

鋒裕匯理投信
2023年議和紀錄總表

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
2023/12/20	ABBOTT LABORATORIES	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 3B: Close - Engagement Cleanup	We close this objective to focus on encouraging best practices.
2023/4/20	ABBOTT LABORATORIES			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/18	ACCOR SA			Consumer Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/15	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Develop new policy	Natural Capital Preservation	Biodiversity	Oceans	Milestone 3C: Positive outcome	Accor committed to an ocean strategy and to use the ocean framework
2023/12/15	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Raise awareness	Product, Client, Societal Responsibility	Client	Data Privacy & Responsibility	Milestone 3B: Neutral outcome	Company has ample reporting now on data privacy. No longer necessary to continue this
2023/9/27	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	Milestone1
2023/5/4	ACCOR SA			Consumer Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/22	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Raise awareness	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Neutral outcome	Following, a 2022 engagement where we asked Brune Poiron about how she was incorporating the topic of data security into the ESG strategy. She was less familiar with the topic at the time but we see a lot of reporting around cyber security and the IR team explained their process which we see as sufficient to close the engagement
2023/3/22	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3C: Positive outcome	company has now set a goal to have 30% of women on the executive committee by the end of 2022 (achieved). However they have re-organized and the executive committee is lower than the two key committees (level below the board) for luxury, and mid price hotels. These are smaller groups and they are still below the 30% mark. We will close the engagement and reopen to push the company to have additional targets.
2023/3/22	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	We reiterated that we wanted to see increased action at Accor to address inequalities in the hotel sector including the non payment of living wage. Accor admitted that they have problems to do this as wages are dictated at the level of the hotels (not owned by Accor). They did acknowledge a new policy on Human rights (management oversight over it) and it refers to key issues such as HR and discrimination. Living wage however is still a delicate subject. We said we would send over expectations to them.
2023/3/22	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Develop strategy	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 2C: Strategy/Response developed to issue raised	should be released in their next reporting which is out in a few days
2023/3/22	ACCOR SA	Engagement - Active	One-to-one	Consumer Services	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	Company has set a near term 1.5 target and has a long term net zero commitment.
2023/3/22	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 2B: Acknowledgement of the issue	Their scope 3 covers their franchisees and suppliers. We agreed to have another call to discuss their climate strategy in more detail.
2023/3/22	ACCOR SA			Consumer Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/4/25	ACS ACTIVIDADES DE CONSTRUCCIO			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/8/11	AES CORP/THE	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	Questions raised with company as follows - 4. We understand that AES Corp targets 14 to 17 GW of new long-term renewables PPAs through 2025. Could you please elaborate on the following - Renewable targets on MW/GW basis out to 2030; - Renewable capacity projection for 2030; - Renewable generation projection for 2030; - Please comment on YoY renewable capacity additions for above targets.
2023/8/11	AES CORP/THE	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	Question raised as follows - 2. We understand that the company anticipates a 25% reduction of Scope 1 absolute emissions by 2025, compared to 2016 levels. However, we wanted to know the following -Do you have an absolute emissions reduction target on Scope 1 by 2030? -Has the company set, or is thinking of setting Scope 2 and 3, interim absolute emission reduction targets by 2030?
2023/8/11	AES CORP/THE	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Question raised to the company as follows - 1. On the topic of net zero, the projection by the IEA Net Zero Scenario is for the power sector to reach NZ in advanced economies by 2035 (we do appreciate the company bringing its Scope 1&2 NZ target forward to 2040). What is your view on advancing the NZ target by 5 years for Scope 1 & 2? Is the company rethinking its strategy or targets in this regard? -If yes, please elaborate what the company strategy to achieve this is.
2023/8/11	AES CORP/THE	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	Question raised as follows- 3. We understand that the company aims to have its targets certified by the Science Based Targets initiative (SBTi). However, we did not find that the company had yet committed to the initiative. When do you plan to do so? -Subsequently when do you plan to submit your targets to the SBTi?
2023/8/11	AES CORP/THE	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3C: Positive outcome	The company already put a thermal coal phase out in place in 2022 so this indicator is achieved and closed.
2023/4/17	AES CORP/THE			Utilities	North America		Dialogue to Foster a Stronger Voting Exercise				

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2023/4/20	AGNICO EAGLE MINES LTD			Materials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/18	AGNICO EAGLE MINES LTD			Materials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/5	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 2C: Strategy/Response developed to issue raised	<p>- The company has committed to an investment of 15Bn\$ between 2018 and 2027 for the transition to zero and low carbon energy; committed >\$11 billion to projects being executed to come online before 2027</p> <p>- The company gives a project by project commitment of capex detailing the low-carbon projects it is spending on, including retrofits of existing strategic assets in the U.S. Gulf Coast and Europe, and new green/blue hydrogen projects like NEOM (Saudi Arabia), Darrow (Louisiana, U.S.) and Edmonton (Alberta, Canada).</p>
2023/12/5	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 2C: Strategy/Response developed to issue raised	Concerning low carbon routes for hydrogen production, the company reports on its current major projects (retrofitting existing assets and green/ blue hydrogen projects) that lead to the net zero goal once they are up and running; as the technological feasibility for a large part is not certain, they cannot commit to targets on low carbon production routes to keep flexible in achieving their net zero goal;
2023/12/5	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 2C: Strategy/Response developed to issue raised	<p>- Confirmed that 90% of investments goes into projects for the energy transition</p> <p>- The remaining does not go into brown or grey hydrogen capacity</p>
2023/12/5	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 2C: Strategy/Response developed to issue raised	Air Products is engaging with the Science Based Targets Initiative to develop a Sectoral Decarbonization Approach (SDA) for the chemicals sector, including hydrogen. They consider this SDA to be a crucial prerequisite to any potential commitment to an SBT and the lack of a clear SBT methodology for hydrogen currently prevents Air Products from committing to an SBT. However, they expect to commit in 2024 if guidelines are published as planned
2023/9/26	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 1: Raise issue with Company	We asked the company to: Alignment of annual investments: We were not able to identify the share of current investments that the company is spending on achieving the reduction targets. Therefore, we encourage the company to disclose a clear breakdown of its latest investment plan by following I.B.5 and II.A.3 in the attached guidance.
2023/9/26	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: Targets on low-carbon production per high-emissions chemical: Amundi has identified that the company produces one or several high-emissions chemicals (i.e. chemicals whose production generates important quantities of GHG emissions), for which it is critical that the production mix shifts towards low-carbon routes. However, we were unable to find company-wide targets on the development of these low-carbon routes in the company's disclosure. Therefore, we encourage you to set such targets by following II.B.4.a.i in the attached guidance.
2023/9/26	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 1: Raise issue with Company	We asked the company to: Net zero commitment on carbon and methane emissions from operations and purchased feedstock: Some emissions that are material to the whole chemical sector (i.e. scope 1 and 2 carbon emissions, and scope 3 carbon and methane emissions from purchased goods and services) appear to be missing in the net zero commitment announced by the company. Hence, we advise the company to align its commitment with the attached guidance (see I.B.1 and II.B.1)
2023/9/26	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 1: Raise issue with Company	We asked the company to: SBTi validation: We were not able to confirm the company's commitment to develop science-based targets and submit them for validation to the Science -Based Targets Initiative (SBTi). The SBTi's guidance for chemical companies, which specifically aims to provide product-specific pathways for the most emitting chemicals, is expected to be published by the end of this year. Therefore, we encourage the company to already commit to the SBTi by following I.B.3 of the attached guidance.
2023/2/27	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 1: Raise issue with Company	We informed that that we do not favor investments in the NEOM projects. They said they will come back to us with additional information.

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2023/12/14	AIRBUS	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	<p>In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their management teams comprise at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics.</p> <p>We encouraged the company to focus on:</p> <ul style="list-style-type: none"> Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Fuhrungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. <p>The letter sent sets the basis for long-term dialogue on the matter with a target group.</p>
2023/12/14	AIRBUS	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2A: No/poor acknowledgement of issue by Company	<p>Company has no living wage definition although mentions that salary for employees is designed to meet, at a minimum, basic needs. Risk mapping does not seem to consider systemic risks to the payment of living wages.</p>
2023/12/14	AIRBUS	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2B: Acknowledgement of the issue	<p>The company provides a good level of information on the subjects and regulations targeted by its lobbying activities, including outside France, which is useful in view of the company's activities, however very little information on the associations professionals apart from the ICAO, and no information on the budget, which negatively impacts the rating.</p>
2023/11/29	AIRBUS			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/11/27	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	<p>Since the company has capacities to recycle aircrafts we are asking the company to set targets.</p> <p>Q: •Has your company set targets to increase the recyclability of new aircrafts (if yes, please provide key actions to improve recyclability)? To further develop and improve the recycling of retired aircrafts (if yes, please provide key actions to further develop your recycling business)?</p>
2023/11/27	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	<p>We ask again the company to fill in the CDP water questionnaire for the company to be aligned with its main competitor Boeing and in order to gain more transparency on the topic.</p>
2023/11/27	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	<p>We are asking the company anu evolution regarding our first year engagement recommendations:</p> <ul style="list-style-type: none"> •We still recommend the company to detail the implication of governance bodies through overseeing a Human Rights policy detailing Boeing processes on human rights (topics discussed at the board level, who is in charge of human rights supervision policies and their frequency...). •We also recommend the company to do and disclose a risk mapping assessment detailing the risks identified per region, including human right risks. •We also expect companies to work with tier 2&3 levels since A&D is a supplier intensive sector that requires a good knowledge of the suppliers. We count on companies not only to give due diligence responsibilities at their Tier 1 supplier. We encourage them to engage with all their suppliers in order to improve the traceability of product in the whole value chain (in order) and thus identify any exposure to human right risks. •Finally, Aerospace & Defense companies should do company-wide saliency analyses that are spotlighting the need for deeper end-use due diligence of its products. <p>Would you be able to explain your progress on your human right processes and any improvement planned aligned with our recommendations?</p>
2023/11/27	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 3B: Close - Engagement Cleanup	<p>I am closing this milestone since we engaged the company on human rights more broadly than on forced labour. This milestone is not making sense anymore.</p>

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2023/11/27	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 3C: Positive outcome	The company is putting efforts to manage ESG risks and has a strong strategy in place. We are still requiring some improvement thanks to dedicated engagement themes.
2023/11/27	AIRBUS	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	Knowing that the company has a climate strategy in place, we ask the company to detail more its approach to then better align our recommendations but not on the product themselves, Thus we are closing this milestone.
2023/11/27	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 3B: Close - Engagement Cleanup	We sent the company recommendation to sign fill in the CDP water questionnaire, not the CDP climate one.
2023/11/27	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	We still recommend the company to be net zero committed for is trajectory.
2023/11/14	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	Irrelevant response or poor assessment of biodiversity impacts and dependencies.
2023/11/14	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	Irrelevant response or poor commitment towards tax transparency and strategy
2023/10/12	AIRBUS			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/9/8	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 2B: Acknowledgement of the issue	The investment in 'pure player' category appears problematic as well. As mentioned above, we consider that one of the major strengths of UoP bonds is the transparency and measurable impacts they offer. Acquisition or equity stakes may reduce this transparency and traceability. We could accept a limited proportion but with a strict reporting on what is effectively financed and developed under this category. Non-pure player investments are not allowed according to Amundi's criteria we will not accept this kind of investments.
2023/7/19	AIRBUS	Engagement - Soft	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/3/24	AIRBUS			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/7	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 2B: Acknowledgement of the issue	The company already has scope 1 & 2 emissions taken into account in the remuneration scheme. We are asking them to include scope 3 emissions in the remuneration + in the LTIP.
2023/3/7	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	The company is conservative and is not committed to a net zero trajectory. The company has nevertheless a clear strategy to reduce CO2 emissions for scope 1,2 & 3.
2023/3/1	AIRBUS	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	The company shows a good understanding of the circular economy challenges and discloses interesting information, including sometimes quantitative information but this could be completed by a better integration of the topic in the business-model
2023/2/28	AIRBUS			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/2/2	AIRBUS	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	What is your alignment with the EU taxonomy for sustainable activities (EU green taxonomy)? Can you please give us further details on your capital expenditure dedicated to green solutions (green capex): <ul style="list-style-type: none"> What is the % of your capital expenditures aligned with the EU sustainable activities? What is the % of your capital expenditures you consider dedicated to net zero solutions? What is the % of your capital expenditures you consider dedicated to broader environmental solutions? Can you provide us with the breakdown of your capital expenditure per type of activities?
2023/1/19	AIRBUS	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2B: Acknowledgement of the issue	We are still waiting for the company to publish a country by country report. They have a project in place to respect OECD requirements.
2023/4/21	ALCON INC			Health Care Equipment and Services	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/5/10	ALEXANDRIA REAL ESTATE EQUITIE			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/20	ALSTOM SA	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	Alstom is listed in the OHCHR Database Pursuant to Human Rights Council Resolution 31/36 (the database on the Occupied Palestinian Territories). We have sent an email to get a good understanding of the human rights issues related to their business.
2023/12/20	ALSTOM SA	Engagement - Active	One-to-one	Capital Goods	EMU	Develop new policy	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	Alstom is listed in the OHCHR Database Pursuant to Human Rights Council Resolution 31/36 (the database on the Occupied Palestinian Territories). We have sent an email to get a good understanding of the human rights issues related to their business.

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2023/12/14	ALSTOM SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2A: No/poor acknowledgement of issue by Company	No living wage language - company "respects the minimum wage" in countries of operation. Weak response.
2023/12/14	ALSTOM SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2B: Acknowledgement of the issue	Good start with disclosures on international lobbying activities around ESG matters, but lacking detail on resources and trade associations outside of the EU.
2023/11/14	ALSTOM SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	The company has conducted or is currently conducting at least a partial assessment of its impacts or dependencies on biodiversity.
2023/11/14	ALSTOM SA	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	Irrelevant response or poor commitment towards tax transparency and strategy
2023/7/19	ALSTOM SA	Engagement - Soft	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/6/29	ALSTOM SA			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/6/15	ALSTOM SA			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/1	ALSTOM 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 2B: Acknowledgement of the issue	The company only partially meets our requirements, such as by explaining how the circular economy is identified as a risk but with insufficient measures to address it
2023/4/19	AMERICAN HOMES 4 RENT			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/10/12	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	- Set a water leakage reduction target
2023/10/12	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 2B: Acknowledgement of the issue	- Add more climate related kpis in their long and short term remuneration scheme potentially linked to GHG emissions, Water resource protection , Biodiversity, Climate resilience, Waste water treatment.
2023/10/12	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	- Submit to a third party certification scheme (possibly SBTi) the current climate targets - Set a scope 3 reduction Target and include it their NZ target
2023/10/12	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	Set scope 3 emissions reduction target and include it in NZ goal
2023/10/12	AMERICAN WATER WORKS CO INC			Utilities	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/5/5	AMERICAN WATER WORKS CO INC			Utilities	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/14	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 2B: Acknowledgement of the issue	High dissent: Shareholders proposals: Report on Third-Party Racial Equity Audit Call with the company; they discussed with numerous investors and they provided more data on the topic. However same resolution this year: Amundi supported the resolution again this year.
2023/4/14	AMERICAN WATER WORKS CO INC			Utilities	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/12	AMERICAN WATER WORKS CO INC	Engagement - Active	One-to-one	Utilities	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	increasing the weight of the variable remuneration kpi on ethnic diversity representation; disclosure of retention targets and figures, introduction and disclosure of target to increase diversity representation shares across all career levels, disclosure of the demographic data and calculation rational used for annual racial equity calculations.
2023/2/10	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 1: Raise issue with Company	
2023/5/9	AMERICOLD REALTY TRUST INC			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/21	AMERICOLD REALTY TRUST INC			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/20	AMERIPRISE FINANCIAL INC			Diversified Financials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/10/10	AMERISOURCEBERGEN 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 2C: Strategy/Response developed to issue raised	A: Cencora highlighted two of considered dependent (12y+) will retire and additional members might help to reach the 50% independence.
2023/10/10	AMERISOURCEBERGEN 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 Linked KPIs in Remuneration	Milestone 2C: Strategy/Response developed to issue raised	A: Cencora mentioned it is starting the integration of ESG KPIs in its Board remuneration.
2023/10/10	AMERISOURCEBERGEN CORP			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/2/20	AMERISOURCEBERGEN CORP			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/8/8	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	We have short-term targets for 2024 as part of our management incentive plans LTIP. These targets match the Freshwater Pathway to reduction of 50% in 2030. --> still would like them public

