim GHG intensity reduction targets for gas transport, in line with the Paris Agreement? Does the company have any targets on the sale of natural gas, with regard to decarbonization of their product portfolio? For example by reducing this business or by replacing natural gas with low carbon gases such as hydrogen or biomethane. Does the company have any other targets (in addition to the above asked) around emissions reduction with regard to its gas business?
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	We've asked the company to put in place: a GHG intensity reduction target/s, interim GHG intensity reduction target/s for gas transport activities in line with the Paris Agreement; targets on the sale of natural gas with regard to decarbonization of their product portfolio (i.e. by reducing this business or by replacing natural gas with low carbon gases such as hydrogen or biomethane).
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	- Building on the -45% reduction in methane emissions achieved in 2022 compared to 2015, does SNAM plan to set more ambitious, long-term reduction targets on methane emissions? Are there updates that can be shared? - We are aware that the company already reports on methane intensity. However, following last year's discussions, has there been any progress on the possibility of setting quantitative methane intensity reduction targets?
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Has there been any progress in considering the disclosure of aggregated and detailed information on: - Methane fugitive emissions. - Methane emissions from ventilation. - Methane emissions from flaring (if applicable). - Updated inventory of all potential sources of methane, including but not limited to pneumatic valves, controllers, vents/process/flaring and exhaust gas flows. - Gross GHG intensity of gas transport activities in kgCO2e per bbl/boe. - Vented gas volumes from planned and unplanned events.
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We've asked the company to disclose the following items: - Methane fugitive emissions. - Methane emissions from ventilation. - Methane emissions from flaring (if applicable). - Updated inventory of all potential sources of methane, including but not limited to pneumatic valves, controllers, vents/process/flaring and exhaust gas flows. - Gross GHG intensity of gas transport activities in kgCO2e per bbl/boe. - Vented gas volumes from planned and unplanned events.
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	- Has the company already implemented a GHG intensity reduction target? - Gas and Methane follow up kpis have been saved this time under more specific milestones, such as: Building on the -45% reduction in methane emissions achieved in 2022 compared to 2015, does SNAM plan to set more ambitious, long-term reduction targets on methane emissions? Are there updates that can be shared? 8.We are aware that the company already reports on methane intensity. However, following last year's discussions, has there been any progress on the possibility of setting quantitative methane intensity reduction targets? 9.Does the company have any other targets (in addition to those mentioned above) regarding the reduction of emissions in its gas activity? 10.Has there been any progress in considering the disclosure of aggregated and detailed information on: - Methane fugitive emissions. - Methane emissions from ventilation. - Methane emissions from flaring (if applicable). - Updated inventory of all potential sources of methane, including but not limited to pneumatic valves, controllers, vents/process/flaring and exhaust gas flows. - Gross GHG intensity of gas transport activities in kgCO2e per bbl/boe. - Vented gas volumes from planned and unplanned events.
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	- Any progress in creating interim GHG intensity reduction targets for gas transport in line with the Paris Agreement? Has there been any progress in having the company's decarbonisation targets formally certified by SBTi or other third parties?
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	How do you intend to work with your suppliers (and the value chain more generally) on their decarbonisation strategy, thereby minimising your Scope 3 emissions?

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2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	We've asked the company to better formalize a clear strategy on how it intends to work with suppliers (and the value chain more generally) on their decarbonisation strategy, thereby minimising Scope 3 emissions
2024/11/4	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Have you made progress in setting long-term reduction targets for Scope 3 accompanied by a detailed strategy?
2024/5/28	SNAM	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	GSSB	Green Bond	Milestone 1: Raise issue with Company	SNAM's Net Zero commitments extend beyond their own operations to include joint-ventures. Net Zero assessment results should be published to main Climate data providers
2024/1/8	SNOWFLAKE INC	Engagement - Active	One-to-one	Software and Services	North America	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3A: Negative outcome	Company does not want to disclose any social information - we therefore close this engagement with a negative outcome.
2024/1/8	SNOWFLAKE INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3A: Negative outcome	Company will only disclose when SEC mandates disclosures. We close this engagement with a 3A at this stage as the company is not open to discussing this information.
2024/1/8	SNOWFLAKE INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	Asked if company has a Human Rights policy.
2024/1/8	SNOWFLAKE INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	IR offered to get back.
2024/1/8	SNOWFLAKE INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 1: Raise issue with Company	Would Snowflake consider submitting?
2024/1/8	SNOWFLAKE INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 2B: Acknowledgement of the issue	Potentially - will get back.
2024/12/19	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop strategy	Social Cohesion	Just Transition	Just Transition	Milestone 1: Raise issue with Company	We recommended that the company develops a formal just transition strategy to support its net zero commitment.
2024/11/25	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	SQM has set 50% waste reduction target by 2025 and 65% by 2040. Asked about building blocks to deliver this reduction.
2024/11/25	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	Asked the company if the additional reduction in Brine extraction by 2040 is largely relying on DLE technology? Just trying to read it in conjunction with continental water reduction target as DLE is more fresh water dependent based on my understanding. Keeping their medium term lithium output target in mind, what'll unlock this significant recovery improvement in output to input ratio?
2024/11/25	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 2A: No/poor acknowledgement of issue by Company	Asked again if any sustainability focused board trainings are on the cards.
2024/11/25	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Why has Iodine business carbon neutrality target moved to 204 from 2030 previously?
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Raise awareness	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3B: Close - Engagement Cleanup	We prioritized other climate recommendations in 2024
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 3B: Neutral outcome	We prioritized other climate recommendations in 2024
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop strategy	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	We asked the company: -to develop a contingency plans in case if water availability decreases faster than projected or if new regulatory restrictions on water use are imposed in Chile, given that 96% of the water consumed in 2023 came from areas of high or extremely high water stress
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	We asked the company: -to disclose the detailed action plan that SQM will implement to achieve these water reduction targets (Key initiatives or projects already in place or planned, The timeline for each phase of target reductions) -to disclose the percentage of SQM's total water needs will be met by desalinated water once the TEA pipeline is operational in 2026
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 1: Raise issue with Company	We asked the company: to provide more information on current brown capex to provide more information on brown capex in the strategic plan
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	We asked the company: to link the company's climate strategy with the executive remuneration policy
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We asked the company: to set targets on key mitigation levers identified
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We asked the company: to provide a breakdown of targeted GHG reductions per mitigation lever
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We asked the company: to set long-term GHG reduction targets covering at least 95% of scope 1&2 and 90% of scope 3 GHG emissions
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We asked the company: to commit to develop and submit long-term GHG reduction targets to the SBTi for 1.5°C validation
2024/10/8	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We asked the company: - To set targets on scope 3 carbon and methane emissions from purchased goods & services in line with the Paris Agreement -To commit to achieve net zero scope 3 carbon and methane emissions from purchased goods and services, by 2050 at the latest.
2024/8/30	SONOVA HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU		Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 0	
2024/6/3	SONOVA HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The gender diversity of the Board is below our guidelines.Remuneration Committee members are held accountable for the Company's inadequate executive pay practices or policies.

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2024/6/3	SONOVA HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 2C: Strategy/Response developed to issue raised	the step-up to 10 members is thought to be temporary as Mr. Gilbert Achermann was put forward as potential successor for the Chair position currently held by Mr. Spoerri. Assuming all members stand for re-election, except for Mr. Spoerri, we would get back to 33% at next year's AGM. To be verified in 2025.
2024/6/3	SONOVA HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on performance goal).The structure of executive pay is considered inadequate (general).
2024/6/3	SONOVA HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	The company acknowledges the issue. To be followed.
2024/6/3	SONOVA HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	There is a lack of relevant and quantifiable ESG criteria in the variable compensation. The Company has not provided sufficient disclosure for shareholders to assess the adequacy of executive remuneration (lack of transparency on performance goal).The structure of executive pay is considered inadequate (general). Also, we regret that the relative TSR criterion applied to the LTI allows grants below the median level of performance with regard to the reference panel
2024/6/3	SONOVA HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2B: Acknowledgement of the issue	The company acknowledges the issue. To be followed.
2024/12/10	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Encourage better ESG practices	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3C: Positive outcome	Company has developed solutions to the water risks in Crolle with stakeholder input - they acknowledge that risks of community opposition were identified originally and were not surprised by the challenges faced. Also recognised that need a new stakeholder relations policy - this will be published in spring 2025.
2024/12/10	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	Completed the mapping of usage – monitoring and controlling risks internally. Started to engage with suppliers, especially outsourcing. Working on PFAS substitution replacement alternative. Further details available in the notes.
2024/12/10	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	Have been looking into product diversion risks for multiple years but offered to have a more detailed call with the relevant team. Generally, have conducted downstream due diligence including for certain types of buyers – buyer can be blocked if risk is too high. See increased demand from distributors to get on top of the diversion issue.
2024/12/10	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2C: Strategy/Response developed to issue raised	Company has made more substantive progress on diversity, including gender diversity, since 2023. Most notably, this is the first time they reached 21% women in STEM roles, and in 2025 a new DEI policy will be published covering gender diversity. Company has also launched new ERGs in 2024 to support its DEI work. It is also the first time STM has more than 20% women in management. Overall, we assess this as y-o-y progress.
2024/12/10	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 3B: Neutral outcome	Company includes young workers as a group of risk in its human rights reporting due to the relatively significant number of student workers in engineering - this is not a matter of forced labour, however, so we close the engagement following clarification.
2024/10/28	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Encourage better ESG practices	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2B: Acknowledgement of the issue	-Water risks at the Crolle/Grenoble site extension – appreciate that you have put a number of mitigation efforts in place to reduce negative effects on water and nature in the area, but I understand that local opposition remains. I was wondering if you could share any updates on both risk management and dialogue with the local community?
2024/10/28	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	-Great that you have been in touch with all of your direct suppliers to assess PFAS exposure – will we see any numbers or a risk mitigation update in your next report to get a sense of the insights from your evaluation?
2024/10/28	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	-Following last year's engagement, I wonder if any further work had been done to address product misuse and diversion risks? A number of peers (e.g., Texas Instruments, Analog Devices) have published some details of their work to combat product diversion, so I was wondering if you had plans to increase disclosures on this matter?
2024/10/28	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	We had a comprehensive call last year, and I was wondering if you could provide a brief update on your sense of progressing towards your internal targets?
2024/10/28	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 3C: Positive outcome	added: https://sustainabilityreports.st.com/sr24/community/responsible-supply-chain.html
2024/10/28	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2B: Acknowledgement of the issue	-It was good to see a number of human rights updates in your reporting. I appreciate that as you mentioned last year, you do not look at specific groups at risk, but it was helpful to see updates on underage and young workers' protection. Was there a particular rationale for reviewing the policies for this group?
2024/10/21	STMICROELECTRONICS NV	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/10/21	STMICROELECTRONICS NV	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.