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2023/8/8	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	<p>•Our direction is towards more granular disclosure of grievances as we fully implement our Social Way 3.0. The specific nature of our reporting in future is not yet defined but will likely involve more detailed breakdown of regional / site-specific issues.</p> <p>•We have set ourselves internal reporting metrics as part of a cross-functional scorecard at business unit level in 2023 related to data quality and systems. The improvements to grievance reporting and data quality that this will support are pre-cursors to more regionally specific and specific grievance reporting.</p> <p>•We would be looking to have this in place for our reporting in 2024/2025 but we would caveat that this is dependent on getting the data quality to a good enough standard. This is moving us away from adherence to basic reporting standards to focusing on impacts and outcomes.</p>
2023/8/8	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 3B: Neutral outcome	<p>•A safety deductor is applied to bonus share plans of staff employees (managerial level and above) at the end of the financial year. In addition, the bonus of the same group of employees is directly linked to Total Recordable Injuries that includes Fatalities, Permanent Disabilities, Lost Time Injuries and Medical Treatment Cases. • Short Term Incentive Schemes for lower-level employees including supervisors, artisans, operators, etc. are also impacted by safety performance that are customized at each operation to account for local requirements.----> we find this sufficient to close the engagement</p>
2023/8/8	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	<p>AA indicated that the migration was done due to the sale of two mines and as only processing operations remained it changed the applicable law in SA. They said while the MHSa might be considered by some to a lower standard they committed to retaining additional measures to align with best practices and go above requirements. There have been extensive consultations over the past few years with regulators and unions but the issue is being resolved in courts pending which regulator has jurisdiction however they are confident it will be resolved. We consider this remediation strong but will close the engagement once there is an actual solution and the unions are in support of the agreement.</p>
2023/8/7	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	<p>AA is highly involved in TNFD has has publicly committed to reporting next year. They have a huge dataset and are working to make sure that their targets and reporting are quant based, ecosystem based and not proxy. Their next climate report will also have more details on climate modeling and how it could potentially impact other topics such as communities and biodiversity. We precised that we want to see specific reporting on impacts/dependencies and more KPIs.</p>
2023/8/7	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	Do you have short term water targets to support your long term target of 50% reduction by 2030?
2023/8/7	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	•When will we see your reporting for grievance mechanisms? How will it look?
2023/8/7	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	Do employees (and at what levels) get pay cuts when a fatality occurs?
2023/8/7	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 2B: Acknowledgement of the issue	<p>We precised that we wanted more short term targets and reporting. They highlighted that in the short term bonuses are linked to projects (as opposed to quant kpis). They say they understand concerns about lack of short term targets but their roadmap to 2030 is very clear. a lot of projects take time to develop</p>
2023/8/7	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	They understood but noted its hard to do as they dont control their clients.
2023/8/7	ANGLO AMERICAN PLC	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3B: Neutral outcome	Company no longer has thermal coal assets. They sold them
2023/4/18	ANGLO AMERICAN PLC			Materials	Emerging Countries		Dialogue to Foster a Stronger Voting Exercise				
2023/4/11	ANGLO AMERICAN PLC			Materials	Emerging Countries		Dialogue to Foster a Stronger Voting Exercise				
2023/11/1	ASML HOLDING NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 2C: Strategy/Response developed to issue raised	Developing net zero targets for suppliers (scope is >100 suppliers but have asked to confirm what % this corresponds to)
2023/10/31	ASML HOLDING NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2C: Strategy/Response developed to issue raised	<p>Water risks – part of input into materiality and impact on water; until recently was not a material topic; promote responsible use of water but wasn't a major issue; however, looked at water risks with PwC and insurance firm data – risks will materialise in the short term, mitigation strategy in place. Closed loop system for cooling. Consumption is not high. Pollution – similar story.</p>
2023/10/31	ASML HOLDING NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 2B: Acknowledgement of the issue	Asked for an update on supplier targets: I was wondering if you have started mandating SBTI validation from your suppliers yet? If not, to what extent have you mapped your suppliers' climate targets?
2023/10/13	ASML HOLDING NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	At this stage the split is not available yet but made the request to include this in the assessment for public purposes

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2023/10/13	ASML HOLDING NV	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 2B: Acknowledgement of the issue	Expect an update in 2024.
2023/9/27	ASML HOLDING NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2C: Strategy/Response developed to issue raised	Water risks – part of input into materiality and impact on water; until recently was not a material topic; promote responsible use of water but wasn't a major issue; however, looked at water risks with PWC and insurance firm data – risks will materialise in the short term; mitigation strategy in place. Closed loop system for cooling. Consumption is not high. Pollution – similar story.
2023/9/27	ASML HOLDING NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	Work in progress - will share more information via email.
2023/9/27	ASML HOLDING NV	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 3C: Positive outcome	
2023/7/19	ASML HOLDING NV	Engagement - Soft	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/5/15	ASML HOLDING NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Other	Other	Milestone 2B: Acknowledgement of the issue	Suggestion acknowledged.
2023/5/15	ASML HOLDING NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	ASML will consider this for future disclosures.
2023/5/15	ASML HOLDING NV	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2B: Acknowledgement of the issue	Suggestion acknowledged for future disclosures.
2023/4/13	ASML HOLDING NV			Semiconductors and Semiconductor Equipment	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/11/22	ATLASSIAN CORP	Engagement - Active	One-to-one	Software and Services	North America	Raise awareness	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Close - Engagement Cleanup	No response was received.
2023/5/10	AVALONBAY COMMUNITIES INC			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/6/21	AXONICS INC			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/8	BANCO SANTANDER SA	Engagement - Active	One-to-one	Banks	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3C: Positive outcome	Santander is finally reporting on allocation and impact data at the bond level. However, reporting is published one year late.
2023/11/6	BANCO SANTANDER SA	Engagement - Active	One-to-one	Banks	EMU	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	We close this old engagement milestone due to a lack of detail and a change in analyst
2023/11/6	BANCO SANTANDER SA	Engagement - Active	One-to-one	Banks	EMU	Develop strategy	Social Cohesion	Just Transition	Just Transition	Milestone 2B: Acknowledgement of the issue	A: Santander is currently evaluating different angles of our transition strategy and we are working to align our disclosures with the coming updates on disclosure frameworks, regulatory requirements and supervisory expectations. [analyst comment: interpret that they are aware and will be led by disclosure frameworks]
2023/11/6	BANCO SANTANDER SA	Engagement - Active	One-to-one	Banks	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2A: No/poor acknowledgement of issue by Company	We asked whether they intended to expand scope of activities (i.e. capital markets) covered by targets and whether they would expand definition of loans to include total lending commitments. Bank said they plan to follow NZBA recommendations in relation to considering whether to expand activities and in relation to total lending commitments pointed to PCAF not including in attribution factor. [analyst comment: consider poor acknowledgment as other banks are doing this while not a requirement]
2023/11/6	BANCO SANTANDER SA	Engagement - Active	One-to-one	Banks	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Fossil fuels	Fossil Fuel Policies (Financials)	Milestone 3C: Positive outcome	The bank confirmed that its coal-fired power generation phase-out, covered both new financing and refinancing of clients above the threshold. We close the milestone as a result of this confirmation as they have expanded coal phase out commitment to cover coal power companies as well.
2023/9/4	BANCO SANTANDER SA	Engagement - Active	One-to-one	Banks	EMU	Develop strategy	Social Cohesion	Just Transition	Just Transition	Milestone 1: Raise issue with Company	Q: We encourage companies to have a formal Just Transition strategy. We had a couple of questions: 1/ Have you committed to decarbonise in line with defined Just Transition principles, recognising the social impacts of your decarbonisation efforts? 2/ Have you assessed the social impacts of your climate transition strategy? If so, do you publicly acknowledge in your reporting? OR if not, do you plan to conduct the relevant assessments?
2023/9/4	BANCO SANTANDER SA	Engagement - Active	One-to-one	Banks	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Fossil fuels	Fossil Fuel Policies (Financials)	Milestone 2B: Acknowledgement of the issue	Since our last meeting, we note that you expanded your thermal coal phase-out commitment to include clients who generate more than 10% of revenues from coal-fired power generation. We had two clarifying questions on this: 1/ Does this prohibit new financing or refinancing to these clients or cover existing exposure as well? 2/ In terms of the threshold (i.e. 10%), why did you not follow the NZBA guidance (e.g. 5% of revenues) when setting the threshold?
2023/3/21	BANCO SANTANDER SA			Banks	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/11/13	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 2B: Acknowledgement of the issue	No evolution -we have re-asked for a more clear methodology in regards to their scorecard
2023/8/10	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	Barrick is actively working on implementing their Biodiversity group standard and all sites are working to align to it. In terms of targets and metrics they are working on it but they want to be able to effectively measure and have it independently assured. It will take time to do it right.
2023/8/10	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3C: Positive outcome	Company has new reporting that is now best in class. They report each asset by water risk level, type of water use, and water recycling rates.

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2023/8/10	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Re-asked on community incidents. They were open to it but said it was hard in terms of "how far they go to measure it". On ASM they do a lot and are working with the world bank to consider giving concessions to ASM (legal) but there is a lot to work out such as how to ensure the safety of it. 2C due to their work on ASM. Community reporting is tough and only done by one other company so it is a reach KPI. Will close the engagement when there is more on how they work with refiners and smelters to help push to make ASM safe
2023/8/10	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Raise awareness	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3C: Positive outcome	Company further developed their strategy around scope 3 emissions which includes collecting data/information from key suppliers. We will close this engagement and open a new one to encourage them to set targets on scope 3.
2023/6/28	BARRICK GOLD 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	-Will Barrick set formal biodiversity metrics and targets in the future?
2023/6/28	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3C: Positive outcome	Company has new reporting that is now best in class. They report each asset by water risk level, type of water use, and water recycling rates.
2023/6/28	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Company has improved their reporting on ASM efforts but we still dont know how they are working with partners downstream who may be more complicit in bringing illegal ASM that has environmental/HR abuses into the supply chain. Furthermore while their Grievance reporting is detailed, I would like to see # of community incidents. Considering controversies in North Mara, Porgera this will help to have more transparency once Porgera reopens and to follow progress of community efforts.
2023/6/28	BARRICK GOLD CORP	Engagement - Active	One-to-one	Materials	North America	Raise awareness	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3C: Positive outcome	Company further developed their strategy around scope 3 emissions which includes collecting data/information from key suppliers. We will close this engagement and open a new one to encourage them to set targets on scope 3.
2023/4/19	BARRICK GOLD CORP			Materials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/27	BAXTER INTERNATIONAL INC			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/25	BAXTER INTERNATIONAL INC			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/11/29	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	Diversity	Milestone 3C: Positive outcome	As of November 2023, the company has reached Amundi threshold in term of board gender diversity
2023/1/9	BECTON DICKINSON AND CO			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/1/4	BECTON DICKINSON AND CO			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/10/23	BHP GROUP LTD			Materials	Asia ex-Japan		Dialogue to Foster a Stronger Voting Exercise				
2023/10/20	BHP GROUP LTD			Materials	Asia ex-Japan		Dialogue to Foster a Stronger Voting Exercise				
2023/9/11	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	BHP doesn't have a target to reduce/eliminate tailings. Whilst we continually strive to minimise the risk of tailings it remains a complex path to reduce and ultimately eliminate tailings. This is still reliant on developing new mining and processing solutions, which we are actively pursuing in collaboration with industry partners. Notwithstanding this, our strategy is to minimise the risk of tailings to people and the environment, through ensuring our current facilities remain within risk thresholds, prioritising inactive TSFs to achieve a state of safe closure, and ultimately to eliminate credible failure modes from our active TSFs. Examples of our actions in the space are the recent 'declassification' of the Boodarie TSF, removal of the Miami TSF and project work on the buttressing of the Solitude TSF. Note that Samarco restarted its operations in December 2020 without the use of a tailings dam and it continues to operating using a filtration and dry-stack tailings system.
2023/9/11	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	-Resettlement: -75% of resettlement cases have been completed (note this does not mean that 75% of people are in their new homes). Some of these cases have been completed through cash payments in cases where families have opted for this. Some cases are houses which have been completed but not yet handed over to families (for example in Bento Rodrigues where the house may have been completed, but it has a lot of construction in the area around it). Families are moving into their homes, the school in Bento Rodrigues started classes and local businesses are open. -At the third, smaller, community of Gesteira (39 families), pursuant to an agreement finalised in May 2023 and ratified by the Courts, families and the public authorities have opted to receive compensation instead of building a new community.

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2023/9/11	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	e expect the Consent Modification to be submitted in late September 2023, with public exhibition of the application anticipated during Oct/Nov 2023. Based on assessment timeframe benchmarking, we would anticipate approval by March 2025. A Consent Modification is, as it says, a modification of the existing licence to extend the mining period. It does not allow for material changes to current approved operation, including no new material infrastructure or mining footprint. Individual employee conversations have been running over August and September 2023 and we have initiated external conversations around mining land re-use, given the lead times. We have noted Amund's position, however our closure timeline currently envisages ceasing mining by the end of the 2030 Financial Year (which runs to end June 2030), and our Consent Modification application is to run the mine until end June 2030. We would update the market if there were any changes to this timeline.
2023/8/23	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3C: Positive outcome	Follow up from 2021 Biodiversity engagement (listed under BHP Billiton not BHP Group). We asked the company originally in 2021 to develop their strategy and reporting on biodiversity. They are the only company to start reporting qualitatively on impacts/dependencies and they launched a report with the Natural Capital Protocol to test site specific reporting. We hope they will eventually report with TNFD but they are ahead of the pack so far. they also elaborated their targets to incorporate the 30x30 target from the GBF.
2023/8/23	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	Ask BHP to Report with CDP Water as it is essential for companies in water risk sectors/regions. They are also on our biodiversity focus list because they do not report.
2023/8/23	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Develop targets (specific KPIs)	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	Asked if they have any quant targets or concrete to reduce/eliminate the use of tailings. They do mention that Samarco is looking at alternatives but there is nothing concrete. However all tailings for BHP classified as very high risk or extreme are already approved to GTISM standards.
2023/8/23	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	Company noted that they do report extensively on water in line with reporting requirements by asset level (we agree) but said each context is so different that it is hard to have uniform targets. We said we are fine with different types of targets (water quality, recycling rates, consumption targets, etc) but having a quant target is better for us to follow the goals
2023/8/23	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	BHP has successfully rehabilitated 75% of the people. They are very proud of it but will provide more answers in a follow up
2023/8/23	BHP GROUP LTD	Engagement - Active	One-to-one	Materials	Asia ex-Japan	Raise awareness	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 3B: Neutral outcome	Company reports with CDP Climate but not CDP Water
2023/8/23	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 1: Raise issue with Company	asked them to improve monitoring of fugitive methane including using satellite technology more frequently (as opposed to once a month or once a year).
2023/8/23	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 3C: Positive outcome	Company issued a public lobbying report that evaluated which memberships are slightly misaligned or totally misaligned with BHP's position. They are very clear with what they aim to do with these groups and upon asking, BHP also confirmed that they have circuit breakers internally that would lead to specific actions to take if mis-alignment increases. We will close this KPI as BHP demonstrates strong understanding of how important this is to investors and it is backed up by frequently updated reporting. (June 23 and then also in Aug23).
2023/8/23	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	We re-emphasized our ask that 1) BHP publicly commit to a thermal coal exit by Dec 31 2029 at the latest. We also asked them for the to consider to bring this closure date even more.
2023/12/19	BIOMERIEUX	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 3B: Close - Engagement Cleanup	We are cleaning up this objective as we didn't have a request per se. Biomérieux is very active in the fight against AMR, but we had not set a formal request to them on the topic.
2023/12/19	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 1: Raise issue with Company	We are asking BioMérieux to develop and disclose KPIs and targets related to eco-design (beyond waste).
2023/12/19	BIOMERIEUX	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 3B: Neutral outcome	We are closing this objective with a neutral outcome. Managing plastic is part of BioMérieux eco-design strategy. Yet, its disclosure remains very limited. We are therefore re-launching this engagement today by asking more precise questions on eco-design to BioMérieux.
2023/12/19	BIOMERIEUX	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 3B: Neutral outcome	Increasing recycling is part of BioMérieux eco-design strategy. Yet, its disclosure remains very limited. We are therefore re-launching this engagement today by asking more precise questions on eco-design and waste to BioMérieux.
2023/12/19	BIOMERIEUX	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3C: Positive outcome	Since August 2023, BioMérieux' Executive Board includes 33% women, reaching the 30% Club minimum threshold.
2023/12/19	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 1: Raise issue with Company	We have launched today a new engagement on the topic, now asking BioMérieux to set a Net Zero target.

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2023/7/19	BIOMERIEUX	Engagement - Soft	One-to-one	Health Care Equipment and Services	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/5/17	BIOMERIEUX			Health Care Equipment and Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/22	BOSTON SCIENTIFIC CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Raise awareness	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Close - Engagement Cleanup	Closing this engagement objective to consolidate engagement goals for the theme.
2023/11/29	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	Diversity	Milestone 3C: Positive outcome	As of November 2023, the company has reached Amundi threshold in term of board gender diversity
2023/4/18	BOSTON SCIENTIFIC CORP			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/19	BOUYGUES SA	Engagement - Active	One-to-few (with other institutions)	Capital Goods	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	Bouygues Construction, Immobilier and Telecom have since validated SBTi 1.5C targets (on top of Colas WB2C since 2021). Colas SA still to be upgraded to 1.5C
2023/12/14	BOUYGUES SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2A: No/poor acknowledgement of issue by Company	Despite strong salary benchmarking practices, the company does not have a formal living wage commitment.
2023/12/14	BOUYGUES SA	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2B: Acknowledgement of the issue	Company focused in its response on lobbying on industry-specific issues (commercial rather than ESG) and suggested that it lobbies mainly in the EU and France. Some references to resources and oversight, but generally lacking detail throughout.
2023/11/14	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	The company has carried out an assessment of its impacts and dependencies on biodiversity.
2023/11/14	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	The company only partially meet our requirements, such as by having a tax charter but no more.
2023/11/6	BOUYGUES SA	Engagement - Active	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2A: No/poor acknowledgement of issue by Company	Regarding the Rixain law, JM Soussan raised the issue of the lack of definition in the law of what is an executive role. In France, the URSSAF considers that people who have an hour package employment contract (or "contrat au forfait") do not hold senior positions, which may not be the case in some sectors. He had the opportunity to discuss that aspect with Marie-Pierre Rixain. She agrees on that issue that makes the law difficult to apply in some sectors like theirs. He invited us to discuss that topic with Marie-Pierre Rixain. We will have to continue the conversation on that front. No woman so far => might be a way for the company to avoid to meet the target. To be vigilant.
2023/7/19	BOUYGUES SA	Engagement - Soft	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	
2023/4/14	BOUYGUES SA			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/1	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	The company shows a good understanding of the circular economy challenges and discloses interesting information, including sometimes quantitative information but this could be completed by a better integration of the topic in the business-model
2023/1/26	BOUYGUES SA			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/1/2	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 2B: Acknowledgement of the issue	A: Bouygues is considering our recommendation
2023/1/2	BOUYGUES SA	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2B: Acknowledgement of the issue	Bouygues is considering our recommendations
2023/12/11	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	On pause due to recent acquisition.
2023/12/11	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	On pause due to recent acquisition.
2023/12/11	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	-Trying to put more quant information into the new report and to leverage more RBA audits. 71% of suppliers have gone through Broadcom or via RBA.
2023/12/11	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	Getting ready to publish report in Feb and in terms of disclosures, will be disclosing 2 additional cats of scope 3 emissions. Expect a commitment letter to SBTi for near term targets in February. Next step is for FY2024 to do a full scope 3. Trying to map a pathway out to expand data collection for scope 3.
2023/11/1	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop new policy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	Has there been any further discussion internally on developing a biodiversity policy?
2023/11/1	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	-It was great to see further improvements to your DE&I disclosures – I was wondering if you have had the chance to discuss the possibility of setting DE&I targets?
2023/11/1	BROADCOM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	oWould 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?

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2023/11/1	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	It was also good to see additional disclosures on your work with the RBA on human rights – would you consider disclosing the % of suppliers audited? It was also wondering if you have a timeline for publishing your Conflict Minerals Report? Would you have any updates on the % of active SORs in your supply chain who are certified as conflict-free?
2023/11/1	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 2B: Acknowledgement of the issue	Congratulations on setting a GHG emissions reduction target – would you be able to share any updates on the next steps towards potentially setting a net zero target as well?
2023/3/14	BROADCOM INC			Semiconductors and Semiconductor Equipment	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/1	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Develop strategy	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3C: Positive outcome	Cellnex did improve its cyber security with key practices recently, we pushed for a dedicated publication (another objective is created today).
2023/12/1	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	No KPI yet due to alleged 'hurdles', we asked the company to use best practices we sent it by email.
2023/11/23	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Develop strategy	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2C: Strategy/Response developed to issue raised	Follow-up question by email
2023/11/23	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Follow-up question by email
2023/7/19	CELLNEX TELECOM SA	Engagement - Soft	One-to-one	Telecommunication Services	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/5/22	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 3A: Negative outcome	High dissent remuneration Responsiveness ok : exchange of emails But remuneration still problematic: Remuneration - The Compensation seems excessive compared to peers. Based on our guidelines, executive remuneration needs to also be "acceptable" from a societal point of view. The level and evolution of remuneration should not be susceptible of forming the basis for hostile reactions harmful to the company, its image and therefore its development. As the executive compensation seems excessive compared to local peers, we will vote against the remuneration report and policy (Item 7.2 and 13). Please note that the maximum of the LTIP is considered highly excessive. Board Accountability Given our concerns related to the remuneration practices, Amundi will vote against the members of the remuneration committee with a tenure of more than a year: Concepcion del Rivero Bermejo (Item 8.2) and Christian Coco (Item 8.3)
2023/5/22	CELLNEX TELECOM SA			Telecommunication Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/2/10	CELLNEX TELECOM SA	Engagement - Active	One-to-one	Telecommunication Services	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 1: Raise issue with Company	
2023/12/30	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	Asked the company to set nature related targets such as water consumption, pollution, or land preservation
2023/12/30	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	Asked if company would consider setting public targets and providing more granularity on spills including reduction targets and granularity in terms of location and severity of annual spills.
2023/12/21	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 3B: Close - Engagement Cleanup	We cleaned this engagement objective in order to address this issue by focusing only through the "Improve transparency and accountability" objective.

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2023/12/14	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 1: Raise issue with Company	<p>Our main asks expressed to the company are:</p> <ul style="list-style-type: none"> -To disclose gross carbon intensity specific to oil transport -To join the Oil and Gas Methane Partnership (OGMP) -To provide a split between safety, routine, and non-routine flaring and venting, along with associated definitions -To extend the coverage of current GHG reduction targets so they cover together at least 95% of scope 1&2 GHG emissions of the company -To set interim reduction targets covering scope 3 gross carbon emissions from the use of sold energy products, in line with the Paris Agreement -To raise ambition of interim reduction target on the gross methane intensity of upstream activities, from well-below 2°C aligned to 1.5°C aligned -To adjust disclosure of interim reduction target on the gross carbon/GHG intensity of upstream activities so it is comparable with peers and climate mitigation scenarios -To set interim reduction targets on the gross methane intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross GHG intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross carbon intensity of oil transport, in line with the Paris Agreement -To adjust disclosure of interim reduction target on the gross carbon intensity of oil refining so it is comparable with peers and climate mitigation scenarios -To reduce its reliance on carbon offsets, as opposed to real emission reduction efforts -To raise ambition of targets on the development of low-carbon energy solutions (e.g. renewable power capacity, liquid biofuels, biogases, CCUS...) so it is in line with the Paris Agreement <p>To set reduction targets on flaring and methane intensity, as well as</p> <p>We asked for increased evidence in public reporting that the company is robustly taking into account physical risk such as through improved governance oversight, risk analysis/stress testing, quantification of impact on business operations and value chains</p>
2023/12/14	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	<p>We asked for increased evidence in public reporting that the company is robustly taking into account physical risk such as through improved governance oversight, risk analysis/stress testing, quantification of impact on business operations and value chains</p>
2023/11/13	CHEVRON CORP	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	<p>Chevron's Rubio less enthusiastic on OGMP than the CEO. We may consider sending another letter regarding methane if there is no progress around COP28.</p>
2023/11/10	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 3A: Negative outcome	<p>Submissions on CDP website confirm non-participation for 2022 Climate</p>
2023/11/6	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	<p>Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.</p>
2023/11/6	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 1: Raise issue with Company	<p>Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.</p>
2023/11/3	CHEVRON CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	<p>We close this old engagement milestone due to a lack of detail and a change in analyst.</p>
2023/10/30	CHEVRON CORP	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	<p>There seems to be a real positive shift in the mindset, but not enough to have confidence at 2C, so we move to 2B. We have requested an additional meeting to discuss methane further.</p>
2023/6/22	CHEVRON CORP	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 1: Raise issue with Company	<p>We look for a returns profile for the different low carbon solutions as well as targets here and for carbon capture and offsets.</p>
2023/6/22	CHEVRON CORP	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	<p>Company did not demonstrate strong interest. Company already shows strong practice in measurement and reporting, but do not see the benefit in joining OGMP at this time.</p>
2023/6/22	CHEVRON CORP	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 3B: Neutral outcome	<p>Closing this theme and moving to new Methane theme.</p>
2023/5/23	CHEVRON CORP			Energy	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	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 1: Raise issue with Company	<p>In relation with Coloplast's efforts to reduce its plastic footprint, we have asked the company to explore opportunities around circularity within its plastic value-chain. Its recent engagement with CIP and MADE might help Coloplast identify and develop a circular strategy.</p>
2023/12/14	COLOPLAST A/S	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 3C: Positive outcome	<p>We are closing this engagement objective positively, because Coloplast has recently joined collaborative initiatives (source: Coloplast website) that should help them better manage their plastic footprint, a particularly difficult challenge that cannot be addressed alone by a medical device company, such as Coloplast, relying essentially on plastic to produce its end-user products. Yet, because we were also expecting much stronger reporting on plastic from Coloplast, we are today launching new engagement questions with more specific objectives.</p>
2023/11/28	COLOPLAST A/S			Health Care Equipment and Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/6/9	COLOPLAST A/S	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3C: Positive outcome	<p>Coloplast acknowledged the importance of a Disability Inclusion strategy and received our recommendations. Hence, we close positively the Raise awareness objective and have set several new objectives for Coloplast.</p>

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2023/12/14	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Company has a living wage charter and a commitment to no excessive hours of work for own employees - but not for suppliers. No systemic risk mapping but does have processes in place to determine the living wage with "social partners".
2023/12/14	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2A: No/poor acknowledgement of issue by Company	Answer mentioned alignment with 1.5 degrees, but otherwise no information provided.
2023/12/14	COMPAGNIE DE SAINT-GOBAIN	Engagement - Soft	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	The company has since set and validated 1.5°C Targets
2023/12/14	COMPAGNIE DE SAINT-GOBAIN			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/11/28	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Raise awareness	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3B: Close - Engagement Cleanup	Engagement closed since no specific ask.
2023/11/28	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Health & Safety	Milestone 3C: Positive outcome	Good progress of accident rate over the last 10 years (divided by 5). The company has set a 2030 target to have an accident rate below 1.5.
2023/11/28	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Social Cohesion	Just Transition	Just Transition	Milestone 3B: Close - Engagement Cleanup	Engagement closed since we consider the just transition topic in the company's industry is not sufficiently mature to ask for specific company-wide targets for now. For the industry, we consider reporting on main impacts (positive and negative) to stakeholders, notably employees and clients, is sufficient so far.
2023/11/28	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 2A: No/poor acknowledgement of issue by Company	Negative update: Benoit de Bazin, current CEO will become also Chairman by June 2024. Moreover, the current lead independent director, which counterbalances the overconcentration of power, will become non-independent according to European governance practices (tenure of 12 years or more). Issue to be discussed in December 2023.
2023/11/28	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 3B: Close - Engagement Cleanup	Engagement follow up moved under more granular themes and objectives: Board, Health and safety
2023/11/28	COMPAGNIE DE SAINT-GOBAIN	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	Interim and long term GHG reduction targets has been validated 1.5°C by the SBTi as end of 2022.
2023/11/14	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	Irrelevant response or poor assessment of biodiversity impacts and dependencies.
2023/11/14	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	Irrelevant response or poor commitment towards tax transparency and strategy
2023/7/5	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	The company seems to have implemented several relevant measures to mitigate PFOAs emissions from its Merrimack site and associated groundwater pollution. However, these measures are not backed by any figures that would ensure that the scale is sufficient as compared to the number of locations and people affected. We consider this PFOAs controversy still pending to be followed with any new updates. Further discussion is needed to understand the company's exposure to PFAS in general.
2023/6/16	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	<ul style="list-style-type: none"> -How does Saint-Gobain prevent pollution issues you experienced in the past? -How can we ensure it will not happen again? -What are the controls in place and the other corrective actions? -What are the rehabilitation measures Saint-Gobain has been taking? -How does Saint-Gobain guarantee the environmental management system is now properly implemented and effective? -Does Saint-Gobain have any remediation planned to compensate for the environmental, health and social damages? -How frequently is DG testing groundwater on PFAS and how do you ensure local residents are timely informed about high pollution? -Our understanding is that current disposal practices are energy intensive, have yielded questionable results and have moved PFAS among waste management sites while contaminating air, soil and water along the way. Under this context, can you please elaborate how you treat wastewater that is containing PFAS and how efficient current treatment is? -We understand that PFOA and PTFE were never produced at your sites, but SG used as a raw material, which it purchased from 3rd party suppliers. What is your current exposure to PFAS across the supply chain? -Have you collected information about the presence and levels of PFAS that are intentionally added to products supplied to you -Used in the production process of your products -Used in the production facilities and therefore may contaminate your products? -How do you work together with suppliers to phase out PFAS? Have you put PFAS on your Restricted Substances List (RSL)? -Are you considering joining initiatives like the PFAS Movement coordinated by the PFOA stewardship, other stakeholders and colleagues with other

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2023/6/16	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	<ul style="list-style-type: none"> -How does Saint-Gobain prevent pollution issues you experienced in the past? -How can we ensure it will not happen again? -What are the controls in place and the other corrective actions? -What are the rehabilitation measures Saint-Gobain has been taking? -How does Saint-Gobain guarantee the environmental management system is now properly implemented and effective? -Does Saint-Gobain have any remediation planned to compensate for the environmental, health and social damages? -How frequently is DG testing groundwater on PFAS and how do you ensure local residents are timely informed about high pollution? -Our understanding is that current disposal practices are energy intensive, have yielded questionable results and have moved PFAS among waste management sites while contaminating air, soil and water along the way. Under this context, can you please elaborate how you treat wastewater that is containing PFAS and how efficient current treatment is? -We understand that PFOA and PTFE were never produced at your sites, but SG used as a raw material, which it purchased from 3rd party suppliers. What is your current exposure to PFAS across the supply chain? -Have you collected information about the presence and levels of PFAS that are intentionally added to products supplied to you used in the production process of your products used in the production facilities and therefore may contaminate your products? -How do you work together with suppliers to phase out PFAS? Have you put PFAS on your Restricted Substances List (RSL)? -Are you considering joining initiatives like the PFAS Movement coordinated by the European Chemical Industry Association (CEFIC) and others? -Can you please remind in details the remediation measures Saint-Gobain has been implementing to prevent such issues to occur again (either in terms of process and organisation)? -Are you able to disclose the potential financial risks you estimate for Saint-Gobain as a consequence of this accident?
2023/6/16	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	
2023/6/16	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	The company has published certified SBTi targets in 2022
2023/3/1	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	The company is a best-in-class and has a thorough understanding of the circular economy challenges and has started to modify its business-model accordingly
2023/1/9	COMPAGNIE DE SAINT-GOBAIN	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2B: Acknowledgement of the issue	Saint-Gobain acknowledged our recommendations.
2023/12/1	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3A: Negative outcome	The company has a circular product innovation strategy through which it has established thresholds for criteria that are related to a circular economy. By 2025, Newly launched crop protection active ingredients need to not exceed these thresholds; In 2022, 90% of new protection products met these criteria; for the assessment; a full LCA is conducted for the products; While this is a positive step we already recognised last year, the company has not further refined targets on circular economy nor is transparent on the thresholds of these criteria; Furthermore, it is not clear how much these new circular products make of the total revenue; This it is difficult to assess the company's contribution towards a circular economy; The company needs a more holistic circular economy strategy with granular target setting and commitment from the management;
2023/12/1	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 3B: Close - Engagement Cleanup	Our ask for a more holistic circular economy strategy and more granular related target setting is addressed in the circular economy ask;
2023/12/1	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Raise awareness	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 3B: Close - Engagement Cleanup	Addressed by milestone health and safety
2023/12/1	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Health & Safety	Milestone 3B: Close - Engagement Cleanup	Close this milestone as we keep track of the progress on target for safer products under criteria "chemical safety"
2023/12/1	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	Close this milestone as we have opened several milestones for a more granular tracking of its decarbonisation strategy and net zero objective through our net zero engagement stream;
2023/6/26	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	Target to have 100% of new products aligned with sustainable innovation criteria by 2025 and increase revenue from biologics
2023/6/26	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 1: Raise issue with Company	<ul style="list-style-type: none"> -We asked the company: -To disclose a breakdown of current green and brown capex -To disclose a breakdown of planned green and brown capex (capex plan)

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2023/6/26	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 commit to achieve net zero scope 1 and 2 carbon emissions as well as scope 3 carbon and methane emissions from purchased goods and services, by 2050 at the latest. - 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 downstream GHG emissions from sold greenhouse gases, by 2050 at the latest for CO2 and by 2075 at the latest for non-CO2 GHGs
2023/6/26	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: Neutral outcome	Corteva had committed to a 1.5 degree aligned 2030 target verified by SBTi but does not commit to net zero nor set a scope 3 target via sbti
2023/6/20	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company to develop an overarching biodiversity strategy that: o incorporates biodiversity impacts, dependencies, risks and opportunities, o makes connections to other sustainability topics such as climate, pollution, circularity and natural resources use, o structures Nature related measures and initiatives under the same umbrella;
2023/6/20	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	We asked the company to respond to the CDP Forest questionnaire
2023/6/20	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	We asked the company to respond to the CDP Water questionnaire
2023/6/20	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	We recommended the company to apply a precautionary approach and related standards globally (instead of based on market regulation only) regarding the potential impacts of products on biodiversity
2023/6/20	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Other	Natural Capital Risks	Milestone 1: Raise issue with Company	We asked the company to complete GRI 304 reporting following all guidelines and related sections
2023/6/20	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Other reporting engagements	Milestone 1: Raise issue with Company	We asked the company to further detail the reporting on the company's impacts, dependencies, risks and opportunities related to Nature
2023/6/20	CORTEVA INC	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	We recommended the company to apply a precautionary approach and related standards globally (instead of based on market regulation only) regarding the potential impacts of products on biodiversity and health;
2023/6/20	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 1: Raise issue with Company	We asked the company to ensure this strategy as well as Nature related risks are overseen at the Board level;
2023/12/14	COVIVIO	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 1: Raise issue with Company	We go through the ESG strategy of the company and will follow up on the weaknesses we pointed out during the call.
2023/12/14	COVIVIO	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 2C: Strategy/Response developed to issue raised	During the call, Covivio took engagement to improve their reporting practices for next year. to be continued...
2023/12/14	COVIVIO			Real Estate	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/1	COVIVIO	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 2B: Acknowledgement of the issue	Covivio asked to set up a meeting after we do not participate in their last issuance.
2023/9/25	COVIVIO	Engagement - Active	One-to-one	Real Estate	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Neutral outcome	Covivio has green bond reporting with impact data but still without CO2 avoided. Continue to encourage them to disclose more information on green bond impact reporting such as reporting CO2 avoided from the green bond proceeds.
2023/7/19	COVIVIO	Engagement - Soft	One-to-one	Real Estate	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/4/10	COVIVIO			Real Estate	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/8	COVIVIO			Real Estate	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	CREDIT AGRICOLE SA	Engagement - Soft	One-to-few (with other institutions)	Banks	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2A: No/poor acknowledgement of issue by Company	Although CA has an agreement with UNI Global Union and social risk mapping in place, there is no formal living wage commitment for own workers or supply chain
2023/12/14	CREDIT AGRICOLE SA	Engagement - Soft	One-to-few (with other institutions)	Banks	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2B: Acknowledgement of the issue	Some information provided on lobbying issues (mainly in Europe), and on resourcing of lobbying activities. Not much on professional/trade associations. Overall lacking detail.
2023/11/14	CREDIT AGRICOLE SA	Engagement - Soft	One-to-few (with other institutions)	Banks	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	The company has conducted or is currently conducting at least a partial assessment of its impacts or dependencies on biodiversity.
2023/11/14	CREDIT AGRICOLE SA	Engagement - Soft	One-to-few (with other institutions)	Banks	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2C: Strategy/Response developed to issue raised	The company publishes a tax responsibility charter, approved by the Board of Directors. It makes efforts to improve transparency but without publishing full country-by-country reporting.
2023/7/19	CREDIT AGRICOLE SA	Engagement - Soft	One-to-one	Banks	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	
2023/7/6	CREDIT AGRICOLE SA	Engagement - Active	One-to-one	Banks	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 1: Raise issue with Company	The reporting contained several flaws, such as missing prorata impact data or insufficient allocation data. Thus, we shared them their ourr internal guidelines
2023/3/1	CREDIT AGRICOLE SA	Engagement - Soft	One-to-few (with other institutions)	Banks	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	The company only partially meets our requirements, such as by explaining how the circular economy is identified as a risk but with insufficient measures to address it