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2024/4/14	STMICROELECTRONICS NV	Engagement - Soft	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).
2024/4/14	STMICROELECTRONICS NV	Engagement - Soft	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	STMICROELECTRONICS NV	Engagement - Soft	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company if: II - a/ it publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ it considers relying on voluntary frameworks such as TNFD, SBTN, GR101..., to account for nature-related risks and opportunities. III/ it publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	STMICROELECTRONICS NV	Engagement - Soft	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company : I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.
2024/4/14	STMICROELECTRONICS NV	Engagement - Soft	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility
2024/3/15	STMICROELECTRONICS NV	Engagement - Soft	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity)
2024/3/15	STMICROELECTRONICS NV	Engagement - Soft	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent? Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)
2024/3/15	STMICROELECTRONICS NV	Engagement - Soft	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2C: Strategy/Response developed to issue raised	b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/1/4	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Recapped discussion from previous call. Company is aware of 30% Club expectations, working on the matter.
2024/1/4	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	Donatella Sciuto (not on renewal in 2024). She has 4 mandates as a non-executive director, of which, 2 mandates as a chair of the audit committee. According to Amundi's rules, she has 6 mandates.
2024/1/4	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	We stressed the lack of quantitative ESG KPIs in executive remuneration at STM.
2024/1/4	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	Acknowledged - offered to select from metrics in the Sustainability Charter.
2024/1/4	STMICROELECTRONICS NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Asia ex-Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The remuneration structure lacks disclosure regarding the targets, the results, so it is hard to assess if the remuneration is in line with the objectives and if the objectives are challenging enough.
2024/4/12	STRAUMANN HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	
2024/4/12	STRAUMANN HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	The nominee holds an excessive number of Board mandates (4 in total, including 2 as a Chair) and is therefore considered overboarded.

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2024/4/12	STRAUMANN HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	
2024/4/12	STRAUMANN HOLDING AG	Engagement - Active	One-to-one	Health Care Equipment and Services	Europe ex-EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	There is a lack of relevant and quantifiable ESG criteria in the variable compensation.
2024/5/3	STRYKER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	The auditors' tenure exceed 24 years.
2024/5/3	STRYKER CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Less than half of the LTI is explicitly linked to performance conditions. Vote against the remuneration report.
2024/3/26	SYNOPSYS INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	Same audit firm since 1992 (> 24y). We voted against their reappointment
2024/3/26	SYNOPSYS INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	Only 27% of the board is composed of women directors, below the 33% requested. We voted against the chair of the nom committee.
2024/3/26	SYNOPSYS INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	3 boards members are overboarded. We voted against their reelection the two last AGM.
2024/3/26	SYNOPSYS INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	45% of the LTIP is performance-based (<50% requested). We voted against the rem report.
2024/9/3	SYSMEX CORP	No Engagement	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 28: Acknowledgement of the issue	No progress on board independence and board diversity.
2024/9/3	SYSMEX CORP	No Engagement	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 28: Acknowledgement of the issue	No progress on board independence and board diversity.
2024/6/13	SYSMEX CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	GD below our threshold
2024/6/13	SYSMEX CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 38: Close - Engagement Cleanup	cleanup no milestone 1
2024/11/19	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 28: Acknowledgement of the issue	Company re-shared information on water consumption commitments from its ESG report, but this did not offer further insights into how its ambitious 2030 water consumption goals will be achieved, which we find disappointing.
2024/11/19	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2A: No/poor acknowledgement of issue by Company	Company declined to respond to our question on export controls risk management. As this was an explicit response declining to engage, we will use the 2A milestone.
2024/11/19	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Develop new policy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	The company declined to respond to the question on paternity leave - as with general diversity strategy, we do see this as material to address in light of demographic challenges to pipeline building.
2024/11/19	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	Company sees diversity as a macro-level challenge - but we view the risks as material to the company given the demographic challenges in Taiwan. Therefore, we do think the company should address pipeline building more proactively.
2024/11/19	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2A: No/poor acknowledgement of issue by Company	Company declined to provide information on conflict minerals due diligence beyond its current reporting.
2024/11/19	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 2A: No/poor acknowledgement of issue by Company	Company declined to respond to our questions on auditor rotation beyond current reporting.
2024/11/19	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 2A: No/poor acknowledgement of issue by Company	Company declined to respond to our questions on CEO-chairman split beyond current reporting.
2024/11/19	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2A: No/poor acknowledgement of issue by Company	Company declined to respond to our questions on ESG KPIs in executive remuneration beyond current reporting.
2024/11/19	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	Company declined to respond to our questions on climate strategy beyond current reporting.
2024/11/19	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2A: No/poor acknowledgement of issue by Company	Company declined to respond to our question on Scope 3 beyond current disclosures.
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Develop new policy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3C: Positive outcome	From 2023 Sustainability Report: They have issued a "Biodiversity Statement" with the goal of achieving net-zero deforestation, no net loss of nature and biodiversity, and a net positive impact on nature and biodiversity by 2050
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	-Given your 2030 water consumption goals, are there any efforts to expedite progress on driving down water consumption?
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	-Given recent reports of chips diversion, would you be able to outline how TSMC manages risks related to export controls and grey market activities? We see semiconductor companies increasingly disclosing specific actions they are undertaking to address this risk (see e.g., Analog Devices) – would you consider providing a summary of your risk management efforts on chips diversion in your future reports?