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2023/4/28	DANAHER CORP			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	DANONE	Engagement - Soft	One-to-few (with other institutions)	Food, Beverage and Tobacco	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2A: No/poor acknowledgement of issue by Company	Despite participating in B4IG, whose commitments include a living wage, Danone does not have a relevant commitment in place.
2023/12/14	DANONE	Engagement - Soft	One-to-few (with other institutions)	Food, Beverage and Tobacco	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2B: Acknowledgement of the issue	Company referred to its Advocacy and Integrity Policies and did specify governance and resourcing of lobbying. Lacked detail on issues/policies it lobbied around and geographies, especially outside of Europe.
2023/11/27	DANONE			Food, Beverage and Tobacco	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/11/24	DANONE	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Neutral outcome	This can be closed, old email communication
2023/11/14	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	Irrelevant response or poor assessment of biodiversity impacts and dependencies.
2023/11/14	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	The company publishes a tax responsibility charter, approved by the Board of Directors. It makes efforts to improve transparency but without publishing full country-by-country reporting.
2023/10/9	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	Water is a formal part of the ESG strategy and discussed at a Board level alongside other sustainability considerations too
2023/10/9	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 2B: Acknowledgement of the issue	It is great to see the public information provided about the sugar content in the portfolio as well as the HSR rating as a % of total portfolio. However we would like to see some specific targets tied to these datapoints. Eg is there ambition from Danone to reduce sugar content and if so by how much? Or to increase the share of the portfolio that meets the HSR healthy rating?
2023/10/9	DANONE	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	Company has had targets validated by the SBTi, and is 1.5 degrees aligned. KPI closed
2023/10/9	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	We would suggest that the company consider introducing specific targets or requirements that suppliers have to meet in terms of climate and emissions standards. This will have a benefit across the entire supply chain and the company's Scope 3 emissions, as well as the industry as a whole. Finally, the company will also therefore have the opportunity to introduce punishments/ramifications/escalations for suppliers that do not comply, hopefully helping to achieve the Scope 3 emissions goals within target
2023/7/19	DANONE	Engagement - Soft	One-to-one	Food, Beverage and Tobacco	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/4/11	DANONE			Food, Beverage and Tobacco	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/1	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	The company only partially meets our requirements, such as by explaining how the circular economy is identified as a risk but with insufficient measures to address it
2023/1/25	DANONE	Engagement - Active	One-to-one	Food, Beverage and Tobacco	EMU	Raise awareness	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	Company was asked if they have a formal strategy around water consumption, waste and pollution and if the board is aware of the subject
2023/1/19	DANONE			Food, Beverage and Tobacco	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/9/15	DEERE & CO	Engagement - Active	One-to-one	Capital Goods	North America	Develop new policy	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Too early to set net zero targets,
2023/1/23	DEERE & CO			Capital Goods	North America		Dialogue to Foster a Stronger Voting Exercise				

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2023/12/14	DEUTSCHE POST AG	Engagement - Soft	One-to-few (with other institutions)	Transportation	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	<p>In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their management teams comprise at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics.</p> <p>We encouraged the company to focus on:</p> <ul style="list-style-type: none"> Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Fuhrungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. <p>The letter sent sets the basis for long-term dialogue on the matter with a target group.</p>
2023/4/20	DEUTSCHE POST AG			Transportation	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/22	DEXCOM INC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Raise awareness	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Close - Engagement Cleanup	Closing this engagement objective to consolidate engagement goals for the theme.
2023/5/16	DEXCOM INC			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/5/30	DIGITAL REALTY TRUST INC			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/12	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	A new follow-up with specific net zero recommendations have been sent to the company.
2023/11/21	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 requested a new meeting with the company to follow up on previous recommendations.
2023/11/21	EDP-ENERGIAS DE PORTUGAL SA	Engagement - Active	One-to-one	Utilities	EMU	Other	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3B: Neutral outcome	We requested a new meeting with the company to follow up on previous recommendations on the coal exit strategy.
2023/3/31	EDP-ENERGIAS DE PORTUGAL SA			Utilities	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/29	EDP-ENERGIAS DE PORTUGAL SA			Utilities	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/22	EDWARDS LIFESCIENCES CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Raise awareness	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Close - Engagement Cleanup	Closing this engagement objective to consolidate engagement goals for the theme.
2023/12/14	EDWARDS LIFESCIENCES CORP			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/5/2	EDWARDS LIFESCIENCES CORP			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/11/2	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3C: Positive outcome	Overall progress recorded on different recommendations given. Leader in the sector on the topic of biodiversity. Engagement activity will continue.
2023/4/26	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	The company showed good responsiveness to the controversies discussed and we'll keep monitoring further developments
2023/4/19	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Develop strategy	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	Enel continues to make progress on Forced Labor but it is expected to conduct supply chain monitoring beyond Tier1 suppliers. It is not clear what their ambitions are on the expansion of their current monitoring systems. Specific targets on this are lacking.
2023/4/19	ENEL SPA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	Clean up and closure this milestone because the theme is being followed up under the umbrella of the net zero milestone.
2023/4/19	ENEL SPA	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	Topic discussed and the company seems not being willing to disclose GHG target in absolute terms (they have them in intensity terms) as they do not find it necessary. The 2040 NZ target vs 2035 is justified by their high weight of operations in non OECD Countries
2023/2/7	ENEL SPA			Utilities	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	ENGIE	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2A: No/poor acknowledgement of issue by Company	Some language around competitive pay in place but no living wage commitment.
2023/12/14	ENGIE	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2B: Acknowledgement of the issue	Mentioned lobbying topics (CSDDD and climate), budget and oversight; also mentioned no misalignment between own position and that of trade associations, but unclear how this is determined. Could be more transparent.

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2023/12/7	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 3B: Neutral outcome	Work in progress with sound strategy in place to address the issues aroused in 2022. Lost time injury frequency rate for employees and subcontractors and fatality rate are both decreasing. More questions shall be posed to the company in our Q12024 meeting. See remaining issues for potential questions.
2023/12/7	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 3B: Neutral outcome	Some positively elements of progress are present such as the progressive reinforcement of contractual clauses, the empowerment to terminate contracts in cases of forced labor noncompliance and the centralized mechanism for the suppliers' selection. However we still expect to see higher disclosure in the results of the mapping and traceability exercises. We expect to have clear disclosures about their results of zero cases of FL non-compliance. Their due diligence process should encompass important criteria such as fair recruitment and payment practices. Remove Milestone
2023/12/7	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	We reiterated again our preferred approach to change the OGMP membership at group level, instead of subsidiary level. The company has well received our request and didn't seem too willing to change that, but since we came up with this request just on August 2023 we will give them a reporting cycle for further consideration before a 3A milestone. Other recommendations on methane include: - Setting a new updated methane reduction target at group level. - Setting a net zero methane emissions target on 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 - Harmonization of subsidiaries' CH4 reduction targets.
2023/12/7	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	Our previous issue with the gas sales target can be considered resolved given the clear alignment with the SD5 pathway and EU requirement (re-calculation of target from our side). However we have reiterated to the company that we would still want them to increase its targets' ambition for the 1.5D pathway alignment (at least for the long term targets). In addition we would like the company to set clear gas phase down and out target together with a comprehensive plan that explains how every natural gas assets will be phased out (e.g. sell, shut down, equipment with CCUS etc...). The company well reports on the green capex alignment, but higher disclosure on brown capex is also encouraged.
2023/11/14	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	Irrelevant response or poor assessment of biodiversity impacts and dependencies.
2023/11/14	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	The company publishes a tax responsibility charter, approved by the Board of Directors. It makes efforts to improve transparency but without publishing full country-by-country reporting.
2023/9/15	ENGIE	Engagement - Active	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	Engie is not willing to review its reduction targets on gas sales, nor to put in place a natural gas phase out target, which as of today we should consider 2045 (=N2 goal date). We will need to push more for an interim reduction target on natural gas. In addition, the company is also quite contrary to increase ambition on RE capacity addition, which today aims to reach 50 GW in 2025, and 80 GW in 2030, namely 4 GW per year of additional capacity until 2025, and 6 GW per year of additional capacity from 2025 to 2030.
2023/9/15	ENGIE	Engagement - Active	One-to-few (with other institutions)	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	We asked the company to increase the ambition on their NZ pathway and apply for the re-certification of their targets to 1.5 degrees pathway from WB2C. The company clearly does not intend to do it in the short term. Decision still pending for the longer term.
2023/9/15	ENGIE	Engagement - Active	One-to-few (with other institutions)	Utilities	EMU	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3B: Neutral outcome	We are closing the milestone on policy because the company has put in place a coal phase out policy well aligned with Amundi coal policy's timeframes. However we are opening a new milestone under strategy because there are some aspects to be monitored on how they are specifically carrying out the phase out.
2023/9/6	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	Company provided explanation of OGMP membership of subsidiaries.
2023/8/7	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Seeking clarification of subsidiary membership of OGMP instead of parent membership.
2023/4/11	ENGIE			Utilities	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/27	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 2C: Strategy/Response developed to issue raised	Clear answers on the controversies raised with for each ones facts and elements of responses. Each controversy was assess and monitor. Engie put in place relevant measures to avoided this type of controversies in the future.
2023/3/10	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	Engie's still lacks a comprehensive strategy regarding fossil gas. The company should formalize clear phasing down/out targets for natural gas and increase ambition on the deployment of renewable energy.
2023/3/10	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	Engie in Feb 2023 was granted the well-below 2°C certification for its decarbonization trajectory by 2030 by the SBTi

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2023/3/10	ENGIE	Engagement - Active	One-to-one	Utilities	EMU	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 1: Raise issue with Company	The coal exit timeline is aligned with Amundi's policy but certain aspects of their coal exit strategy remain of concern for Amundi ->4 out of 10 remaining coal plants are being converted to natural gas or biomass and 2 being sold
2023/3/10	ENGIE			Utilities	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/1	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	The company only partially meets our requirements, such as by explaining how the circular economy is identified as a risk but with insufficient measures to address it
2023/12/30	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	Asked the company to set nature related targets such as water consumption, pollution, or land preservation Our firm asks expressed to the company are:
2023/12/14	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	-To provide a breakdown of the company's GHG emissions per activity in the oil & gas value chain on an equity share basis as well, as opposed to the operational or financial control approach -To adjust disclosure of lifecycle intensity of the company's energy portfolio so it is comparable with peers and climate mitigation scenarios -To adjust disclosure of upstream GHG intensity so it is comparable with peers and climate mitigation scenarios -To disclose gross GHG intensity specific to gas transport, as well as the methane-specific intensity -To adjust disclosure of the carbon intensity of oil refining so it is comparable with peers and climate mitigation scenarios -To provide total flaring and venting volume intensities (in m3/bbl or equivalent) -To adjust disclosure of interim reduction target on scope 3 emissions from the use of sold energy products so it is comparable with peers and climate mitigation scenarios -To set interim reduction targets on the gross methane intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross GHG intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross carbon intensity of oil refining, in line with the Paris Agreement -To raise ambition of targets on the development of low-carbon energy solutions (e.g. renewable power capacity, liquid biofuels, biogases, CCUS...) so it is in line with the Paris Agreement -To set targets on total flaring and venting volume intensity, in line with the Paris Agreement
2023/12/14	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	We asked for increased evidence in public reporting that the company is robustly taking into account physical risk such as through improved governance oversight, risk analysis/stress testing, quantification of impact on business operations and value chains
2023/11/28	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We will continue to monitor the progress in low carbon solutions and push for added detail in disclosure and targets.
2023/11/13	ENI SPA			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/11/10	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	We close this old engagement due to a lack of detail for follow up and a change in analyst.
2023/11/6	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/11/6	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/11/6	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/11/6	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/11/6	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Close - Engagement Cleanup	We close this old engagement milestone due to a lack of detail and a change in analyst.
2023/11/6	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Other	Other	Milestone 1: Raise issue with Company	Discussion regarding company transitioning to have more low carbon solutions, all in early stages.
2023/6/27	ENI SPA	Engagement - Soft	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	Ask to report to CDP
2023/3/30	ENI SPA	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	Discussion regarding company transitioning to have more low carbon solutions, all in early stages.
2023/12/15	EQUINIX	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Neutral outcome	Equinix clarified its explanation related to the calculation of CO2 impact = high numbers are due to PPA included in the RE project category. we do not take into account this impact as it is related to opex and not capex.
2023/5/11	EQUINIX			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				

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2023/12/14	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	<p>After detailed answers provided by the company on the Net Zero Oil & Gas questionnaire sent last year, we sent a follow up letter with several recommendations based on the climate disclosure and strategy of the company. Our main asks expressed to the company are:</p> <ul style="list-style-type: none"> -To disclose gross carbon intensity specific to oil transport -To disclose gross carbon intensity specific to oil refining -To raise ambition of interim reduction target on scope 3 emissions from the use of sold energy products, from well-below 2°C aligned to 1.5°C aligned -To raise ambition of interim reduction target on the gross carbon/GHG intensity of upstream activities, from well-below 2°C aligned to 1.5°C aligned -To set interim reduction targets on the gross methane intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross GHG intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross carbon intensity of oil transport, in line with the Paris Agreement -To set interim reduction targets on the gross carbon intensity of oil refining, in line with the Paris Agreement -To adjust disclosure of targets on the development of low-carbon energy solutions so they are comparable with peers and climate mitigation scenarios -To clarify disclosure about the inclusion of climate-related KPIs in the executive remuneration policy -To clarify the company's executive remuneration policy <p>Please see "Conclusion" to know additional recommendations also provided to the company</p>
2023/12/14	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 1: Raise issue with Company	We asked for increased evidence in public reporting that the company is robustly taking into account physical risk such as through improved governance oversight, risk analysis/stress testing, quantification of impact on business operations and value chains
2023/11/28	EQUINOR ASA	Engagement - Active	One-to-one	Energy	Europe ex-EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	Equinor have very low carbon intensity and is focused on CCS and hydrogen. They have a CMD in February 2023 and we have asked for better breakdowns in disclosure for targets, capex etc.
2023/11/3	EQUINOR ASA	Engagement - Active	One-to-one	Energy	Europe ex-EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	We close this old engagement milestone due to a lack of detail and a change in analyst.
2023/10/9	EQUINOR ASA	Engagement - Active	One-to-few (with other institutions)	Energy	Europe ex-EMU	Develop strategy	Social Cohesion	Just Transition	Just Transition	Milestone 1: Raise issue with Company	We expect Equinor to develop its JT strategy further to include (1) metrics and targets, (2) risk assessment aligned with climate transition plans, and (3) Board/Senior Leadership oversight.
2023/5/3	EQUINOR ASA			Energy	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/1/16	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	NA
2023/1/9	EQUINOR ASA	Engagement - Active	One-to-one	Energy	Europe ex-EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 2C: Strategy/Response developed to issue raised	The company thanks us for our feedback on its tax reporting, considering it will be very useful input for preparing for the next report.
2023/4/20	ESSEX PROPERTY TRUST INC			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Durables and Apparel	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2A: No/poor acknowledgement of issue by Company	Weak response on LW - some language around competitive pay in place but no living wage commitment.
2023/12/14	ESSILORLUXOTTICA SA	Engagement - Soft	One-to-few (with other institutions)	Consumer Durables and Apparel	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2B: Acknowledgement of the issue	Mentioned lobbying on problems of access to visual health, growing visual needs of populations, their economic and social impacts, info on potential or actual legislative developments related to optics (related to optics, vision care or optometry); PLFSS Social Security Financing Bill: against the desertification of the vision care offer. No mention of lobbying in Italy. Mentioned budget and having a single person responsible for lobbying. Overall, limited response.
2023/11/14	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	Irrelevant response or poor assessment of biodiversity impacts and dependencies.
2023/11/14	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	Irrelevant response or poor commitment towards tax transparency and strategy
2023/10/10	ESSILORLUXOTTICA SA	Engagement - Active	One-to-one	Consumer Durables and Apparel	EMU	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	They stated that biodiversity is a priority for next year but want to define it internally first
2023/10/10	ESSILORLUXOTTICA SA	Engagement - Active	One-to-one	Consumer Durables and Apparel	EMU	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 2B: Acknowledgement of the issue	Do not yet report on CDP water.
2023/10/10	ESSILORLUXOTTICA SA	Engagement - Active	One-to-one	Consumer Durables and Apparel	EMU	Develop targets (specific KPIs)	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2B: Acknowledgement of the issue	Not disclosed targets yet but they have been mapping all the plastic that is used. They stated they are "working to reduce as much as possible" but understand that higher scrutiny is coming especially with regulation
2023/10/10	ESSILORLUXOTTICA SA	Engagement - Active	One-to-one	Consumer Durables and Apparel	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 2B: Acknowledgement of the issue	Company was not willing to disclose much beyond that "they did everything they could to handle the situation". WE asked for more reporting

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2023/10/10	ESSILORLUXOTTICA SA	Engagement - Active	One-to-one	Consumer Durables and Apparel	EMU	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3A: Negative outcome	The company still lacks Targets despite us asking every year.
2023/10/10	ESSILORLUXOTTICA SA	Engagement - Active	One-to-one	Consumer Durables and Apparel	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 3C: Positive outcome	They report with CDP on climate
2023/5/11	ESSILORLUXOTTICA SA			Consumer Durables and Apparel	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/4/18	ESSILORLUXOTTICA SA			Consumer Durables and Apparel	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/4/6	ESSILORLUXOTTICA SA	Engagement - Active	One-to-one	Consumer Durables and Apparel	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	Targets put in place
2023/3/24	ESSILORLUXOTTICA SA	Engagement - Active	One-to-one	Consumer Durables and Apparel	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3A: Negative outcome	No commitment
2023/3/1	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	The company only partially meets our requirements, such as by explaining how the circular economy is identified as a risk but with insufficient measures to address it
2023/12/30	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	Asked the company to set nature related targets such as water consumption, pollution, or land preservation
2023/12/30	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Oceans	Milestone 1: Raise issue with Company	Asked for more transparency on how they are managing marine impacts including marine disturbances such as noise
2023/12/18	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 1: Raise issue with Company	We sent a comprehensive question set on plastics as the company is on the Plastics policy list. Our main asks expressed to the company are: -To provide a more granular breakdown of the company's GHG emissions per activity in the oil & gas value chain so it is comparable with peers and climate mitigation scenarios -To disclose the gross GHG intensity of the company's energy portfolio -To disclose gross methane intensity of upstream activities -To disclose gross GHG intensity specific to gas transport, as well as the methane-specific intensity -To disclose gross carbon intensity specific to oil transport -To disclose gross carbon intensity specific to oil refining -To join the Oil and Gas Methane Partnership (OGMP) -To provide a split between safety, routine, and non-routine flaring and venting, along with associated definitions -To extend the coverage of current GHG reduction targets so they cover together at least 95% of scope 1&2 GHG emissions of the company -To set interim reduction targets covering scope 3 gross carbon emissions from the use of sold energy products, in line with the Paris Agreement -To raise ambition of interim reduction target on the gross methane intensity of upstream activities, so it is in line with the Paris Agreement -To raise ambition of interim reduction target on the gross carbon/GHG intensity of upstream activities, so it is in line with the Paris Agreement -To raise ambition of interim reduction target on the gross methane intensity of gas transport, so it is in line with the Paris Agreement -To set interim reduction targets on the gross GHG intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross carbon intensity of oil transport, in line with the Paris Agreement
2023/12/14	EXXON MOBIL CORP	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	-To set interim reduction targets on the gross carbon intensity of oil refining We asked for increased evidence in public reporting that the company is robustly taking into account physical risk such as through improved governance oversight, risk analysis/stress testing, quantification of impact on business operations and value chains
2023/12/14	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	The company is unwilling to answer our questions on the Nigeria Oil spills controversy, but we will continue to ask for more detail.
2023/11/29	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	Exxon Mobil confirmed via press release that they have agreed to join OGMP.
2023/11/10	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2A: No/poor acknowledgement of issue by Company	The company is unwilling to answer our questions on the Mozambique Human Rights controversy, but we will continue to ask for more detail.
2023/11/10	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2A: No/poor acknowledgement of issue by Company	The company is unwilling to answer our questions on the Nigeria and Texas workers rights controversies, but we will continue to ask for more detail.
2023/11/10	EXXON MOBIL CORP	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	Exxon remain resistant to join OGMP but talks continue to find a solution to allow them to join.
2023/11/10	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Other	Transition Towards a Low Carbon Economy	Other	Other	Milestone 2A: No/poor acknowledgement of issue by Company	The company is unwilling to answer our questions on the climate litigation controversies, but we will continue to ask for more detail.
2023/11/6	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/11/6	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/11/6	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Social Cohesion	Direct Employees	Working Conditions	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/11/6	EXXON MOBIL CORP	Engagement - Active	One-to-one	Energy	North America	Other	Transition Towards a Low Carbon Economy	Other	Other	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.

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2023/6/21	EXXON MOBIL CORP	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3A: Negative outcome	Exxon is watching how this survey develops, but is not willing to participate at present.
2023/6/21	EXXON MOBIL CORP	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 3A: Negative outcome	Exxon is watching how this survey develops, but is not willing to participate at present.
2023/6/21	EXXON MOBIL CORP	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 3A: Negative outcome	Regarding CDP Climate, the company do not respond. They do not like that there is, in their view, a requirement for Scope 3. Exxon stopped reporting to CDP in 2017. Their reason was that getting a B rating was unacceptable, so they left.
2023/6/21	EXXON MOBIL CORP	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We look for the company to provide more granular detail on capex and returns in low carbon solutions.
2023/6/21	EXXON MOBIL CORP	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Company did not demonstrate strong interest. Company already shows strong practice in measurement and reporting, but do not see the benefit in joining OGMP at this time.
2023/6/16	EXXON MOBIL CORP	Engagement - Soft	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	Ask company to report to CDP
2023/6/16	EXXON MOBIL CORP	Engagement - Soft	One-to-one	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	Ask company to report to CDP
2023/6/16	EXXON MOBIL CORP	Engagement - Soft	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	Ask company to report to CDP
2023/5/23	EXXON MOBIL CORP			Energy	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/5/12	EXXON MOBIL CORP	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	Initial talks with OGMP, to try to address concerns, but lacking optimism of finding a solution.
2023/5/12	EXXON MOBIL CORP			Energy	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/2/28	EXXON MOBIL CORP	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Improve transparency and accountability	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 3B: Neutral outcome	Closing this theme and moving to new Methane theme.
2023/2/28	EXXON MOBIL CORP	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Raise awareness	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Neutral outcome	Closing this theme and moving to new Methane theme.
2023/2/28	EXXON MOBIL CORP	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Initial discussion on methane and joining OGMP. Company resistant to joining.
2023/9/19	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2A: No/poor acknowledgement of issue by Company	No target set as sees issue as minor compared to GHG emissions
2023/9/19	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	No holistic strategy in place but FMC has developed a sustainability assessment tool for new products to ensure negative impacts on environment through waste and water consumption are kept under control;
2023/9/19	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	<ul style="list-style-type: none"> • apply unified global standards on tracking and managing waste and environmental impacts at sites in Asia and LatAm countries where regulation might be lax beyond local requirements • Set reduction target on hazardous waste and report on reduction of toxic waste over the last three years • Monitoring and disclosing effluent data
2023/9/19	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Other	Other	Milestone 2C: Strategy/Response developed to issue raised	Focus of expanding non-synthetic solutions such as biologicals as a complementary to synthetic products and with their margin structure in mind; BioPhero should provide opportunity of growth in this segment
2023/9/19	FMC Corporation	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	committed to implement water stewardships 2 high risks sites to be registered with WRI > water reuse and efficiency as solutions implemented >> Reduced 20% of water consumption
2023/9/19	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	no R&D \$ on HPPs and no new ones brought in; Stewardship under office of CSO; Ensure products are used correctly by farmers and supports them in the use; Continue to exit where can; today no timeframe set to exit;
2023/9/19	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 2C: Strategy/Response developed to issue raised	Could provide reasonable justification for nominated dependent members; One member will be seen as independent from next year; Board's intention is to have a governance structure that includes a non-employee chairman and an independent lead director.

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2023/9/19	FMC Corporation	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Companies like FMC prone to volatility of extreme weather and climate change have started disclosing more detailed assessments of climate risks. Ideally, a more granular assessment of how climate change is expected to have effects on agricultural pests (decreasing crop resilience?) / Expects an increase the use of synthetic pesticides?) could be broken down by regional climatic changes, types of cropping systems and type of pest. Climate change is expected to have an impact on pesticides degradation, weed pressure, crop resilience, or insects pests. Also, increased temperatures are anticipated to result in more pesticide volatilization, so more pesticides will end up in our air, rather than on their application target; >> better reporting on how FMC considers such risks in product development and prepares for such eventualities.
2023/7/5	FRANCO-NEVADA CORP			Materials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/21	FRANCO-NEVADA CORP			Materials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	FRAPORT AG FRANKFURT AIRPORT S	Engagement - Soft	One-to-few (with other institutions)	Transportation	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their executive board comprises at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics. We encouraged the company to focus on: • Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. • Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Fuhrungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. • Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. The letter sent sets the basis for long-term dialogue on the matter with a target group.
2023/5/11	FRAPORT AG FRANKFURT AIRPORT S			Transportation	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/8/24	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	No Net Loss at new mines and major expansion projects. Need to push more on this next year for existing sites Company achieved their target as most tailings were declassified as extreme or very high risk. They achieved the GTISM Aug 2023 deadline as they now only have one extreme. Despite changes to classification and the fact that they have a lot to get approved for the 2025 deadline for the remaining tailings, they demonstrate strong practices that are certified with regular audits. We will close the engagement.
2023/8/24	FREEPORT-MCMORAN INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 3C: Positive outcome	Company is struggling to do asset level targets but understand the importance of it. They are having trouble getting accurate data in the US due to different state regulations in the US so the accuracy is not yet there. We are fine with regional level data as they have done if asset level is hard. We have pushed that we still want to see asset level targets but they can be targets that are most relevant to context (recycling rates, water quality rates, etc)
2023/8/24	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	Company admitted this data point is very difficult and that they are not sure on the quality of the data. As there are no others doing yet and it is a work in progress we still very much support it. We asked for more qualitative reporting on how they are trying to gather this figure and how the data is feeding their actions to improve and address issues identified.
2023/8/24	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	Company has identified sites which will have biodiversity management plans by the end of 2023. We will close this engagement KPI once this reporting is out.
2023/7/31	FREEPORT-MCMORAN INC	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	

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2023/7/31	FREEMPORT-MCMORAN INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Oceans	Milestone 3C: Positive outcome	Company wrote a paragraph on the ocean impacts indicating that based on studies the sediment that is dropped into the ocean is only a bit more than normal (its an area that has high areas of sediment runoff into the oceans to begin with). Furthermore, the studies reported that all impacts due to sedimentation are reversible. We would still like a bit more concrete reporting (KPIs, proof points, NGO accounts) etc but we find this reporting a huge step forward and in line with our initial ask. We will open a new engagement for remaining issues around stakeholder verification of these claims and KPIs.
2023/7/31	FREEMPORT-MCMORAN INC	Engagement - Active	One-to-one	Materials	North America	Improve transparency and accountability	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2C: Strategy/Response developed to issue raised	Company said in their report that they are "on track" for the 2023 target which last year they were not specific about. We have followed up to confirm they will have them all classified by Aug 2023 but we see this as a strong sign that they will achieve the ICMM deadline as it was in the report.
2023/7/31	FREEMPORT-MCMORAN INC	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	Newest report says they were aiming for a 2023 water target but they had some internal considerations to consider such as feasible technologies. We will continue to push for company wide and asset level targets
2023/7/31	FREEMPORT-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	Company has continued to report on this KPI which we see as a strong indicator that we can hopefully get some trend data. Though we acknowledge the difficulties as indirect incidents are not always reported correctly. We have asked for more info on how they are progressing on their efforts for this subject to improve the data.
2023/7/31	FREEMPORT-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	Company has re-emphasized their commitment to set SBTi targets. We have asked for a timeline as to when we can see this for scope 1,2,3. Scope 3 appears to be the difficult part (unsurprisingly) but they are in working groups such as the ICMM to provide better and more unified guidance for mining considering there is no official SBTi guidance for the sector yet.
2023/5/31	FREEMPORT-MCMORAN INC			Materials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	FRESENIUS SE & CO KGAA	Engagement - Soft	One-to-few (with other institutions)	Health Care Equipment and Services	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their management teams comprise at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics. We encouraged the company to focus on: • Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. • Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Führungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. • Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. The letter sent sets the basis for long-term dialogue on the matter with a target group.
2023/11/8	FRESENIUS SE & CO KGAA	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	FSE is now "closely monitoring" its subsidiaries regarding product issues. The board can send the audit division from the group to look into a subsidiary's practices. Also, the management's remuneration is linked to product quality.
2023/11/8	FRESENIUS SE & CO KGAA	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Working Conditions	Milestone 2A: No/poor acknowledgement of issue by Company	FSE does not take responsibility on FMC's controversies.
2023/11/8	FRESENIUS SE & CO KGAA			Health Care Equipment and Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/5/8	FRESENIUS SE & CO KGAA			Health Care Equipment and Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/5/4	FRESENIUS SE & CO KGAA			Health Care Equipment and Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/7/19	GECINA	Engagement - Soft	One-to-one	Real Estate	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	

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2023/11/29	GREEN PLAINS INC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Diversity	Milestone 3A: Negative outcome	As of November 2023, the company is still not in line with Amundi threshold in term of board gender diversity (below 33%). Following the engagement campaign, the company has not replied to our requests. We will continue to vote against board members reelection.
2023/5/4	GREEN PLAINS INC			Energy	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/25	HOLCIM AG			Materials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/17	HOLCIM AG	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	- breakdown of alternative biomass fuels and sustainability assessment: not discussed during the call
2023/3/31	HOLCIM AG	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 adjust disclosure of targets on low-carbon cement production (in volume or in share of total volume) so it is comparable with peers and climate scenarios -To raise ambition of interim reduction targets on scope 3 carbon and methane emissions from purchased fuels so it is in line with the Paris Agreement -To set targets on the share of alternative biomass fuels for clinker production -To set targets on the thermal energy intensity of clinker production
2023/3/23	HOLCIM AG			Materials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	HOYA CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Improve transparency and accountability	Social Cohesion	Reporting	Other reporting engagements	Milestone 3B: Neutral outcome	Hoya is struggling with the collection of HR data (satisfaction and turnover) at group level, with a particular focus on a retail subsidiary (Eyecity). Eyecity hires a lot (40%) of non-regular employees and their turnover and pay gaps are worse than regular employees. Hoya should disclose HR data with a reasonable context and rationale for such hurdles. They have a clearer sense of the challenges.
2023/12/14	HOYA CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 3A: Negative outcome	Supposed to take more time and be difficult to crystallize
2023/12/14	HOYA CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Remuneration	Remuneration (general)	Milestone 3A: Negative outcome	Supposed to take more time and be difficult to crystallize
2023/12/14	HOYA CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Neutral outcome	Hoya has a clear timeline for GHG reduction targets to be certified by SBTi. Scope 3 will be captured within 2024, then SBT covering scope 3 emissions will be submitted.
2023/12/4	IBERDROLA SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Neutral outcome	Iberdrola seems to have a strong E&S risk assessment, we engage them on other controversial project and they show us a good biodiversity plan. However Iberdrola has numerous controversies on different subjects
2023/10/30	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Neutral outcome	As a follow up on the conversation held on Oct 2022, the company has not made very big improvements but it is steadily working on the needed improvements. Moving forward we expect Iberdrola to disclose the following: - quantification of no net loss target by 2030 - identification of a standardized baseline scenario - Enhanced disclosure on the company's impacts by structuring information related to the significant drivers of biodiversity loss, incorporating quantitative monitoring and disclosure - Biodiv. related kpi in executives remuneration policy
2023/10/30	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	Iberdrola is leading in the sector on wind turbine blade recycling through the EnergyLOOP initiative. It has set the target of 50% blade recycling by 2025 and 100% by 2030
2023/10/30	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	Sufficient disclosure provided in annual report and good management of the risk
2023/10/30	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	Cleaning up old milestone from the previous (portal) version. As we close this milestone, we will monitor the company's progress under the unified and more comprehensive Net Zero milestone.
2023/10/30	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 is quite advanced in target setting and disclosure with regards to net zero. The only difficult element for enhanced disclosure is on natural gas phase down. As of now, they cannot 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 reduction targets.