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2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Develop new policy	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	oAre you also considering to increase your paternity leave length (given the current length is 10 days)?
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Rolling back due to continued slow progress. "-Do you have some context to add on the decreasing female representation in your workforce? Appreciate that you have a number of efforts in place to promote women's representation at al levels. However, given the current trend and in the context of the changing demographics (particularly representation of women in STEM degrees), what other options are you considering to address this issue? Beyond outreach to schools and universities, are you currently working with policymakers to increase female STEM representation and hence talent pool? Have you assessed entry thresholds for new recruits (e.g., degree requirements) in the context of the changing demographic trends? "
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 1: Raise issue with Company	We asked TSMC for evidence of strong supply chain due diligence practices with regard to critical minerals.
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	-How often is your external auditor (responsible for auditing financial statements) rotated?
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	-Are there any plans to split the CEO and Chairman roles in the future?
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2C: Strategy/Response developed to issue raised	-It was good to see more granularity on ESG KPIs in executive remuneration. Is the TSMC Sustainability Impact factor applied in the same way for the entire executive team?
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 3C: Positive outcome	Reporting on ESG KPIs in executive remuneration is now available and generally very detailed.
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	-Would you be able to outline how TSMC quantifies risks associated with the use of offsets? -In the context of your 2030 goal to reach 60% of energy used by all your operation sites to come from renewable sources, how do you assess current progress and what is the plan to accelerate renewable energy usage?
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	2023 Sustainability Report states: "Taking business growth and development trends in carbon reduction into account, TSMC will put zero growth in emissions for 2025 as the main target, and assess to fulfill SBT requirements in mid- and long-term targets in 2026."
2024/10/28	TAIWAN SEMICONDUCTOR MANUFACTURING COMPANY LIMITED	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Emerging Countries	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	-Scope 3: will we see any further progress on scope 3 reporting in your next report? It would be especially helpful to see the data for your subsidiaries outside of Taiwan.
2024/12/31	TENCENT HOLDINGS LTD	No Engagement	One-to-one	Media and Entertainment	Emerging Countries	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 3A: Negative outcome	Company declined WDI participation.
2024/10/18	TENCENT HOLDINGS LTD	No Engagement	One-to-one	Media and Entertainment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3C: Positive outcome	Public reporting and press reports suggest that Riot remains committed to diversity, with a generally high Glassdoor rating and increasing female representation. In 2023, the company compensated female plaintiffs in the 2018 gender discrimination case, therefore settling the case.
2024/6/28	TENCENT HOLDINGS LTD	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries		Product, Client, Societal Responsibility	Client	Data Privacy & Responsibility	Milestone 0	
2024/6/28	TENCENT HOLDINGS LTD	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 3C: Positive outcome	Tencent outlined commitment to fundamental human rights principles and provided (some) transparency reporting on third-party requests in its ESG report. Overall, we believe this is sufficient to close the engagement although we appreciate that company faces certain context-specific constraints and may continue to face pressures for greater transparency on requests for information.
2024/6/28	TENCENT HOLDINGS LTD	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	Company has disclosed additional qualitative information on its carbon neutrality strategy but this lacks the detailed measures we requested, we will reiterate the ask.
2024/6/28	TENCENT HOLDINGS LTD	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	Tencent disclosed information on R&D investments in low-carbon technologies but we would like to see more information on budget allocation and will follow up.
2024/6/26	TENCENT HOLDINGS LTD	Engagement - Active	One-to-few (with other institutions)	Media and Entertainment	Emerging Countries	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Data Privacy & Responsibility	Milestone 2C: Strategy/Response developed to issue raised	Have systems to review harmful content leveraging AI; upgraded minor protection mode last year to allow parents or guardians to select labels for content; labelling is not a manual process but it is based on AI technology. Tencent Guard platform – allows users to report inappropriate content. Started a healthcare factcheck platform to identify rumours or disinformation.
2024/6/26	TENCENT HOLDINGS LTD	Engagement - Active	One-to-few (with other institutions)	Media and Entertainment	Emerging Countries	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Data Privacy & Responsibility	Milestone 2B: Acknowledgement of the issue	Number of accounts disabled for inappropriate disclosures, or harmful content – but this is only published in Mandarin on Weixin. Company published further qualitative information on user privacy, including complaints handling, but we would still be keen to see numbers/trends

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2024/6/26	TENCENT HOLDINGS LTD	Engagement - Active	One-to-few (with other institutions)	Media and Entertainment	Emerging Countries	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	We would like to see metrics to help investors assess the effectiveness of the company's minor protection interventions.
2024/6/26	TENCENT HOLDINGS LTD	Engagement - Active	One-to-few (with other institutions)	Media and Entertainment	Emerging Countries	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	Working on this.
2024/6/26	TENCENT HOLDINGS LTD	Engagement - Active	One-to-few (with other institutions)	Media and Entertainment	Emerging Countries	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	Already operated on the low end of government regulations prior to new laws in China. Parental controls improvements. Privacy policies – collect and use minors’ policies only for controls purposes. Privacy policies – aiming to work further on reducing harmful content.
2024/6/26	TENCENT HOLDINGS LTD	Engagement - Active	One-to-few (with other institutions)	Media and Entertainment	Emerging Countries	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 3C: Positive outcome	Overall, content with the governance developments on digital rights, including establishment and initial progress of the committees for technology/AI and privacy.
2024/6/17	TENCENT HOLDINGS LTD	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 1: Raise issue with Company	Encouraged to participate in the WDI.
2024/5/8	TENCENT HOLDINGS LTD	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 1: Raise issue with Company	The roles of CEO and Chair are combined. We voted AGAINST the election of the Chair/CEO.
2024/5/8	TENCENT HOLDINGS LTD	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	Lack of independence (committee level): We voted against non-independent member(s) of the Nomination Committee which does not meet our independence requirement of 50% for Nomination Committees.
2024/5/8	TENCENT HOLDINGS LTD	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	Financial operations	Financial operations (general)	Milestone 1: Raise issue with Company	The Company has not disclosed sufficient information to enable support of the proposal.
2024/12/27	TERADYNE INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 1: Raise issue with Company	Company identified as potentially engaging in aggressive tax practices through our screening. We therefore encouraged GRI-aligned reporting on tax and an explanation of tax gap and effective tax rate.
2024/12/27	TERADYNE INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	We asked about the extent the company had identified different child labour risks in its minerals supply chain - this information will allow us to assess the maturity of its child labour risk management and inform next recommendations.
2024/12/27	TERADYNE INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	- To what extent have you been able to enable access to remedy for rightsholders in the minerals supply chain? Have you assessed whether your grievance mechanisms are adequate to capture the relevant risks – if so, can you provide an overview? How do you assess the grievance mechanisms and remedy readiness of your own suppliers?
2024/12/27	TERADYNE INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 1: Raise issue with Company	Asked company to provide evidence of enhanced risk management around conflict minerals sourcing and gender-based violence (see notes).
2024/7/31	TERUMO CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 2A: No/poor acknowledgement of issue by Company	The gender diversity of the Board is below our guidelines 2 female directors vs 1 female director. Given the lack of diversity, we voted against the (re)election of relevant Board members (representative directors).
2024/2/8	TERUMO CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	We emailed the company to ask for increasing board diversity, with higher transparency in female ratio at all levels as well as developing a dedicated strategy for increasing female executives.
2024/2/8	TERUMO CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 2A: No/poor acknowledgement of issue by Company	The gender diversity of the Board is below our guidelines 2 female directors vs 1 female director. Given the lack of diversity, we voted against the (re)election of relevant Board members (representative directors).
2024/12/23	THERMO FISHER SCIENTIFIC INC	No Engagement	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 3B: Close - Engagement Cleanup	Cleaning-up this engagement as we have the same request under a different objective (Improve transparency and accountability)
2024/5/13	THERMO FISHER SCIENTIFIC INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	Lack of independence: We voted against non-independent member(s) of the Nomination and governance Committee which does not meet our independence requirement.
2024/5/13	THERMO FISHER SCIENTIFIC INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Other	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria. We voted AGAINST the election of the Chair/CEO. Nomination Committee members with a tenure of more than 2 years, are held accountable.
2024/5/13	THERMO FISHER SCIENTIFIC INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2A: No/poor acknowledgement of issue by Company	Lack of clear and quantitative ESG criteria : vote against remuneration report
2024/5/13	THERMO FISHER SCIENTIFIC INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Less than half of the LTI is explicitly linked to performance conditions. Vote against the remuneration report.
2024/2/15	THERMO FISHER SCIENTIFIC INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	TFS' answer: Point taken. We understand your request.
2024/2/15	THERMO FISHER SCIENTIFIC INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	TFS' answer: Point taken. We understand your request. However, we are still in the process of implementing our "Design for Sustainability" (DFS) strategy across the entire group, and this is very complex. We need to identify the right KPI. Working on this.
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2C: Strategy/Response developed to issue raised	Amundi's comment: this might not come immediately. We suggested they process one DFS criteria at a time, maybe starting with the "Extended life criteria"
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2C: Strategy/Response developed to issue raised	-We were glad to see a ,more comprehensive approach to recycling waste throughout the product lifecycle. What, however, were the consequences of not meeting your packaging environmental target (reducing usage ratio of wood packaging for products to 50% or less – at 77.6%)?
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Natural Capital Preservation				-Great that you are looking to improve water consumption practices. Are there any specific interventions you are able to share with us that are being planned for water consumption optimisation?