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2023/7/28	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	<p>Balancing Power Lines Projects in Protected Areas: we understand there may be cases of power line projects in protected areas due to constraints, but we suggest defining a clear threshold within your biodiversity strategy to limit these instances in future projects. Additionally the integration of third party audits in the validation process would be appreciated.</p> <p>Climate Resilience Index: we advise creating a climate resilience index to gauge power lines' durability against extreme weather events and climate change, ensuring their longevity and minimal disturbance to the protected area</p> <p>Quantifying Impact with a project-by-project approach: we would appreciate increased reporting on a project-by-project basis to quantify efforts to minimize impacts and implement ecological corridors. (Especially in the Green Bond Report)</p> <p>Biodiversity Offsetting Ratio we recommend reporting a biodiversity offsetting ratio based on the diversity and rarity of affected species and ecosystems to ensure corresponding conservation efforts.</p> <p>Transparency in Habitat Connectivity Enhancement: we would appreciate an increased transparency and reporting on measures to enhance habitat corridors, wildlife crossings, and green bridges.</p> <p>Ecological Restoration Progress and Ecosystem Recovery Targets: we recommend an annual reporting on the progress of tailored ecological restoration plans, prioritizing high-value habitats and setting clear ecosystem recovery targets.</p> <p>Avoidance of Critical Life Stages in Construction: we recommend the identification and reporting on avoided sensitive species' critical life stages and adjusting construction schedules accordingly.</p> <p>Public Participation Index: we recommend to establish and report on a public participation index to assess the responsiveness of local stakeholders. We engaged the company following some controversies raised by our data providers on biodiversity/land use impacts. The main plants subject to scrutiny are Peralta solar in Spain and Stoi PV plant in Portugal. Overall, the Iberdrola Biodiversity Plan appears being robust. It aims for a net positive impact on biodiversity by 2030, following the mitigation hierarchy. They commit to avoid locating new infrastructure in protected or high biodiversity areas but some exceptions can be made for power lines when there are external constraints. This is the case for Peralta PV plant. The solar plant itself is not located in a protected area, but its power lines are due to no viable alternatives explored through a comprehensive risk assessment process validated by the competent authorities. The Stoi PV plant controversy arises from local opposition/ a "not in my backyard" issue. The project development process properly involved resource evaluation, environmental inventory, and stakeholder engagement. Iberdrola uses the LEAP approach and we could confirm that Iberdrola considers Red Natura 2000 in its validation processes. Regarding the photovoltaic power plant in Tavira, Portugal, Iberdrola mapped environmental constraints and followed the National Ecological Reserve's regulations. An Environmental Impact Study was conducted and is subject to public consultation, with Iberdrola awaiting APA's decision. The project design will incorporate conclusions from the consultation phase to address environmental and social impacts.</p> <p>Given the thorough explanation provided, we consider the controversies of no material risk, but we encouraged the company to work on the following KPIs:</p> <p>Balancing Power Lines Projects in Protected Areas: we understand there may be cases of power line projects in protected areas due to constraints, but</p>
2023/7/28	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Natural Capital Preservation	Other	Other	Milestone 2B: Acknowledgement of the issue	<p>Balancing Power Lines Projects in Protected Areas: we understand there may be cases of power line projects in protected areas due to constraints, but</p>

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2023/7/18	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Natural Capital Preservation	Other	Other	Milestone 1: Raise issue with Company	<p>Questions raised about recent controversies related to land use and community relations:</p> <ol style="list-style-type: none"> 1. Could you kindly provide specific details regarding the process from the initial project proposition to the building phase? Specifically, how are environmental and social impact methodologies integrated into this process? 2. How have local authorities validated the projects in question? Are there any specific documents and assessments provided to them? Is there an external audit conducted? 3. We are keen to understand your impact assessment process for ecosystems and species at a global level. Do you report qualitative and quantitative KPIs at an asset level, and if so, what tool/s do you use? 4. Given Iberdrola's recognition of protected areas, could you shed light on how your validation process considers the European Union's Natura 2000 network, which is the world's largest coordinated network of protected areas? 5. If Iberdrola's processes do not specifically account for the European Union's Natura 2000 network, could you please provide the rationale behind this decision? 6. How does your biodiversity due diligence process assess the impact of power grids on the overall admissibility of a project? Specifically, why were the new power lines for the Peralta and Hinojar-Águilas projects approved while being constructed in Natura 2000 protected areas?
2023/4/13	IBERDROLA SA			Utilities	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/20	IBERDROLA SA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Ethics	Milestone 3C: Positive outcome	Controversy about the investigation on Mr Galan and other 3 executives: in Jan 2023 the case has been finally closed. Every executive has been exonerated by legal repercussions on the basis of the lack of evidence of negative ethical behavior. This is an important update on one of the most severe accusations the company has been under legal scrutiny during the last c 5 years.
2023/3/13	IBERDROLA SA			Utilities	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/5/12	IDEXX LABORATORIES INC			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/31	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 1: Raise issue with Company	<p>oOne of your sustainability goals is to promote gender diversity – do you plan to introduce any targets associated with this goal? If not, what are the key objectives you can share with us?</p>
2023/12/31	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 1: Raise issue with Company	<p>oRegarding health and safety, you mention prioritizing evacuation training for facilities with difficult escape paths oWhat % of your facilities would be deemed as having a difficult escape path? Are you also seeking to make changes to their layout? oWhat are the key health and safety risks and/or incident drivers that you have identified? oYour report only lists top 5 minor injuries per year – what were the top major ones?</p>
2023/12/31	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 1: Raise issue with Company	<p>oWe could not find your Human Rights Policy – is it currently publicly available? oWe understand from your Code of Business Conduct and Ethics that oversight of human rights issues lies with the Human Resources Department. oDo what extent are your purchasing (and other) teams trained on human rights issues? oDo you have any plans to develop a dedicated Human Rights team?</p>
2023/12/31	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 1: Raise issue with Company	<p>oWhat % of your employees is currently paid a minimum wage and what % is paid above the minimum wage threshold in each country? oDo what extent have you assessed risks related to low pay for your workforce? oDo you have any plans to make a commitment to paying the living wage?</p>
2023/12/31	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 1: Raise issue with Company	<p>oYour Sustainability Report mentions that you regularly audit top suppliers in each country of operation. We would like to better understand how you map your supply chain risks, how suppliers are selected for audit and what you typically look for in your audits. It would be great to discuss this on a call, if possible. oYou mentioned that your Supplier Code of Conduct includes commitment to uphold principles enshrined in the key ILO conventions – could you please outline how you ensure that your suppliers respect workers' freedom of association in particular?</p>
2023/12/31	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 1: Raise issue with Company	Asked for details of net zero plans

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2023/12/31	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 1: Raise issue with Company	Asked about plans to submit target to the SBTi
2023/12/14	INFINEON TECHNOLOGIES AG	Engagement - Soft	One-to-few (with other institutions)	Semiconductors and Semiconductor Equipment	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	<p>In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their management teams comprise at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics.</p> <p>We encouraged the company to focus on:</p> <ul style="list-style-type: none"> Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Fuhrungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. <p>The letter sent sets the basis for long-term dialogue on the matter with a target group.</p>
2023/12/7	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	We close this engagement objective and move it to Gender Diversity.
2023/12/7	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	Acknowledged by the company - Amundi to forward email to Isabell and reengage in 2024.
2023/12/7	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 2B: Acknowledgement of the issue	Remedy - will disclose in the sustainability report in 2025; sooner 2024 - in buffer report
2023/12/7	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	Conducted audits of high risk suppliers (location + not members of UNGC/RBA). Expect to conduct more DD in 2024. Will await publication of buffer or sustainability report to close this objective.
2023/12/7	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	Awaiting next sustainability report.
2023/12/7	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	Focus on collecting Scope 3 data from suppliers; SBTi under consideration - asked to look out for an update soon.
2023/10/30	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 2B: Acknowledgement of the issue	Requested an update.
2023/10/30	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 2B: Acknowledgement of the issue	Requested an update.
2023/10/16	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 3C: Positive outcome	Infineon intends to participate in the WDI.
2023/10/12	INFINEON TECHNOLOGIES AG	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	EMU	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 1: Raise issue with Company	Asked if company has plans to participate in the WDI.
2023/2/7	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	Infineon has introduced processes to identify high-risk suppliers and engage with them in response to the new German regulations. There is less clarity on grievance and remedy provision by the company and suppliers. We will follow up on this matter in the coming months.
2023/2/7	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 2B: Acknowledgement of the issue	Company acknowledged our suggestions and will assess them internally, although also highlighted challenges to implementation.
2023/2/1	INFINEON TECHNOLOGIES AG			Semiconductors and Semiconductor Equipment	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/9/6	Infrastrutture Wireless Italiane	Engagement - Active	One-to-few (with other institutions)	Telecommunication Services	EMU	Develop strategy	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Close - Engagement Cleanup	INWIT's cyber infrastructure appears to be more resilient now with higher standards after the update.
2023/9/6	Infrastrutture Wireless Italiane	Engagement - Active	One-to-few (with other institutions)	Telecommunication Services	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Neutral outcome	INWIT's workforce is too small to require them to report on disability inclusion through KPIs. The fact they already hire disabled employees is a positive sign.
2023/9/6	Infrastrutture Wireless Italiane	Engagement - Active	One-to-few (with other institutions)	Telecommunication Services	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	A: INWIT took note of this remark and might assess the difference using total remuneration
2023/9/6	Infrastrutture Wireless Italiane	Engagement - Active	One-to-few (with other institutions)	Telecommunication Services	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 3C: Positive outcome	A: ST ESG accounts for 15% and related climate change (reduction of emissions) and social (H&S). LT = 20% digital divide and gender equality.
2023/7/19	Infrastrutture Wireless Italiane	Engagement - Soft	One-to-one	Telecommunication Services	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/4/5	Infrastrutture Wireless Italiane			Telecommunication Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/22	INSULET CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Raise awareness	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Close - Engagement Cleanup	Closing this engagement objective to consolidate engagement goals for the theme.

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2023/4/13	INTUITIVE SURGICAL INC			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/5/5	INVITATION HOMES INC			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/11/29	KERRY GROUP PLC			Food, Beverage and Tobacco	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/7/19	KERRY GROUP PLC	Engagement - Soft	One-to-one	Food, Beverage and Tobacco	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/4/20	KERRY GROUP PLC			Food, Beverage and Tobacco	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/4/13	KERRY GROUP PLC			Food, Beverage and Tobacco	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	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	<p>After no answer from last year, we sent a follow up letter with several recommendations based on the climate disclosure and strategy of the company. Our main asks expressed to the company are:</p> <ul style="list-style-type: none"> -To report on scope 3 GHG emissions -To disclose gross GHG intensity specific to gas transport, as well as the methane-specific intensity -To disclose gross carbon intensity specific to oil transport -To join the Oil and Gas Methane Partnership (OGMP) -To extend the coverage of current GHG reduction targets so they cover together at least 95% of scope 1&2 GHG emissions of the company -To set interim reduction targets covering scope 3 gross carbon emissions from the use of sold energy products, in line with the Paris Agreement -To raise ambition of interim reduction target on the gross methane intensity of gas transport, so it is in line with the Paris Agreement -To set interim reduction targets on the gross GHG intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross carbon intensity of oil transport, in line with the Paris Agreement -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 -To set reduction targets on flaring and venting intensities, as well as committing to zero routine flaring by 2030, in line with a 1.5°C objective -To clarify disclosure about the inclusion of climate-related KPIs in the executive remuneration policy -To include a clear KPI on the development of low-carbon energy solutions in the next executive remuneration policy <p>We asked for increased evidence in public reporting that the company is robustly taking into account physical risk such as through improved governance oversight, risk analysis/stress testing, quantification of impact on business operations and value chains</p>
2023/12/14	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 1: Raise issue with Company	As of November 2023, the company is still not in line with Amundi threshold in term of board gender diversity (below 33%). Following the engagement campaign, the company has not replied to our requests. We will continue to vote against board members reelection.
2023/12/1	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Diversity	Milestone 3A: Negative outcome	Submissions on CDP website confirm participation for 2022 Climate
2023/11/10	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 3C: Positive outcome	We close this old engagement milestone due to a lack of detail and a change in analyst.
2023/11/3	KINDER MORGAN INC	Engagement - Active	One-to-one	Energy	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	Making slow progress on discussions on joining OGMP, but constructive talks are taking place.
2023/7/26	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	
2023/7/26	KINDER MORGAN INC			Energy	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/5/11	KINDER MORGAN INC	Engagement - Active	One-to-few (with other institutions)	Energy	North America	Raise awareness	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.
2023/5/5	KINDER MORGAN INC			Energy	North America		Dialogue to Foster a Stronger Voting Exercise				

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2023/12/14	LEG IMMOBILIEN	Engagement - Soft	One-to-few (with other institutions)	Real Estate	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	<p>In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their executive board comprises at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics.</p> <p>We encouraged the company to focus on:</p> <ul style="list-style-type: none"> Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Fuhrungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. <p>The letter sent sets the basis for long-term dialogue on the matter with a target group.</p>
2023/9/13	LEG IMMOBILIEN			Real Estate	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/7/19	LEG IMMOBILIEN	Engagement - Soft	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	
2023/5/17	LEG IMMOBILIEN	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 3B: Neutral outcome	<p>The company has implemented some improvements to the remuneration policy: The compensation policy approved at the 2022 AGM was applied in FY 2022 where the transaction bonus was removed, there was the introduction of new share ownership guidelines (up to 100 percent of executive's base salary), a new STI performance metric of FFO 1 per share was introduced (previously: FFO 1), and a new LTI framework. Since executives are no longer awarded the transaction bonus.</p> <p>In FY 2022, members of the management board received transaction bonuses, where bonuses deferred from FY 2020 were paid in the year under review and entitlements for FY 2021 were waived by the members of the management board. While special bonuses are a concern, in this case the company provides details on the relevant parameters and targets applied on an ex-post basis. Given that the company has provided specific details related to these bonuses, concerns over discretionary pay can be considered mitigated.</p> <p>Nevertheless, we've voted AGAINST as the compensation still seems excessive compared to peers.</p>
2023/2/10	LEG IMMOBILIEN	Engagement - Active	One-to-one	Real Estate	EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Shareholder rights	Shareholder rights	Milestone 1: Raise issue with Company	
2023/2/2	LEG IMMOBILIEN			Real Estate	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/6/18	LEROY SEAFOOD GROUP ASA	Engagement - Active	One-to-few (with other institutions)	Food, Beverage and Tobacco	Europe ex-EMU	Encourage better ESG practices	Natural Capital Preservation	Other	Other	Milestone 2B: Acknowledgement of the issue	<p>1. Disclose a high-level risk assessment on feed 2. Disclose targets on novel feed ingredients 3. Disclose FFDR calculations</p>
2023/11/6	LINDE AG	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 2B: Acknowledgement of the issue	<p>In a call, we reiterated the importance of putting investments for the transition into context to the overall investments to better assess potential to transition an become net zero while required technologies and their scalability for green hydrogen remain uncertain</p>
2023/11/6	LINDE AG	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	<p>We reiterated in a call that we would find it particularly important to report on your current and planned production mix of hydrogen and the planned reduction in energy efficiency of the air separation units. In addition, we shared best practice from peers in a follow up email.</p>
2023/11/6	LINDE AG	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	<p>We reiterated ask in a call for a net zero SBTi target and followed up in an email sharing peer Air Liquide's commitment to having their net zero target approved by SBTi.</p>
2023/11/6	LINDE AG	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	<p>We have asked the company -To increase the ambition of current science-based reduction targets in order to be validated 1.5°C by the SBTi</p>
2023/9/26	LINDE AG	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Improve transparency and accountability	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 1: Raise issue with Company	<p>We have asked the company -To disclose a breakdown of current green and brown capex</p>
2023/9/26	LINDE AG	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	<p>We have asked the company -To set targets on low-carbon production per high-emissions chemical (as identified by Amundi)</p>

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2023/9/26	LINDE AG	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We have asked the company -To extend its Net Zero commitment (by 2050 at the latest) so it covers scope 1 and 2 carbon emissions and scope 3 carbon and methane emissions from purchased goods & services
2023/9/26	LINDE AG	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We have asked the company -To increase the ambition of current science-based reduction targets in order to be validated 1.5°C by the SBTi
2023/2/28	LINDE AG	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Raise awareness	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	Linde acknowledged importance of the topic but is not yet at the stage to have a holistic assessment and strategy of the matter. We emphasized the importance of the matter for Amundi and shared how a holistic approach includes management commitment, a strategy and targets that address the core business and a engagement plan to collaborate with suppliers and customers on the implementation
2023/7/5	LINDE PLC			Materials	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/2/27	LINDE PLC	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Raise awareness	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Neutral outcome	Close the engagement on biodiversity as Linde is not a priority target for this engagement and has an impact and dependencies assessment in place; No major controversy are expected; Linde's operations do not have a significant impact on biodiversity except for the carbon emissions which are discussed in a separate engagement campaign;
2023/2/27	LINDE PLC	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Raise awareness	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2B: Acknowledgement of the issue	- Linde does not have a complete strategy and assessment of this topic but reports and shows practices to manage related topics. - Further encourage Linde to set a baseline and develop KPIs to demonstrate ambition and visualise progress on their path towards a more circular business model. - Also follow up on progress of zero waste
2023/2/27	LINDE PLC	Engagement - Active	One-to-one	Materials	Europe ex-EMU	Raise awareness	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2C: Strategy/Response developed to issue raised	- Has set the focus to reduce water consumption at sites in high water stress areas; Goal is to have a water management planning at 100% of Linde's sites in these sites by 2025; Achieved to equip 50% of these sites with such a plan; - Continues to be CDP A++ rated and monitors and reports on water withdrawal sources, discharge and consumption of water from sites - We will follow up on progress on its water consumption plan;
2023/12/22	MEDTRONIC PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Raise awareness	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Close - Engagement Cleanup	Closing this engagement objective to consolidate engagement goals for the theme.
2023/10/11	MEDTRONIC PLC			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/2/27	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 2B: Acknowledgement of the issue	Medtronic stated they have created a sustainability centre and is looking deeper on specific packaging for its products.
2023/2/27	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 2B: Acknowledgement of the issue	Medtronic considers it will take time before the changes it implemented internally impact the number of product recalls.
2023/2/27	MEDTRONIC PLC	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 2A: No/poor acknowledgement of issue by Company	Medtronic referred multiple times to its Proxy and CSR documents despite the fact the information is not available in these documents.
2023/2/27	MEDTRONIC PLC	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 1: Raise issue with Company	We asked the company to include an Environmental KPI in the LTIP/STIP of its board to make sure this pillar is correctly considered by top management
2023/7/19	MELIA HOTELS INTERNATIONAL SA	Engagement - Soft	One-to-one	TBD	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/11/28	MICROSOFT CORP			Software and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/11/13	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 2C: Strategy/Response developed to issue raised	Offered to provide an update - awaiting follow-up.
2023/11/13	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 3C: Positive outcome	Microsoft confirmed participation in 2023.
2023/11/13	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 acknowledged challenges associated with Scope 3 reduction strategy and advised that team plans to disclose more on Scope 3 in March.
2023/11/6	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 2C: Strategy/Response developed to issue raised	I was wondering if you were planning to publish an updated list of your top 100 production suppliers soon? We had concerns related to forced labour regarding two suppliers on the FY2021 list, and it would be helpful to see the updated information. Alternatively, perhaps you could share how you go about assessing forced labour risks when third-party supplier audits are not feasible and/or where worker voice is limited? This is something that would be helpful to see in your future
2023/10/9	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 2C: Strategy/Response developed to issue raised	No major updates since 2022, but company shared that consumer education on reparability will be a priority - have initiatives planned. We asked if company has a view on third-party consumer repair and recycling networks globally and if they would consider publishing this information.
2023/9/19	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 2B: Acknowledgement of the issue	Suggestion acknowledged.
2023/9/19	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Other	Other	Milestone 3C: Positive outcome	Microsoft has reorganised its AI oversight rather than laying off the team - now embedded across organisation. We close this engagement as changes have been clarified and support organisational strategy.