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2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	We also discussed downstream due diligence and know-your-customer processes, particularly in the context of increasing concerns of product misuse in the sector. Given TEL's positioning in the value chain, it would be helpful to understand if you have considered strengthening your downstream risk oversight.
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Japan	Raise awareness	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2B: Acknowledgement of the issue	We reiterated our recommendation for the company to develop more robust risk management planning around conflict minerals risks.
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2C: Strategy/Response developed to issue raised	-We were glad to see increased diversity disclosures and plans to increase the number of female managers in the company, especially plans to develop a diversity-conscious gender pipeline. The ratio of female managers remains very low, both in Japan and globally. Are there any priority actions you can share that you have identified to remove barriers to progression.
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	We reiterated our expectation for the company to address CHRB recommendations: outline which mechanisms the company has in place for affected stakeholders (other than just workers) to communicate concerns (i.e., grievance mechanisms); explain how the company would remedy any legitimate instances of human rights breaches (=access to remedy).
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Japan	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	Reiterated our recommendation: to address CHRB recommendations, report on grievances received and resolution.
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	Reiterated our recommendation for supply chain mapping and evidence of risk management planning on conflict minerals.
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 1: Raise issue with Company	We encouraged the company to consider committing to paying a living wage in its own operations and supply chain.
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	We reiterated expectations for reporting on audits as well as introducing a robust human rights due diligence in place.
2024/12/13	TOKYO ELECTRON LTD	Engagement - Active	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	Japan	Improve transparency and accountability	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	We reiterated expectation that the company should be committed to access to remedy.
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Raise awareness	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3C: Positive outcome	Formulated commitments to biodiversity and forest conservation. Joined TNFD Forum in 2024 and identified high-priority areas for action and engaged suppliers on their TNFD status. Assessing own impact on biodiversity & nature. http://www.tel.com/sustainability/management-foundation/environment/index.html
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2C: Strategy/Response developed to issue raised	More comprehensive approach to recycling waste throughout the produce lifecycle but did not meet packaging environmental target (reducing usage ratio of wood packaging for products to 50% or less – at 77.6%). New initiatives to improve packaging introduced to meet target (standardization of strong triple wall).
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2C: Strategy/Response developed to issue raised	Company currently looking to improve water consumption practices.
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	No progress indicated in the integrated report.
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2C: Strategy/Response developed to issue raised	Published a list of interventions to increase no. of female managers in Japan and globally (numbers went up y-o-y); DEI website launched suggesting greater focus on the issue.
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	Although discussed risks identified in supply chains, no discussion of high-risk suppliers and/or country exposure.
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Develop strategy	Social Cohesion	Reporting	Other reporting engagements	Milestone 3C: Positive outcome	Launched a DEI report/website and expanded social reporting.
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Develop strategy	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 3B: Close - Engagement Cleanup	Cleanup to merge with encouraging better practices due to duplication of objectives.
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Company plans to carry out RBA audits of suppliers as indicated in the Integrated Report - although these have limitations, this suggests progress away from questionnaires.
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Improve transparency and accountability	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Although much remains to be done, company reported risks identified in 2023 and remediation actions in progress/completed as part of human rights due diligence.
2024/11/1	TOKYO ELECTRON LTD	No Engagement	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3C: Positive outcome	Happy with the overall progress (per wafer ambition has been upgraded to 55% by 2031 and stands at 24%; comprehensive focus on driving down footprint and working towards net zero target).
2024/10/21	TOKYO ELECTRON LTD	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	As the LTI plan can be exercised before retirement and there is a lack of transparency on performance criteria, we have decided to vote against item 4 (Approve Deep Discount Stock Option Plan).
2024/12/3	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	We sent a set of Health & Safety questions to better understand the company strategy, and have better visibility on their reporting.
2024/10/28	TOTALENERGIES SE	No Engagement	One-to-few (with other institutions)	Energy	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Engagement clean-up following the decision to minimize the number of engagements with French companies through investors coalition.
2024/10/21	TOTALENERGIES SE	No Engagement	One-to-one	Energy	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/10/21	TOTALENERGIES SE	No Engagement	One-to-one	Energy	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.

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2024/10/15	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2C: Strategy/Response developed to issue raised	TotalEnergies provided a very comprehensive response to our plastics questions. We will do further analysis before following up on some specific items.
2024/10/9	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2B: Acknowledgement of the issue	We are still awaiting the 3rd party report into Uganda. However the person charged with it as had health issues. Despite 3 visits to the country, the report is yet to be finalised and there is no timeline on this.
2024/10/9	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2C: Strategy/Response developed to issue raised	Further insights were given on the electrons side on conditions for profitability. We will continue to monitor the progress they make in this area.
2024/10/7	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2C: Strategy/Response developed to issue raised	In Uganda they are making good progress on the project and they are on track to start in 2026. The resettlement action are essentially completed, with less than 1% outstanding, mainly small residual disputes. We will continue to monitor.
2024/10/7	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Dilligence	Milestone 2B: Acknowledgement of the issue	TotalEnergies provided an update on Mozambique, where force majeure is still in place. There is no evidence to support allegations of human rights abuses. The company continues to try to support communities. We will continue to monitor.
2024/9/30	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: 1 - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. 1 - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/9/30	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Close - Engagement Cleanup	As this theme evolves, this objective is better represented in Improve Transparency and Accountability and we close this milestone in Encourage better ESG practices.
2024/9/30	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	TotalEnergies has a comprehensive approach to biodiversity, and we see them as a leader amongst peers. We will follow up in 2025 once CSRD reporting is available, so see best what additional information would be most useful.
2024/9/30	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Close - Engagement Cleanup	We close this milestone as it is better represented in the existing objective in Improve Transparency and Accountability.
2024/9/12	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We resent the Net Zero letter and Framework, as we have had an incomplete response from the original request of December 2023.
2024/9/12	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	We resent the Physical Risk questions, as we have had a poor response from the original request of December 2023.
2024/8/9	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2A: No/poor acknowledgement of issue by Company	We requested a response to the comprehensive question set we sent in Dec 2023.
2024/8/9	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2B: Acknowledgement of the issue	We resent a comprehensive question set on plastics, as the company is on the Plastics policy list, and we received no response to our Dec 2023 email.
2024/7/30	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Ethics	Milestone 3C: Positive outcome	TotalEnergies provided clarity on their exit from Myanmar. They left responsibly and provided clarity on payments. We see this item as closed and we close the milestone.
2024/7/30	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 2B: Acknowledgement of the issue	The 3rd party audit is ongoing, but there is no date yet for completion. We will follow up later this year.
2024/7/30	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	We asked for their framework on health & safety, the definitions they use, and how they account for performance differences in employees versus contractors.
2024/7/30	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 3C: Positive outcome	A comprehensive human rights report was published earlier this year. The report is comprehensive and addresses many important issues. We believe the report helps to address this legacy engagement and we close this milestone.
2024/7/30	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	TotalEnergies is sharing technology with several countries, including Brazil, Angola, India, Kazakhstan and Nigeria. TotalEnergies may reach the 2025 goal to cut methane emissions by 50% a year early.
2024/7/30	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	TotalEnergies confirmed that do not report on traded emissions. They also confirmed that there is unlikely to be a change in the absolute scope 3 target.
2024/4/29	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	We again requested a better Scope 3 target during our Say on Climate voting discussion.
2024/4/14	TOTALENERGIES SE	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).

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2024/4/14	TOTALENERGIES SE	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	TOTALENERGIES SE	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company if: II - a/ it publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ it considers relying on voluntary frameworks such as TNFD, SBTN, GRI101..., to account for nature-related risks and opportunities. III/ it publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	TOTALENERGIES SE	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 1: Raise issue with Company	We asked the company : I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.
2024/4/14	TOTALENERGIES SE	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 1: Raise issue with Company	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility
2024/4/11	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	discussion on climate-related KPI in remuneration. Scope 3 KPI still not included since last year in LTI. New Lifecycle KPI in LTI
2024/4/11	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Strong Governance for Sustainable Development	ESG Strategy	Shareholders proposals (general)	Milestone 1: Raise issue with Company	Discussion on potential SH proposal on separation of roles of chair and CEO.
2024/4/11	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2C: Strategy/Response developed to issue raised	The board member gave extensive insights into the workings of the board and low carbon solutions, with a key focus on maintaining discipline and delivering on the strategy.
2024/4/10	TOTALENERGIES SE	Engagement - Active	One-to-few (with other institutions)	Energy	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Ethics	Milestone 2C: Strategy/Response developed to issue raised	TotalEnergies announced in January 2022 that they would withdraw and did so in July 2022, in line with sanctions, human rights and did a responsible handover of the energy assets. We will look to get more detailed information on the exit before we close this item.
2024/4/10	TOTALENERGIES SE	Engagement - Active	One-to-few (with other institutions)	Energy	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	There has been limited progress in Mozambique, due to no project activity due to the ongoing security risks and terrorism.
2024/4/10	TOTALENERGIES SE	Engagement - Active	One-to-few (with other institutions)	Energy	EMU	Raise awareness	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 3B: Neutral outcome	We close this engagement as there has been no impact or implications on TotalEnergies regarding alleged contractor breaches, that also seem unfounded.
2024/4/7	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	TotalEnergies acknowledged some of our recommendations in our letter, and have actioned them already. However, we did not get answers to all of our net zero questions, we will follow up this year to get detailed responses.
2024/4/7	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	We did not get answers to our physical risk questions, we will follow up this year to get detailed responses.
2024/3/28	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2B: Acknowledgement of the issue	We requested a response to the comprehensive question set we sent in Dec 2023.
2024/3/28	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2C: Strategy/Response developed to issue raised	There was an in depth discussion on the various solutions, timings, returns and targets. We will continue to monitor the progress of this segment.
2024/3/22	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	We requested a meeting with their HSE expert to get a better understanding of the issue at the company.
2024/3/22	TOTALENERGIES SE	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	TotalEnergies is keeping their Scope 3 target but they do not see it being helpful for the climate. We will continue the dialogue to try to get a better defined target.
2024/3/15	TOTALENERGIES SE	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent? Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)