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2023/9/19	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	Continue to apply new upcharges to themselves in purchases but also made it more difficult to buy products that are more carbon-heavy/carbon-embedded - however, this does not explain the uptick in Scope 3.
2023/6/22	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	Microsoft provided information on the monitoring of FoA risks privately to Amundi, and we encouraged them to increase disclosures on the matter in the next report.
2023/4/3	MICROSOFT CORP	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Product, Client, Societal Responsibility	Other	Other	Milestone 1: Raise issue with Company	I was wondering if you could share any details on the recent layoffs, which we understand also affect your AI Ethics and Society team. It would be helpful to understand the effect this will have on your ethical AI work.
2023/1/31	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 reinforced our expectations for country-by-country reporting again. Company further acknowledged our expectations and advised that MSFT is preparing for 2025 disclosure regime. However, will aim to organise a call with tax head.
2023/1/31	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 1: Raise issue with Company	Does Microsoft regularly speak to trade unions and global union confederations, e.g., IndustriALL?
2023/1/31	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	MSFT advised we are likely to see more disclosures on this in due course.
2023/1/9	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 2C: Strategy/Response developed to issue raised	Company does have strategy and measurement approach in place but strategy is heavily focussed on videos and guides. Would be good to see more in-store initiatives and raising awareness through partner collaborations. Would also like the company to disclose education progress.
2023/11/21	MOSAIC CO/THE	Engagement - Active	One-to-one	Materials	North America	Raise awareness	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2A: No/poor acknowledgement of issue by Company	Follow up on last years email and resent the questionnaire after we did not receive a response.
2023/2/21	MOSAIC CO/THE	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	1. Could you please clarify what remedial action you have taken following the discovery of a case of modern slavery at your contractor's Manserv facility in Brazil? 2. Can you please confirm that your business relationship with the Manserv company has ended? Recommendations 1. A diligent due diligence procedure to assess risk and impact of human rights abuses across the whole supply chain and report on it to investors 2. Report on the progress of your work with suppliers to improve their labour standards practices 3. Conduct external audits of you and your supplier due diligence on human rights abuses
2023/11/21	MOWI	Engagement - Active	One-to-few (with other institutions)	Food, Beverage and Tobacco	Europe ex-EMU	Encourage better ESG practices	Natural Capital Preservation	Other	Other	Milestone 3B: Neutral outcome	Closing collaborative campaign with FAIRR on this
2023/8/25	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	Progress towards zero waste to landfill target hampered by loss of US waste partner who was diverting from landfill, but actively working to find another partner and optimistic about reaching overall target
2023/6/13	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	Awaiting response from company to start engagements for 2023 (previously emailed on 30 May too)
2023/5/24	MOWI			Food, Beverage and Tobacco	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/19	NATIONAL GRID PLC	Engagement - Active	One-to-one	Utilities	Europe ex-EMU	Raise awareness	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.
2023/11/15	NATIONAL GRID PLC	Engagement - Active	One-to-one	Utilities	Europe ex-EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Neutral outcome	Good elements of progress manifested such as the disclosure of the 4.63% environmental value linked to their commitment to improve the environmental value of non-operational land in UK ET business unit by at least 10% by 2026, and the five-year delivery strategy to reach target. However more is still expected such as: - Quantitative monitoring of company impact on all, or those most relevant, drivers of biodiversity loss. - Identify and disclose company dependencies on biodiversity. - Identification of and more information on modelled risks related to biodiversity. - Establish baseline scenarios. More quantitative data required. - Further clarity/explanation on the Natural Capital Tool. - SBTN and TNFD alignment
2023/11/15	NATIONAL GRID PLC	Engagement - Active	One-to-one	Utilities	Europe ex-EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	Improvement on LTIR and clear strategy as well as strict targets on H&S. Topic to be kept for close analysis given previous incidents.
2023/11/15	NATIONAL GRID PLC	Engagement - Active	One-to-one	Utilities	Europe ex-EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	This is an old engagement and we are closing this milestone and keeping open the one on Net Zero to keep tracking developments on energy & carbon reduction.

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2023/11/15	NATIONAL GRID PLC	Engagement - Active	One-to-one	Utilities	Europe ex-EMU	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Partner with the OGMP 2.0 for improved measurement and reporting of methane emissions.
2023/11/15	NATIONAL GRID PLC	Engagement - Active	One-to-one	Utilities	Europe ex-EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Clear acknowledgement of our NZ requests discussed at length and revised on the basis of their business model. Progress already recorded in a number of areas. Refer to new recommendations sent via email.
2023/7/7	NATIONAL GRID PLC			Utilities	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/6/30	NATIONAL GRID PLC			Utilities	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/22	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We sent palm oil questions to Neste to understand the exposure and how they manage the risks.
2023/12/21	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Social Cohesion	Just Transition	Just Transition	Milestone 1: Raise issue with Company	We enquired whether Neste has a Just Transition strategy, including Board oversight, in place. We will follow up once our questions are answered.
2023/12/14	NESTE OYJ	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	Company continuing to progress transition plan for Porvoo refinery. CO2 targets included in LTIP targets.
2023/12/14	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	After detailed answers provided by the company on the Net Zero Oil & Gas questionnaire sent last year, we sent a follow up letter with several recommendations based on the climate disclosure and strategy of the company. Our main asks expressed to the company are: -To disclose gross carbon intensity specific to oil refining -To raise ambition of interim reduction target on scope 3 emissions from the use of sold energy products, from well-below 2°C aligned to 1.5°C aligned -To adjust disclosure of interim reduction target on the gross carbon intensity of oil refining so it is comparable with peers and climate mitigation scenarios -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 -To raise ambition of targets on the development of low-carbon energy solutions (e.g. renewable power capacity, liquid biofuels, biogases, CCUS...) so it is in line with the Paris Agreement Please see "Conclusion" to know additional recommendations also provided to the company
2023/12/14	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	We asked for increased evidence in public reporting that the company is robustly taking into account physical risk such as through improved governance oversight, risk analysis/stress testing, quantification of impact on business operations and value chains
2023/11/14	NESTE OYJ	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3C: Positive outcome	Co2e equiv Avoided/reduced is now reported as asked. It's an Estimated weighted average of GHG emissions avoided through the use of products at the time of completion, per annum
2023/3/8	NESTE OYJ	Engagement - Active	One-to-few (with other institutions)	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3B: Neutral outcome	Mitigate outcome on palm oil. They will stop to use conventional one to use residues in 2023 and they have a strong monitoring but we don't know the share in their raw materials and no phase out target of this industry. Positive outcome on reporting side waiting to see what they will published on the next report
2023/3/8	NESTE OYJ			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/1/16	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	NA
2023/11/30	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 specific mention of working with suppliers on regen ag at the moment, beyond the fact that they will need to be considerate of different farmer circumstances when deploying regen ag practices. We do not think that the company is very far in this journey and would like to see more progress in future
2023/11/30	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Raise awareness	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 2A: No/poor acknowledgement of issue by Company	Water pollution has been overlooked at Nestle in our view - water quality has not been monitored in direct operations at nestle for a few years which we believe to be an issue. The company reports that they will have to start monitoring this again in 2024 because of reporting requirements, but we do nt believe this necessarily reflects that it is a priority at the company. regarding the upstream supply chain we would like to see more KPIs as they relate to water and regen ag success
2023/11/30	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 2A: No/poor acknowledgement of issue by Company	The company reported in our engagement meeting that they did not know if any progress had been made on this

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2023/10/25	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 1: Raise issue with Company	request for engagement
2023/10/25	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Raise awareness	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	request for engagement sent
2023/10/25	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	request for engagement sent
2023/4/3	NESTLE SA			Food, Beverage and Tobacco	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/1/25	NESTLE SA	Engagement - Active	One-to-one	Food, Beverage and Tobacco	North America	Raise awareness	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 1: Raise issue with Company	Company was asked if they have a formal strategy around water consumption, waste and pollution and if the board is aware of the subject
2023/4/17	NEWMONT CORP			Materials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/6	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	Company will continue to commit to No Net Loss. They have spent a lot of time evaluating how to do it within SBTN and TNFD. They say they are fairly aligned with the most recent drafts of the frameworks. They are looking at targets around water, biodiversity, and climate and how these targets can work together to maximize biodiversity benefits.
2023/4/6	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	On replenishment - They understand this is being done by some companies but they do not. Their idea is that there is a certain amount of water available in the watershed and want to make sure their strategy supports the watershed longer term than just managing what they take out. For Net Positive - they are working on articulating it at a regional scale to more clearly articulate it
2023/4/6	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 for quant reporting on number of community incidents surrounding mines as it helps to understand issues related to artisanal mining.
2023/4/5	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	Company will continue to commit to No Net Loss. They have spent a lot of time evaluating how to do it within SBTN and TNFD. They say they are fairly aligned with the most recent drafts of the frameworks. They are looking at targets around water, biodiversity, and climate and how these targets can work together to maximize biodiversity benefits.
2023/4/5	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	On replenishment - They understand this is being done by some companies but they do not. Their idea is that there is a certain amount of water available in the watershed and want to make sure their strategy supports the watershed longer term than just managing what they take out. For Net Positive - they are working on articulating it at a regional scale to more clearly articulate it
2023/4/5	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	They dont yet provide a specific number but understand the request. They do indicate a 100M for their caterpillar vehicle strategy and say the other key level will be transitioning away from fossil fuels on the grid. Once one specific project is approved for renewables they will be better able to forecast capex costs.
2023/4/5	NEWMONT CORP	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Company understands but they say that they have looked at multiple pathways on climate and well below 2 is already very ambitious. They want to get to 2030 first (well below 2degree) and then consider 1.5 for the 2050 goal.
2023/11/29	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Diversity	Milestone 3C: Positive outcome	As of November 2023, the company has reached Amundi threshold in term of board gender diversity
2023/9/11	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 have not disclosed if they will do an SOC. They are currently working on getting more info around the practice.
2023/9/11	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 progress on the indicator in terms of their infrastructure segment. The company stated that they do a lot to continue supporting the electric grid with their transmission infrastructure. State and federal ISO need to improve the interconnection process, interstate connection across regions and states, as well as efficiencies in the transmission system. It helps from both a business perspective and is also critical to grow renewable penetration. The company is helping commercial and industrial customers to build out their renewable assets. They have forecasted growth in adjusted EBITDA and some Capex on Energy Resources, but nothing on transmission lines built .
2023/9/11	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 3C: Positive outcome	Targets developed around Real Zero 2045 (scope 1+2); interim targets put in place; no interim targets other than Real Zero by 2045 for methane and SF6 leakage but at least these GHGs are encompassed under the Real Zero which is a positive development from last year.

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2023/9/11	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	The issuer said 99% of current emissions are covered under Scope 1 and 2. However these numbers are incomplete since Scope 3 disclosure is incomplete. We will follow up on this next year as Scope 3 disclosure hopefully improves.
2023/9/11	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	The company welcomes feedback on SBTi. They have analysed it internally but they do not plan to get the certification for the next 2 years. We gave them feedback encouraging them on the importance of certification of targets and will continue to follow up on this indicator.
2023/9/11	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 targets yet but the company is working on improving Scope 3 disclosure.
2023/8/21	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2A: No/poor acknowledgement of issue by Company	Question raised to the company again - 8. Will the company put its climate strategy to vote in its AGM (Say on Climate)?
2023/8/21	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 2A: No/poor acknowledgement of issue by Company	Question raised to the company as follows - 9. Last we spoke, we had encouraged the company to 'Disclose a strategy on how the company is helping with penetration of renewables in the overall grid through its infrastructure, outside of the company's own build out of renewable assets.' Has there been any update on this aspect?
2023/8/21	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 3C: Positive outcome	Targets developed around Real Zero 2045 (scope 1+2); interim targets put in place; no interim targets other than Real Zero by 2045 for methane and SF6 leakage but at least these GHGs are encompassed under the Real Zero which is a positive development from last year.
2023/8/21	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 1: Raise issue with Company	Question raised to company as follows - 1. Has the company put in place an eventual Net Zero target on Scope 3? If yes, by when?
2023/8/21	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 1: Raise issue with Company	We have raised the issue of SBTi certification again with the company - 3. Has there been any progress on the company's position regarding having its decarbonisation targets certified by the SBTi? Please elaborate.
2023/8/21	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	Question raised to company as follows - 5. Has the company established a strategy to work with suppliers (and the value chain more broadly) on their decarbonisation strategy, thereby minimising your Scope 3 emissions? Please elaborate. Milestone carried forward from where we left off the previous engagement. Will be updated once the company replies.
2023/5/16	NEXTERA ENERGY INC			Utilities	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/5/11	NEXTERA ENERGY INC	Engagement - Active	One-to-few (with other institutions)	Utilities	North America	Raise awareness	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.
2023/1/13	NEXTERA ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Diversity	Milestone 3B: Neutral outcome	Following Amundi's letter, the company asked for a meeting. NextEra Energy has not defined specific targets on gender diversity at Board level. The Board is actively working on diversity in general (ethnic and gender diversity) and to include minorities. Each direct reports to CEO has diversity targets but these are not linked to the compensation. Real area of focus for the company is on minorities and is to attract and retain diverse workforce (in particular ethnic).
2023/1/13	NEXTERA ENERGY INC			Utilities	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/11/17	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 1: Raise issue with Company	We have asked the company to -To provide more information on current brown capex
2023/11/17	NUTRIEN LTD	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	We have asked the company to -To raise ambition of interim targets on low-carbon production of ammonia so it is in line with the Paris Agreement
2023/11/17	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	We have asked the company to -To set targets on the nutrient use efficiency of solid nitrogenous fertilizers
2023/11/17	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	We have asked the company to -To sign the SBTi's commitment letter
2023/11/13	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	In 2023, Nutrien expect to complete a company-wide assessment to understand nature-related dependencies, impacts, risks and opportunities in its operational footprint and downstream value chain. This work will inform Nutrien's own goal and target setting. (We close the ask on green chemistry principles to clean up engagement goals)
2023/11/13	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3A: Negative outcome	Nutrien developed a Global Nutrien Ag Solutions Waste Management Strategy, and identified improved data collection as a necessary next step for effective target setting. The original goal to set a target by the end of 2022 has not been met and has been revised. We close this ask with a negative outcome as the target setting on waste management is still under review and the company is not developing a holistic circular economy approach for its products and business processes.