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2024/3/15	TOTALENERGIES SE	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity) b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/3/15	TOTALENERGIES SE	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2C: Strategy/Response developed to issue raised	We sent a follow-up email to ask for an update on a Scope 3 reduction target. We sent a follow-up email asking them to consider SBT certification for their climate targets. Reopening engagement that was closed last year because of persisting poor performance on the matter The gender diversity of the Board is below our guidelines -33%)/ w/ 27% female directors.
2024/9/3	TRANSUNION CORP	Engagement - Active	One-to-one	Commercial and Professional Services	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	Lack of clear and quantitative ESG criteria : vote against remuneration report. The weight of the ESG criteria in the variable compensation is insufficient (less than 10%): vote against remuneration report
2024/9/3	TRANSUNION CORP	Engagement - Active	One-to-one	Commercial and Professional Services	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	
2024/4/25	TRANSUNION CORP	Engagement - Active	One-to-one	Commercial and Professional Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	
2024/4/25	TRANSUNION CORP	Engagement - Active	One-to-one	Commercial and Professional Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 2A: No/poor acknowledgement of issue by Company	
2024/4/25	TRANSUNION CORP	Engagement - Active	One-to-one	Commercial and Professional Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	
2024/11/22	UMICORE	No Engagement	One-to-one	Materials	EMU	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 3B: Close - Engagement Cleanup	We close this engagement objective as the ask is not clearly defined
2024/11/22	UMICORE	No Engagement	One-to-one	Materials	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Close - Engagement Cleanup	We close this engagement objective as the ask is not clear
2024/11/22	UMICORE	No Engagement	One-to-one	Materials	EMU	Raise awareness	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3C: Positive outcome	Over the last two years, Umicore has undertaken a global and systematic biodiversity impact analysis with every of its 46 operational sites. They ranked operational sites by those that have the greatest environmental risk, based on respected biodiversity data tool, IBAT, and direct local information. For the most critical sites, they began an in-depth analysis of further research to help identify concrete steps for improvement. The next step will be to develop a centralized monitoring system that will help implement a future biodiversity action plan across the business. Although Umicore is still in the early stages of its biodiversity journey, we view the outcome of this engagement as positive considering the significant efforts and systematic groundwork they have undertaken to get a complete picture of their biodiversity risks and opportunities.
2024/11/22	UMICORE	No Engagement	One-to-one	Materials	EMU	Raise awareness	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3C: Positive outcome	Umicore developed it 2030 RISE strategy in 2022 with the goal to be recognized as a circular materials technology company. With that goal in mind, the company aims maximizing the physical recycling of materials while minimizing the associated environmental impact. The company is strong in recycling service for batteries and metals, so their close loop business model will be a key contribution to a circular global economy. Umicore has introduced strategies for all key resources used during the processes to minimize use and extraction and started reporting on annual progress. In 2023, 65% of the materials were from secondary origin, waste decreased by 14%, and 2/3 of non hazardous waste was recycled, water consumption slightly decreased, and electricity from renewables. from 35% up to 41%.
2024/11/22	UMICORE	No Engagement	One-to-one	Materials	EMU	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 3B: Close - Engagement Cleanup	Close as the corrective actions shared by the company with us have been taken into account in other objectives
2024/11/22	UMICORE	No Engagement	One-to-one	Materials	EMU	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 3B: Close - Engagement Cleanup	Close as the corrective actions shared by the company with us have been taken into account in other objectives
2024/11/22	UMICORE	No Engagement	One-to-one	Materials	EMU	Raise awareness	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 3B: Neutral outcome	In 2023, the blood tests took place in a wider area northeast of the site and thus with a higher number of children. The result were higher average blood lead levels. Umicore has published the yearly test result and 2023 shows a sharp increase. While this is a negative development, we acknowledge Umicore's environmental efforts and efforts to be fully transparent, involve data beyond just their data on their site and reach out to various stakeholders to work on the matter.
2024/11/22	UMICORE	No Engagement	One-to-one	Materials	EMU	Raise awareness	Social Cohesion	Direct Employees	Health & Safety	Milestone 3B: Close - Engagement Cleanup	Close as the corrective actions shared by the company with us concerning their health and safety controversy have been taken into account in other objectives
2024/11/22	UMICORE	No Engagement	One-to-one	Materials	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Neutral outcome	- SBTi verified near term target 1.5 degree aligned - no commitment to net zero target verified by SBTi - scope 3 target verified by SBTi

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2024/4/12	UMICORE	Engagement - Active	One-to-one	Materials	EMU	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	•The gender diversity of the Board is below our guidelines -33%) w/ 30% female directors. Given the lack of diversity, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years).
2024/4/26	UNITED PARCEL SERVICE INC	Engagement - Active	One-to-one	Transportation	North America	Raise awareness	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 2A: No/poor acknowledgement of issue by Company	The auditors' tenure exceed 24 years.
2024/4/26	UNITED PARCEL SERVICE INC	Engagement - Active	One-to-one	Transportation	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	Lack of independence: We voted against non-independent member(s) of the X Committee which does not meet our independence requirement of [50% for Nomination and Remuneration Committees; 67% for Audit Committee]
2024/4/26	UNITED PARCEL SERVICE INC	Engagement - Active	One-to-one	Transportation	North America	Raise awareness	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 2A: No/poor acknowledgement of issue by Company	Overboarding: Vote against a nominee who holds an excessive number of mandates.
2024/4/26	UNITED PARCEL SERVICE INC	Engagement - Active	One-to-one	Transportation	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2A: No/poor acknowledgement of issue by Company	Lack of clear and quantitative climate-related KPI: vote against remuneration report. Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.
2024/1/25	UNITED PARCEL SERVICE INC	Engagement - Active	One-to-one	Transportation	North America	Raise awareness	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	tenure of auditor above 24 years
2024/1/25	UNITED PARCEL SERVICE INC	Engagement - Active	One-to-one	Transportation	North America	Raise awareness	Strong Governance for Sustainable Development	Board Composition	Board Composition (overboarding)	Milestone 1: Raise issue with Company	1)Overboarding: Rodney Adkins (Item 1b)
2024/1/25	UNITED PARCEL SERVICE INC	Engagement - Active	One-to-one	Transportation	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Initiation of engagement
2024/1/25	UNITED PARCEL SERVICE INC	Engagement - Active	One-to-one	Transportation	North America	Develop strategy	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Initiation of engagement
2024/1/25	UNITED PARCEL SERVICE INC	Engagement - Active	One-to-one	Transportation	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We initiate the engagement with UPS
2024/11/5	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	No change in CoC (from 2023), we reiterated our recommendation
2024/11/5	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3C: Positive outcome	Throughout the cyber breach, UNH has continuously updated stakeholders on the situation and remediation, a positive sign. https://www.unitedhealthgroup.com/ns/changehealthcare.html#latesupdates
2024/11/5	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2C: Strategy/Response developed to issue raised	UNH realized a third-party assessment throughout 2023, we asked more details regarding the methodology to ensure it integrates broader vision of pay.
2024/11/5	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Develop strategy	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2B: Acknowledgement of the issue	We reiterated our recommendations with an emphasize on a basic assessment to start the process.
2024/11/5	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America		Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 0	
2024/11/5	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	No improvement yet, we followed-up to know its plan for 2025.
2024/11/5	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America		Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 0	
2024/11/5	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Raise awareness	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	UNH is struggling to achieve greener mix, 0% as of 2023, we close this milestone to focus the dialogue on its target to reach 100% by 2030.
2024/8/7	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 3C: Positive outcome	UHG did participate in WDI this year with the findings to be published in October.
2024/7/3	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 1: Raise issue with Company	Ask to participate in 2024 WDI
2024/5/31	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 2B: Acknowledgement of the issue	The company currently maintain a 30% female Board, with independent directors being led by a female Lead Independent Director with robust and clearly articulated duties. In addition, our Board includes 3 racially/ethnically diverse members.
2024/5/31	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2B: Acknowledgement of the issue	the company reply that for them is ok like this to stay competitive
2024/5/31	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2B: Acknowledgement of the issue	The mix of stock-based compensation granted in 2023 was 50% performance shares, 25% RSUs, and 25% non-qualified stock options.
2024/5/30	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	Reopening engagement that was closed last year because of persisting poor performance on the matter
2024/5/30	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 2A: No/poor acknowledgement of issue by Company	The gender diversity of the Board is below our guidelines -33%. Given the lack of diversity, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years).
2024/5/30	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	Less than half of the LTI is explicitly linked to performance conditions. Vote against the remuneration report.
2024/5/30	UNITEDHEALTH GROUP INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The remuneration does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives.
2024/1/11	UNITEDHEALTH GROUP INC	Corporate Access	One-to-one	Health Care Equipment and Services	North America		Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 0	Remuneration Committee members w/ a tenure of more than 2 years are held accountable for the Company's inadequate executive pay practices or policies.

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2024/11/1	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	<p>The company's response to our questions is the following:</p> <p>•Yes, we're one of the early adopters of the TNFD and decided to follow the same logic than we have had for TCFD. Therefore, I ask you to check our latest Annual Report and page 142. This is our 17th integrated report, so we don't have as much materials as some other companies having separate sustainability reports, but have tried to concentrate on the most material issues incl biodiversity. That should answer to your first question. It also tells about Board's role.</p> <p>•Your third question is good. We use and test many different tools, systems and certifications. Main requirement is that there alignment with ISO requirements, transparent criteria process and independent management model which is separate from UPM. Example could be EU Ecolabel which is ISO 14024 type 1 label and another example FSC which has ISEAL system behind it. One example of testing is our pilot with SBTn I mentioned already earlier. Regarding specific tools, such as Transparency International's Corruption Index or WWF Water Risk Filter, we rely on our own judgement of their usability, reliability and credibility.</p> <p>The company does a risk assessment but publish only the ones related to climate change, markets evolutions, consumer behaviors... Nothing is specifically mentioned about biodiversity. Since the company is making its disclosures evolving to respect the EU CSRD requirements, we expect to find more information next year and follow the company's responses:</p>
2024/11/1	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	<p>•Yes, we're one of the early adopters of the TNFD and decided to follow the same logic than we have had for TCFD. Therefore, I ask you to check our latest Annual Report and page 142. This is our 17th integrated report, so we don't have as much materials as some other companies having separate sustainability reports, but have tried to concentrate on the most material issues incl biodiversity. That should answer to your first question. It also tells about Board's role.</p> <p>•If you check page 79 and UPM.com, you see that biodiversity has been included into our Sustainability Supply Chain Programme. Our main raw material wood is covered by FSC and PEFC chain of custody systems which cover all tiers and go thus to local level. Other categories have own approaches specific per commodity. Risks are evaluated per commodity, but when we go to local level picture is getting more blurry. One of the key learnings in our SBTn pilot (page 85) is that neither we nor any other companies have not yet created robust enough location specific system for other categories than wood. As we have 20.000 tier 1 suppliers in 80 countries it is challenging and visible also in climate related scope 3 calculations which commonly are based on factors and databases. It's getting even more complicated as raw materials having tangible biodiversity impacts are commonly coming from lower tiers and lack traceability systems.</p> <p>Moreover, the company states the following: "As we are getting prepared for EU's CSRD, our reporting will look different next year."</p>
2024/11/1	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 2B: Acknowledgement of the issue	<p>The company is referring to its public available information, as detailed in its first answer here:</p> <p>We're one of the early adopters of the TNFD and decided to follow the same logic than we have had for TCFD. Therefore, I ask you to check our latest Annual Report and page 142. This is our 17th integrated report, so we don't have as much materials as some other companies having separate sustainability reports, but have tried to concentrate on the most material issues incl biodiversity. That should answer to your first question. It also tells about Board's role</p> <p>We have thus found the following answer and are satisfied with the company's answers:</p> <p>"we're one of the early adopters of the TNFD and decided to follow the same logic than we have had for TCFD. Therefore, I ask you to check our latest Annual Report and page 142. This is our 17th integrated report, so we don't have as much materials as some other companies having separate sustainability reports, but have tried to concentrate on the most material issues incl biodiversity. That should answer to your first question. It also tells about Board's role"</p> <p>Info available here on p70/127 of the pdf: https://www.upm.com/siteassets/asset/investors/2023/upm-annual-report-2023.pdf</p>

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2024/10/31	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Neutral outcome	Since the company has a good biodiversity management strategy and even if it lacks clarity regarding its suppliers (for which we are requesting more disclosure in the current engagement), we are closing this milestone.
2024/10/31	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	We are chasing the company on its progress and request updates on the way it addresses biodiversity risks: • As a reminder, corporates both impact and depend on biodiversity but are in the early days of understanding how to measure biodiversity impacts and dependencies, assess related risks and opportunities, set specific metrics and report on. We nevertheless expect companies, and especially those operating activities with significant impacts or dependencies to develop their consideration of the topic and start assessing and reporting on their impacts, dependencies, risks and opportunities. -Can you please describe in details the company-wide assessment of nature related risks, dependencies, impacts and opportunities? When do you expect to disclose this assessment publicly? -Have you performed a nature related risks assessments for your supply chain per commodities? Could you detail per supplier locations since biodiversity is a local based approach?
2024/10/31	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	We are chasing the company on its progress and request updates on the way it addresses biodiversity risks. •As a reminder, corporates both impact and depend on biodiversity but are in the early days of understanding how to measure biodiversity impacts and dependencies, assess related risks and opportunities, set specific metrics and report on. We nevertheless expect companies, and especially those operating activities with significant impacts or dependencies to develop their consideration of the topic and start assessing and reporting on their impacts, dependencies, risks and opportunities. -Can you please describe in details the company-wide assessment of nature related risks, dependencies, impacts and opportunities? When do you expect to disclose this assessment publicly? -Have you performed a nature related risks assessments for your supply chain per commodities? Could you detail per supplier locations since biodiversity is a local based approach?
2024/10/31	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 2B: Acknowledgement of the issue	Since we did not get much information last year, we are chasing the company: •Can you please elaborate on the board's oversight of the company's biodiversity strategy? Is it an information you would be likely to disclose in your publicly available reports?
2024/10/31	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 3B: Neutral outcome	Since the company has a biodiversity KPI in its remuneration since 2022, we are closing this milestone.
2024/3/18	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	Compensation is considered excessive compared to peers. Vote against remuneration report and policy.
2024/3/18	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The remuneration report and remuneration policy do not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives and/or the structure of the remuneration is inadequate. Remuneration Committee members held accountable for the Company's inadequate executive pay practices or policies : vote against the reelection of all board (bundled election).
2024/11/12	VEEVA SYSTEMS INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 1: Raise issue with Company	Amundi alerts the company following high dissent received at the last AGM and asked for Board responsiveness
2024/12/18	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 1: Raise issue with Company	We are reopening this engagement objective with Veolia to request that the company establish timely coal phase-out targets for its Chinese coal assets, which as per our policy they must be phased out by 2040 at the latest. In addition, we have re-communicated Amundi's coal policy.
2024/11/26	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	We once again asked the company to set a clear Net Zero biodiversity loss commitment
2024/11/26	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Social Cohesion	Reporting	Reporting	Milestone 3B: Close - Engagement Cleanup	Company was not engaged in the 2024 edition of the WDI by Amundi due to changes in WDI engagement selection
2024/11/26	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We once again asked the company to closely consider membership of the OGMP.
2024/11/26	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3C: Positive outcome	We are closing this engagement as we found sufficient evidence the company is now covering Scope 3 reduction targets
2024/10/21	VEOLIA ENVIRONNEMENT SA	No Engagement	One-to-one	Utilities	EMU	Raise awareness	Social Cohesion	Indirect Employees Governance (General)	Supply Chain Due Diligence	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/10/21	VEOLIA ENVIRONNEMENT SA	No Engagement	One-to-one	Utilities	EMU	Raise awareness	Strong Governance for Sustainable Development	Indirect Employees Governance (General)	Lobbying	Milestone 3B: Close - Engagement Cleanup	Closing FIR/CAC40 soft engagement as mainly conducted by FIR.
2024/7/17	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 3C: Positive outcome	The Company has been responsive to our engagement and introduced the sunset clause. We note that no other French companies with voting right ceilings have a similar clause which reduces the risks of disenfranchising a long-term shareholder. We could thus support the proposal.
2024/4/16	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 3A: Negative outcome	The bylaws proposal is considered not in line with Amundi's voting policy

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2024/4/14	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company if it set targets on quantitative indicators that reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.).
2024/4/14	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We encouraged each of the CAC 40 companies to better consider biodiversity impacts, risks, dependencies and opportunities. In this context, we asked the company if: I - a/ it has assessed, monitored and reduced dependencies and risks on the one hand, and footprint on the other, but also opportunities (investment in projects with a net positive impact on nature, biodiversity services, etc.) related to biodiversity and nature. I - b/ its biodiversity related assessment work is up-to-date and covers the entire value chain (direct, upstream and downstream operations). If covering a part of the value chain only, we asked the company if it plans to extend the scope of this assessment. If not, we asked for justification.
2024/4/14	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	We asked the company if: II - a/ it publishes the results of its biodiversity assessment work. If not, we asked for justification. II - b/ it considers relying on voluntary frameworks such as TNFD, SBTN, GR101..., to account for nature-related risks and opportunities. III/ it publishes or plans to publish quantitative indicators to reflect the risks and opportunities that biodiversity poses or offers to the company (value of assets, liabilities, income and expenses considered vulnerable to nature-related risks, CAPEX, financing or investments dedicated to nature-related opportunities, etc.). If so, we asked which indicators, and if the company set related goals. We asked to justify the choice of the indicators and if not publishing quantitative indicators we asked for justification.
2024/4/14	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2B: Acknowledgement of the issue	We asked the company : I/ To publish a Tax Responsibility Charter detailing the guiding principles of Tax Responsibility and related commitments; regularly reviewed and approved by the Board of directors; that we expect to monitor the implementation of the charter.
2024/4/14	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2B: Acknowledgement of the issue	We asked the company: II/ To disclose a publicly available country-by-country reporting, covering all the countries it operates in (going further than EU regulation expectations asking the details only for EU countries and non-cooperative jurisdictions) III/ To explain the 2023 effective tax rate, and how it is aligned with the company's commitment in terms of tax responsibility
2024/3/15	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	a) What role does the circular economy play in the company's strategy? Criteria to be assessed: - Objectives (quantitative, ambitious, scope) - Ambition and quality of strategy - Links with other sustainable development issues (notably decarbonization and biodiversity)
2024/3/15	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Develop new policy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	c) What key actions has the company taken to circularize its business model? What proportion of sales does this represent? Criteria to be assessed: - Integration of the various pillars of the circular economy (reduction of resource consumption/sobriety, eco-design, sustainable sourcing, re-use, industrial and territorial ecology approach, recycling, etc.). - Scale-up of circular economy initiatives or projects - % of sales linked to circular economy offers (or any other relevant circular economy indicator)
2024/3/15	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2C: Strategy/Response developed to issue raised	b) What resource-related risks, costs and CAPEX and OPEX costs has the company identified in favor of the circular economy? Criteria to be assessed: - Identification of upstream and downstream risks (scarcity, supply, access difficulties, waste management, regulations, etc.). - Associated financial costs - CAPEX and OPEX (in %)
2024/2/22	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 2A: No/poor acknowledgement of issue by Company	the company maintains its position on wanting proposing a voting right litigation
2024/1/24	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 1: Raise issue with Company	The adoption of a voting right ceiling is considered as a reduction of shareholder rights. We communicate it to the company
2024/1/3	VEOLIA ENVIRONNEMENT SA	No Engagement	One-to-one	Utilities	EMU	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3B: Close - Engagement Cleanup	Closing for clean up. Please follow issue under another objective i.e. 'Develop targets'
2024/11/27	VONOVIA SE	No Engagement	One-to-one	Real Estate	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement at this time as the collaborative group prioritised other names for the 2024 engagement. We may reopen the engagement should priorities change
2024/10/16	VONOVIA SE	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 2B: Acknowledgement of the issue	the company acknowledges our position on socially responsible remuneration.
2024/10/16	VONOVIA SE	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 2C: Strategy/Response developed to issue raised	-Understands to preference of starting at the median level, try to take this into consideration. The biggest issue is the peer group: currently, it is the German REIT in which Vonovia weights 70% of the index, so complicated to overperform themselves. this would potentially not change our position.

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2024/10/7	VONOVIA SE	Engagement - Active	One-to-one	Real Estate	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio 3 - The company has no or insufficiently ambitious SBTi validation for its LT target 4 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do 5 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per yearRemove Milestone
2024/10/7	VONOVIA SE	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	1 - The company does not have an internal carbon price
2024/10/7	VONOVIA SE	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2B: Acknowledgement of the issue	Regarding the physical-risk, we asked these questions to the company : 1 - Governance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/7/3	VONOVIA SE	Engagement - Active	One-to-one	Real Estate	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company has not made a clear commitment (by 2030 at the latest) to stop installing new fossil fuel-based heating and cooking systems 2 - The company does not develop a sufficiently ambitious target for the annual energy intensity of its buildings' portfolio 3 - The company has no or insufficiently ambitious SBTi validation for its LT target 4 - The company does not develop a sufficiently ambitious target on the volume of major renovations/retrofits per year they plan to do 5 - The company does not develop a sufficiently ambitious target on the share of its buildings' portfolio that will benefit from major renovation/retrofit per year
2024/7/3	VONOVIA SE	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	1 - The company does not have an internal carbon price
2024/7/3	VONOVIA SE	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Regarding the physical-risk, we asked these questions to the company : 1 - Governance : Can you please elaborate who is responsible for identifying, assessing, and managing the physical risks associated with a changing climate ? 2 - Risk analysis and stress testing : Can you please share in greater details your process and feedback loop for assessing physical risks and opportunities, as well as the timeline, assumptions and methodology referenced ? 3 - Qualification of impact : Can you share on the specifics of the asset type, location, and mitigation actions and solutions identified to strengthen asset resilience ? 4 - Value Chain : Have you engaged with your suppliers and other key stakeholders via the value chain on physical risk ?
2024/4/23	VONOVIA SE	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (Excessive Level)	Milestone 1: Raise issue with Company	Compensation is considered excessive compared to peers. Vote against remuneration report and policy
2024/4/23	VONOVIA SE	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	LTIP: possibility of grants below median level. accelerated vesting for certain executives (newly included in the policy) Vote against remuneration report and policy.
2024/4/30	WEYERHAEUSER CO	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Independence	Milestone 1: Raise issue with Company	The nominee is a non-independent member of the Nomination Committee which is composed of less than 50% independent directors.The nominee is a non-independent member of the Governance Committee which is composed of less than 50% independent directors.
2024/8/30	WOODSIDE PETROLEUM LTD	Engagement - Active	One-to-one	Energy	Asia ex-Japan	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	We resent the Net Zero letter and Framework, as we have had no response from the original request of December 2023.
2024/8/30	WOODSIDE PETROLEUM LTD	Engagement - Active	One-to-one	Energy	Asia ex-Japan	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2A: No/poor acknowledgement of issue by Company	We resent the Physical Risk questions, as we have had no response from the original request of December 2023.
2024/8/8	WOODSIDE PETROLEUM LTD	No Engagement	One-to-one	Energy	Asia ex-Japan	Raise awareness	Natural Capital Preservation	Other	Natural Capital Risks	Milestone 3B: Close - Engagement Cleanup	We close this engagement. We received no response to our questions and the controversy is no longer flagged in our framework.
2024/8/8	WOODSIDE PETROLEUM LTD	No Engagement	One-to-one	Energy	Asia ex-Japan	Raise awareness	Transition Towards a Low Carbon Economy	Other	Other	Milestone 3B: Close - Engagement Cleanup	We close this engagement. We received no response to our questions and the controversy is no longer flagged in our framework.

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2024/6/24	WOODSIDE PETROLEUM LTD	Engagement - Soft	One-to-one	Energy	Asia ex-Japan	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	As part of the official CDP NDC campaign, requesting the company to fill in the CDP questionnaire, as it has not done so previously
2024/6/24	WOODSIDE PETROLEUM LTD	Engagement - Soft	One-to-one	Energy	Asia ex-Japan	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 1: Raise issue with Company	As part of the official CDP NDC campaign, requesting the company to fill in the CDP questionnaire, as it has not done so previously
2024/4/16	WOODSIDE PETROLEUM LTD	Engagement - Active	One-to-one	Energy	Asia ex-Japan	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The remuneration items does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives.
2024/2/28	WOODSIDE PETROLEUM LTD	Engagement - Active	One-to-one	Energy	Asia ex-Japan	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	Woodside's response was very poor, only pointing to a report link. We will follow up to ask for detailed answers.
2024/2/28	WOODSIDE PETROLEUM LTD	Engagement - Active	One-to-one	Energy	Asia ex-Japan	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2A: No/poor acknowledgement of issue by Company	Woodside's response was very poor, only pointing to a report link. We will follow up to ask for detailed answers.
2024/1/31	WOODSIDE PETROLEUM LTD	No Engagement	One-to-one	Energy	Asia ex-Japan	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	Woodside today confirmed that they have joined OGMP, 31 January 2024. We close this engagement.
2024/6/6	WORKDAY INC	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The gender diversity of the Board is below our guidelines -33%) w/ 20% female directors. Given the lack of diversity, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years).
2024/6/6	WORKDAY INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	Lack of clear and quantitative ESG criteria : vote against remuneration report
2024/6/6	WORKDAY INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	1. Lack of disclosure: The remuneration report does not provide sufficient information for shareholders to be able to assess the links between remuneration, performance and performance objectives. 2. LTIP not sufficiently performance-based: Executive remuneration shall be linked to the long-term performance of the company. Given that less than half of the LTI (based on the valuation of each instrument) is explicitly linked to performance conditions, we cannot support the remuneration report. 3. Structure of the compensation: we have concerns by the size of the LTI awards
2024/2/8	WORKDAY INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	Asked to disclose levers for self-identification when identified (likely in 12-24 months).
2024/2/8	WORKDAY INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Acknowledged as useful/feasible - useful for the market.
2024/2/8	WORKDAY INC	Engagement - Active	One-to-one	Software and Services	North America	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Cleanup - poor KPI.
2024/11/4	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	As previously discussed, has the company put in place gender and diversity related targets at management/C-suite and board level. Any update on this?
2024/11/4	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America		Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 0	
2024/11/4	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 2B: Acknowledgement of the issue	Are there any updates with regards to the possibility of disclosing through the Carbon Disclosure Project (CDP) this year? - Has the company decided to put in any specific targets regarding reduction of SF6 leakage? If yes, please elaborate. - Has there been any progress with regards to setting interim emissions reduction targets with regard to Scope 2 and other categories of Scope 3 (ex. Category 3)? If yes, please detail the following - What the targets are; - On which scopes; - The pathway to achieve the said targets.
2024/11/4	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Could you provide any updates on the possibility of joining the Oil and Gas Methane Partnership (OGMP 2.0)? As we outlined in our letter last year, it is essential for all utilities involved in gas distribution, including Xcel Energy, to prioritize the measurement and reporting of methane emissions. Joining OGMP 2.0 is the most effective way to demonstrate this commitment. This initiative, led by the United Nations Environment Programme (UNEP), serves as the premier international framework for comprehensive, measurement-based reporting in the oil and gas sector.
2024/11/4	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We know that the company has a Net Zero target on Scope 1 & Scope 3 category 3 emissions by 2050. However, while we understand that scope 2 only represents 1% of your emissions, we'd like to know if the company is planning to expand its NZ targets to incorporate Scope 2 and other categories of Scope 3 currently not covered? If not, why not? 4.What percentage of emissions do your current NZ targets (Scope 1+ Scope 3 category 3) cover of total GHG emissions currently? Alternately, what percentage of total company GHG emissions are currently not under a NZ target (what % of total GHG emissions are represented by Scope 2 & other categories of Scope 3)? a.If you do not plan to expand the NZ target to the emissions currently not covered, what is your long term strategy regarding these emissions?
2024/11/4	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We are aware that the company has had an independent analysis conducted by an IPCC lead author confirming target alignment with the Paris Agreement. However, has there been any change in the company's position regarding having its decarbonisation targets formally certified by the SBTi or other third party?

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2024/11/4	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	We've asked the company to work on the verification of its climate targets by the SBTi or similar third party.
2024/11/4	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 2B: Acknowledgement of the issue	Based on previous conversations, I'd like to know if the required regulatory approvals to decommission Tolk power station early, by 2030, have come through? If not, when are these expected by?
2024/5/13	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Board Composition (Diversity)	Milestone 1: Raise issue with Company	The gender diversity of the Board is below our guidelines -33%) w/ 31% female directors.
2024/5/13	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Board Composition (General)	Milestone 1: Raise issue with Company	Given the lack of diversity, we voted against the (re)election of relevant Board members (usually Nomination Committee members with a tenure of more than 2 years).
2024/5/13	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	The roles of CEO and Chair are combined and there is no lead independent director as per Amundi's independence criteria. We voted AGAINST the election of the Chair/CEO. Nomination Committee members with a tenure of more than 2 years, are held accountable.
2024/1/3	XCEL ENERGY INC	No Engagement	One-to-one	Utilities	North America	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3B: Close - Engagement Cleanup	Less than half of the LTI is explicitly linked to performance conditions. Vote against the remuneration report.
2024/12/25	XYLEM	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Closing for clean up. Please follow issue under another objective i.e. 'Develop targets'
2024/12/25	XYLEM	Engagement - Active	One-to-one	Capital Goods	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We found that your stress-testing was conducted based on a customized 1.6C-2C scenario, but we were unable to find results in line with 1.5C objective. We advise you to complete disclosure around stress-testing of the company's strategy using carbon prices so investors can ensure these prices are in line with the IEA NZE scenario or any other 1.5°C aligned transition scenario, and associated financial impact (in monetary value) is provided.
2024/12/4	XYLEM	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 3C: Positive outcome	We encourage the company to adopt an internal carbon price as soon as possible as we have been unable to confirm it.
2024/12/4	XYLEM	Engagement - Active	One-to-one	Capital Goods	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	Listened to stakeholder feedback, redesigned variable pay. Focus on 1) Scope (1+2) emissions now included in executive pay & scope 3 is not included.
2024/6/24	XYLEM	No Engagement	One-to-one	Capital Goods	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	2) D&I (representation) – leadership (female), based on merit. Weighting: ESG (10%), in line with Amundi policy (2025), approved by remuneration committee.
2024/5/7	XYLEM	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 1: Raise issue with Company	1st year of quant measurement.
2024/5/7	XYLEM	Engagement - Active	One-to-one	Capital Goods	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 1: Raise issue with Company	XYlem resubmitted combined targets (Xylem + Evoqua) to SBTi in 2024. Scope 3 difficult to reach net zero. Most of emissions are classified as category 11 (use of their product), dependent on other tech solution (out of their control).
2024/12/10	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries		Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 0	Scope 1+2 (far less dependencies), possible to achieve net zero by 2050.
2024/12/10	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	Remuneration (ESG KPIs)	Milestone 2B: Acknowledgement of the issue	Geographies : easier to meet targets in developed markets. China is difficult -> coal dependency in their power industry.
2024/12/10	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	On track to meet targets (2030): scope 1+2 (trending down).
2024/12/10	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries		Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 0	XYlem is on track to develop detailed roadmaps for Scope 3.11 reductions, as evidenced by the fact that Xylem has consolidated the Scope 3 emissions used for the combined 2030 SBT to be submitted in 2024. We will engage with them again once the roadmap is finalized.
2024/12/3	YARA INTERNATIONAL ASA	Engagement - Active	One-to-few (with other institutions)	Materials	Emerging Countries	Develop strategy	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 1: Raise issue with Company	Lack of clear and quantitative climate-related KPI: vote against remuneration report.

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2024年議合紀錄總表

日期	公司	議合類型	互動方式	產業別	區域別	目標	主題1	主題2	主題3	里程碑	里程碑評論
2024/12/3	YARA INTERNATIONAL ASA	Engagement - Active	One-to-few (with other institutions)	Materials	Emerging Countries	Develop strategy	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 2B: Acknowledgement of the issue	Green Ammonia - Reasons for put on hold of the full electrification of plant in Herøya: demand (1) and the system in place (2) and enabling framework (3) to support green hydrogen production in Europe and in Norway; (1) Farmers are not seeing demand from food companies to pay more for the low carbon solutions. (2) challenges of affordable energy in Europe (Draghi report) and need for significantly more construction of renewable energy to produce at scale. (3) massive investments into great capacity that need to be justified in front of investors. Pilot projects should be seen as inspirational for policy makers and Europe needs an Inflation Reduction Act style framework to support first movers - Current plan is to decouple the most energy intensive part of production and move that to the US, which will lower overall carbon footprint while remaining a local producer in Europe - Target setting on green ammonia possible? Not with price uncertainty and lack of policy incentives
2024/12/3	YARA INTERNATIONAL ASA	Engagement - Active	One-to-few (with other institutions)	Materials	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 2B: Acknowledgement of the issue	Yara's current renewable ammonia output amounts to less than 1% of its total ammonia volumes, and the company has released no strategy for scaling up green ammonia production before 2030. As green ammonia is still in pilot stage and has been largely put on hold in light of the cost cutting measures, production capacity for green ammonia remains uncertain and thus not reportable in an aggregated figure. According to Yara, to get green ammonia pilot projects produced at scale, Europe needs incentives similar to the ones outlined by the Inflation Reduction Act and renewable energy needs to become available at scale. Large part of the production is shift to the US to manage energy costs.
2024/12/3	YARA INTERNATIONAL ASA	Engagement - Active	One-to-few (with other institutions)	Materials	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Not planned. Ambition to reduce these emissions is very demand driven and currently demand is not there yet to work towards ambitious target; In early 2023, Yara announced that it was exploring the feasibility of two new blue ammonia plants in the southern USA, one a collaboration with Canadian pipeline company Enbridge, to be located near Ingleside, Texas, and the other a joint project with BASF elsewhere on the US Gulf Coast. These investments could add significantly to their upstream scope 3 footprint.
2024/12/3	YARA INTERNATIONAL ASA	Engagement - Active	One-to-few (with other institutions)	Materials	Emerging Countries	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2C: Strategy/Response developed to issue raised	Company also provided colour on target setting for downstream emissions cat 11. - Downstream emissions (60% of emissions) can only be removed to zero if we consider an intensity figure (ie intensity of fertilizer per unit of crop) as emissions are tackled with precision farming - nutrient use efficiency; otherwise emissions would be reduced by reducing use of fertilizer which would lead to mining soil of its nutrients - Sbti has aligned its expectations that absolute downstream emissions can be reduced by 17% (compared to 70%) with the IPPC 1.5 degree scenario; These guidelines are currently sill discussed, also under the light of how to deal with exports outside Europe; If guidelines are finalized, Yara sees a fair playing field to commit to;
2024/10/25	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 3B: Neutral outcome	(+) ESG data provider show a clear downward trend in all types of air pollutant (-) no target set on reducing air pollution (-) no company reporting on performance in sustainability report
2024/10/25	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	The nature baselining workstream serves as a starting point in identifying biodiversity impact drivers upon which the biodiversity strategy and related actions will be based. It is still undergoing.
2024/10/25	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	We iterated the ask. In the last sustainability report, the company states that metrics will be considered and developed based on impact identification of baselining.
2024/10/25	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We iterated ask to conduct in-depth environmental due diligence when dealing with sites near biodiversity sensitive area. The latest sustainability report reveals that they conduct EIA (environmental impact assessments for mine areas and is in the process of identifying priority areas for their biodiversity assessments;
2024/10/25	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Close - Engagement Cleanup	Close because the milestones are not in chronological order
2024/10/25	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	We iterated the ask. In the last sustainability report, Yara states that they committed to doing a mapping of impacts and dependencies on nature, to include nature as a topic in Yara's business strategy if considered material, and to start initial reporting on nature data for the reporting year 2023.
2024/10/25	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Raise awareness	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3B: Neutral outcome	While revenue from circular fertilizer is minor, the company gives reasons why the focus lies on application efficiency and circular fertilizers are not market ready. As Yara can show improvements and targets around resource management (waste reduction and efficient use of raw materials), we assess the outcome to be neutral;
2024/10/25	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	Yara will develop a Nature Positive Roadmap, that describes how it will embed nature into its governance and target setting, and pilot Fertilizer Environmental Footprinting, to assess life-cycle impacts of fertilizers

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