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2023/11/13	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3C: Positive outcome	Nutrien published a reduction target: Reduce annual freshwater use in current operations at higher-risk and higher-use manufacturing facilities by 3.0 million cubic meters by 2025, which cumulatively is expected to reduce freshwater use by 30 million cubic meters by 2030. Improvement is on an intensity basis vs 2018.
2023/11/13	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 3B: Neutral outcome	Around 73% of the company's facilities have received external certification to various agricultural industry specific safety certifications, such as ResponsibleAG, AgSafe and IFA Protect and Sustain. While this does not meet to 100% our ask, we recognize other major improvements to strengthen health and safety management: << set annual safety targets at the corporate level, that are combined with operating segment-specific safety goals, which cascade further to facilities, regions, divisions and sites depending on business structure. Targets are tight to executive compensation >>In its Nitrogen and Phosphate operating segments, Nutrien updated its contractor matrix system to view contractor certifications; << achieved both top-quartile Lost Time Injury ("LTI") and Total Recordable Injury ("TRI") performance across Retail, Nitrogen and Phosphate operating segments << zero serious injury and fatality incident << Expanded safety coaching into performance conversations for all employees
2023/11/13	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 1: Raise issue with Company	We have asked the company to disclose a breakdown of current green and brown capex. Nutrien anticipates investing more than \$500 million in pursuit of its 2030 emissions intensity reduction target. We asked to see this put into relation to investments in high emitting assets.
2023/11/13	NUTRIEN LTD	Engagement - Active	One-to-one	Materials	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3A: Negative outcome	Nutrien has put its Green Ammonia project at hold, the main lever for a transformation of its ammonia business will be CCUS. We will reopen this ask if Nutrien makes progress on on its green ammonia project;
2023/11/13	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 3A: Negative outcome	Nutrien has put on hold the target to deploy self generated wind and solar energy at four Potash facilities by the end of 202 to explore most feasible access to renewable energy (ie onsite or offsite or a combination of both). The procurement of renewable energy and the development of projects is listed as a lever for the 2030 reduction target, but the main carbon reductions will come from CCU projects and N2O abatement projects; We will define this outcome as negative and close this ask as this will not change in the foreseeable future; We will reopen the engagement ask if the company picks up again on the goal to increase renewable energy in its power grid.
2023/11/13	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 3A: Negative outcome	Near term target commitment on the SBTi website has removed after the company has not set a target in the 3rd year of commitment. Nutrien is still in exchange with SBTi to consult on a guideline for ammonia production. The company expects the first SBTi draft to be available in Q1 2024 and will then be open to set SBTi approved targets. This would likely be a 2030 target and Nutrien could not talk about concrete plans to commit to net zero. A scope 3 target will also not be set in the near term. Hence, we consider the outcome to be negative. We will revise the milestone if the company commits to SBTi targets next year.
2023/5/3	NUTRIEN LTD			Materials	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/6/23	OLYMPUS CORP			Health Care Equipment and Services	Japan		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	New KPIs going forward: 1. Finalization of measurement framework and quantification of net-positive biodiversity impact goal by 2030 2. Identification of baseline scenario and disclosure of relevant modelling to identify baseline scenarios 3. Reporting on the biodiversity footprint at the asset level and any offsetting action needed to deliver the net-positive impact by 2030 4. Orsted assesses the overlap with protected areas, but this only sometimes equates to vulnerable areas. Therefore, the company should formalize and integrate in its strategy its own definition of vulnerability, identify and report what percentage of its activity takes place in vulnerable biodiversity ecosystems 5. Integration of formal public policy/procedure for the disposal of offshore wind farms 6. Disclosure of percentage of capex allocated to generate positive impacts on the biodiversity

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2023/12/14	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Oceans	Milestone 2B: Acknowledgement of the issue	<ul style="list-style-type: none"> - Orsted assesses the overlap with protected areas, but this only sometimes equates to vulnerable areas. Therefore, the company should formalize and integrate in its strategy its own definition of vulnerability, identify and report what percentage of its activity takes place in vulnerable marine ecosystems - Disclosure of percentage of capex allocated to generate positive impacts on oceans
2023/12/14	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	Good acknowledgement and alignment with our recommendations on net zero. An improved disclosure on methane emissions is the only area suggested to the company with a precise focus on the intensity figures currently missing and important for comparability reasons.
2023/10/16	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We sent an engagement request to Orsted in order to follow-up on previous recommendations. We await the company's reply for further analysis.
2023/10/16	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Oceans	Milestone 1: Raise issue with Company	We sent an engagement request to Orsted in order to follow-up on previous recommendations. We await the company's reply for further analysis.
2023/10/16	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We sent an engagement request to Orsted in order to follow-up on previous recommendations. We await the company's reply for further analysis.
2023/6/5	ORSTED	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 3C: Positive outcome	Orsted provide a Blue bond Framework as we asked them. The Framework comply with the ICMA's GBP, the minimum requirement we need to make a Green Bond eligible
2023/11/22	PALO ALTO NETWORKS INC			Telecommunication Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/10/6	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 1: Raise issue with Company	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, redressal process and how learnings from this were applied to the company's overall social sustainability strategy.
2023/7/14	PENNON GROUP PLC			Utilities	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/15	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 1: Raise issue with Company	What are the company's plans to develop, or source energy from, renewable energy assets in the short, medium and/or long term? Please include relevant targets (by capacity and as a % of overall energy mix), capital allocation and/or strategy to be adopted for the same.
2023/12/15	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 1: Raise issue with Company	What are the company's plans to develop products with better energy efficiency in the short, medium and/or long term? Please include relevant indicators (% of sales, % of the products portfolio, % of R&D, % of CAPEX).
2023/12/14	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 2A: No/poor acknowledgement of issue by Company	<p>After no answer from last year, we sent a follow up letter with several recommendations based on the climate disclosure and strategy of the company. Our main asks expressed to the company are:</p> <ul style="list-style-type: none"> -To provide a breakdown of the company's GHG emissions per activity in the oil & gas value chain on an equity share basis as well, as opposed to the operational or financial control approach -To disclose the gross GHG intensity of the company's energy portfolio -To disclose gross GHG intensity specific to gas transport, as well as the methane-specific intensity -To disclose gross carbon intensity specific to oil transport -To provide total flaring and venting volume intensities (in m3/bbl or equivalent) -To set interim reduction targets covering scope 3 gross carbon emissions from the use of sold energy products, in line with the Paris Agreement -To set interim reduction targets on the gross methane intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross GHG intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross carbon intensity of oil transport, in line with the Paris Agreement -To adjust disclosure of interim reduction target on the gross carbon intensity of oil refining so it is comparable with peers and climate mitigation scenarios -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 -To raise ambition of targets on the development of low-carbon energy solutions (e.g. renewable power capacity, liquid biofuels, biogases, CCUS...) so
2023/12/14	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 1: Raise issue with Company	We asked for increased evidence in public reporting that the company is robustly taking into account physical risk such as through improved governance oversight, risk analysis/stress testing, quantification of impact on business operations and value chains

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2023/12/7	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	I have sent an email to the company to request a meeting to discuss climate related matters.
2023/12/6	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	The company's response was poor, just website links. We will follow up to get fuller detail.
2023/12/6	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	The company provided a very detailed answer on the Car Wash, We will look to follow up with any additional clarifications in 2024.
2023/11/21	PETROLEO BRASILEIRO SA			Energy	Emerging Countries		Dialogue to Foster a Stronger Voting Exercise				
2023/11/3	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	We close this old engagement milestone due to a lack of detail and a change in analyst.
2023/10/16	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-one	Energy	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Working Conditions	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/10/16	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 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/8/24	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-few (with other institutions)	Energy	Emerging Countries	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	The company confirmed they joined OGMP on 6th January 2023.
2023/8/24	PETROLEO BRASILEIRO SA	Engagement - Active	One-to-few (with other institutions)	Energy	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Reporting	Other reporting engagements	Milestone 3B: Neutral outcome	Closing this theme and moving to new Methane theme.
2023/4/17	PETROLEO BRASILEIRO SA			Energy	Emerging Countries		Dialogue to Foster a Stronger Voting Exercise				
2023/11/15	PROLOGIS INC	Engagement - Active	One-to-one	Real Estate	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Diversity	Milestone 3B: Neutral outcome	As of November 2023, the company is still not in line with Amundi threshold in term of board gender diversity (below 33%). Following the engagement campaign, the company provided to Amundi more information on the actions put in place. Following Amundi's letter, the company sends us the following answer: Our Board is committed to diversity and its policy centers on our commitment to maintaining diversity in thought, background and experience—a mix of gender, ethnic background, geographic origin and professional experience.
2023/4/17	PROLOGIS INC			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	QIAGEN NV	Engagement - Soft	One-to-few (with other institutions)	Pharmaceuticals Biotec and Life Sciences	North America	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their management teams comprise at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics. We encouraged the company to focus on: • Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. • Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Fuhrungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. • Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. The letter sent sets the basis for long-term dialogue on the matter with a target group.
2023/6/6	QIAGEN NV			Pharmaceuticals Biotec and Life Sciences	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/18	QUALCOMM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop new policy	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	Company will be publishing a policy in Q1 2024 - rolling out internally already.
2023/12/18	QUALCOMM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2C: Strategy/Response developed to issue raised	Diversity – 16w maternity globally, 6w paternity; track the number of employees returning from a leave of absence; support when returning – can check on flexibility and work schedule. EIP programme – available to any employee, counselling, coaching for all returning employees. Ability to come back part-time. US – vendors who provide nannies etc Gender pay gap – work closely with the human resources team, don't publish externally Focussing across the pipeline – recruiting, hiring and retention, ensuring that women's retention continues to grow. Pay equity report is available though. We will follow up with recommendations.
2023/12/18	QUALCOMM 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	Hotline in Germany and have evidence of it working but open to discussion. Amundi to send materials.

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2023/12/18	QUALCOMM 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	Partial mapping of Tier 2. 8 companies = 90% suppliers of tier 1. Some work on conflict minerals. Will publish more in the sustainability report and then 2026 CSRD/German Supply Chain act reporting in 2025.
2023/12/18	QUALCOMM INC	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	Looked at LW - interested in further discussion although not yet advanced. Amundt to send materials.
2023/11/7	QUALCOMM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Develop new policy	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2B: Acknowledgement of the issue	Given the rapid shifts in technology this year, especially with the rise in Generative AI, I was wondering if you had any updates on AI governance at Qualcomm? Could we expect to have a more formal commitment to AI ethics and oversight?
2023/11/7	QUALCOMM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Closing this engagement to focus on gender diversity.
2023/11/7	QUALCOMM INC	Engagement - Active	One-to-one	Semiconductors and Semiconductor Equipment	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	- Would you consider disclosing data on promotion and turnover rates across men and women? - Great that you have introduced training and development opportunities for women with external partners – would you consider disclosing what % (or number) of female employees have participated? - Do you have any gender diversity expectations or capacity building programs for suppliers, especially in the semiconductor sector?
2023/11/7	QUALCOMM 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	- Appreciate that your supply chain due diligence to date has focused on Tier 1 suppliers. Have you mapped your supply chain beyond Tier 1? If so, have you identified any risks associated with Tier 2&3 (and beyond if relevant) suppliers? - Do you conduct any supplier audits (regardless of the fact that most of your suppliers are low risk)? If so, how many audits have you conducted in the past year? What issues have been identified?
2023/2/14	QUALCOMM INC			Semiconductors and Semiconductor Equipment	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/30	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3C: Positive outcome	The company confirmed that Repsol will comply with the requirements defined by the Renewable Energy Directive and the use of palm oil will be completely abandoned by 2030. Our main asks expressed to the company are:
2023/12/14	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	-To adjust disclosure of lifecycle intensity of the company's energy portfolio so it is comparable with peers and climate mitigation scenarios -To disclose gross GHG intensity specific to gas transport, as well as the methane-specific intensity -To disclose gross carbon intensity specific to oil transport -To disclose total flaring and venting volume intensities (in m3/bbl or equivalent), and to highlight the respective shares of safety, routine, and non-routine flaring and venting, along with associated definitions -To adjust disclosure of interim reduction target on scope 3 emissions from the use of sold energy products so it is comparable with peers and climate mitigation scenarios -To set interim reduction targets on the gross methane intensity of gas transport, in line with the Paris Agreement -To adjust disclosure of interim reduction target on the gross GHG intensity of gas transport so it is comparable with peers and climate mitigation scenarios -To adjust disclosure of interim reduction target on the gross carbon intensity of oil transport so it is comparable with peers and climate mitigation scenarios -To adjust disclosure of interim reduction target on the gross carbon intensity of oil refining so it is comparable with peers and climate mitigation scenarios -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 -To raise ambition of targets on the development of low-carbon energy solutions (e.g. renewable power capacity, liquid biofuels, biogases, CCUS...) so it is in line with the Paris Agreement -To set targets on total flaring and venting volume intensity, in line with the Paris Agreement
2023/12/14	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	We asked for increased evidence in public reporting that the company is robustly taking into account physical risk such as through improved governance oversight, risk analysis/stress testing, quantification of impact on business operations and value chains
2023/12/8	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3C: Positive outcome	The company confirmed that Repsol will comply with the requirements defined by the Renewable Energy Directive and the use of palm oil will be completely abandoned by 2030.
2023/11/28	REPSOL	Engagement - Active	One-to-few (with other institutions)	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	Repsol gave clarity around palm oil use, but fell short of detailing when use will cease. We have requested the company reply to the detailed palm oil questions we sent earlier this month.
2023/11/24	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	Repsol gave extensive detail on both spills and remedial actions. We will continue to monitor both cases for developments during 2024.
2023/11/24	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 3B: Neutral outcome	The Philippines case was not a legal matter, just a report published, not specific to Repsol. The US cases are also not Repsol specific. We close both elements of this engagement.
2023/11/24	REPSOL			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				

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2023/11/7	REPSOL	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	I sent a request to get a follow up on this historic engagement.
2023/11/6	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/11/6	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/11/3	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	We close this old engagement milestone due to a lack of detail and a change in analyst.
2023/10/5	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	Repsol provided a fuller explanation around the reaction to the spill, how it is being managed and the risks. We plan to send some detailed questions relating to this controversy.
2023/10/5	REPSOL			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/10/4	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 was more open regarding the economics of growth plans and profitability in low carbon solutions. We will follow up on progress in 2024 and focus on profitability.
2023/10/4	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We focused on getting an understanding on the Scope 3 calculations and how Scope 4 is accounted for. We will do more work and follow up in 2024.
2023/9/12	REPSOL	Engagement - Active	One-to-few (with other institutions)	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2B: Acknowledgement of the issue	Repsol provided and update on the Peru spill. We will continue to monitor for developments and ask for further detail on what exactly happened.
2023/9/12	REPSOL	Engagement - Active	One-to-few (with other institutions)	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We got a good overview of Repsol's activities in low carbon solutions, and we will look to get more detail in future engagements.
2023/5/12	REPSOL			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/28	REPSOL	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	We will continue to monitor this controversy of the Peru oil spill and seek more clarification on specific details.
2023/3/8	REPSOL			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	RWE AG	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	<p>In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their management teams comprise at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics.</p> <p>We encouraged the company to focus on:</p> <ul style="list-style-type: none"> Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Fuhrungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. <p>The letter sent sets the basis for long-term dialogue on the matter with a target group.</p>
2023/11/8	RWE AG	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 3C: Positive outcome	RWE confirmed WDI participation.
2023/10/30	RWE AG			Utilities	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/9/19	RWE AG	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 3B: Neutral outcome	The company is very well aware about the urgency of our reporting and measurement requests on biodiversity but is still working on their definition. More progress can be expected in Q1/2 2024.
2023/9/19	RWE AG	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Oceans	Milestone 3B: Neutral outcome	The company is very well aware about the urgency to identify, monitor and report risks, opportunities and dependencies related to oceans' impacts. However is still working on this. More progress can be expected in Q1/2 2024.
2023/9/19	RWE AG	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3B: Neutral outcome	The company is very well aware about the importance to set a target and report progress on scope 3 wastewater and freshwater. However is still working on this. More progress can be expected in Q1/2 2024.
2023/9/13	RWE AG	Engagement - Active	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 3B: Neutral outcome	The company has again well acknowledged our request and will review.

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2023/9/13	RWE AG	Engagement - Active	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3C: Positive outcome	31st March 2030 is the latest coal phase out date formalized for Garweiler by the German government
2023/5/4	RWE AG	Engagement - Active	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3C: Positive outcome	Confirmed third party sales will cease with phase out commitment.
2023/4/28	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 3C: Positive outcome	Garweiler has been confirmed to publicly close by 2030. We will open a new KPI on third party sales
2023/4/26	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 3C: Positive outcome	Garweiler has been confirmed to publicly close by 2030. We will open a new KPI on third party sales
2023/4/18	RWE AG			Utilities	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/1/30	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	Requested: - clear commitment on Garweiler coal phase out by the end of 2029 - concrete projections around the reduction in mining volumes leading up to this 2030 phase out - explicit strategy around the reduction of third party sales
2023/1/17	RWE AG	Engagement - Active	One-to-one	Utilities	EMU	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 1: Raise issue with Company	Raised the issue of coal regarding power generation and mining activities.
2023/12/28	SARTORIUS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Develop strategy	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 1: Raise issue with Company	In its latest reporting Sartorius says it is working on circular solutions inspired by the Ellen MacArthur Foundation to reduce its plastic footprint. We are therefore asking the company to develop and share its strategy.
2023/12/28	SARTORIUS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 2B: Acknowledgement of the issue	Sartorius indicates in its 2022 sustainability report that they intend to start conducting LCAs in 2023. We are asking confirmation and what they can already conclude from these LCAs.
2023/12/14	SARTORIUS AG	Engagement - Soft	One-to-few (with other institutions)	Health Care Equipment and Services	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their management teams comprise at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics. We encouraged the company to focus on: • Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. • Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Führungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. • Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. The letter sent sets the basis for long-term dialogue on the matter with a target group.
2023/3/21	SARTORIUS AG			Health Care Equipment and Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/20	SARTORIUS AG			Health Care Equipment and Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/24	SARTORIUS STEDIM BIOTECH	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 3A: Negative outcome	No commitment/no response
2023/3/23	SARTORIUS STEDIM BIOTECH			Health Care Equipment and Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/3/16	SARTORIUS STEDIM BIOTECH			Health Care Equipment and Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Good methodology to assess wages and audit compliance, and examples of identifying human rights risks - though decent salary is not exactly the same as living wage definition. Have measures in place to safeguard decent salaries in own operations and supply chain."
2023/12/14	SCHNEIDER ELECTRIC SE	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	North America	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2B: Acknowledgement of the issue	Mentioned lobbying on digital economy and climate with some detail on lobbying geographies; some detailed information on lobbying governance/resources though limited. Missed the mark on questions on trade associations and lobbying governance.

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2023/11/14	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	SE has Schneider committed to having 100% of its sites adopt local biodiversity conservation and restoration programs, and 100% of its sites in water-stressed areas to deploy a water conservation strategy and related action plan by 2025. Commitment has been made last year, 17% has been achieved until today;
2023/11/14	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3B: Close - Engagement Cleanup	Close as there is no transparency on past asks;
2023/11/14	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	Irrelevant response or poor commitment towards tax transparency and strategy
2023/11/14	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Close - Engagement Cleanup	Close as no further details are available on the asks;
2023/11/14	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Raise awareness	Social Cohesion	Human Rights	Human Rights Specific issues	Milestone 3B: Close - Engagement Cleanup	Close this milestone a topic is not the priority ask; We will reopen the milestone if we have an opportunity to talk to the company on the matter;
2023/11/14	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 3B: Close - Engagement Cleanup	Close as asks are not clear;
2023/11/14	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Raise awareness	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 1: Raise issue with Company	SE manage to maintain expertise at board level: environmental transformations are driven by a network of leading experts in various environmental fields (eco-design,energy efficiency, circular economy, CO2, etc.). On an annual basis,a process identifies and recognizes those individuals who own a specific expertise that the company is keen to maintain and grow. Various governance bodies enable these communities of experts and leaders within the environmental function to meet every month or every quarter, depending on the topics and entities, to ensure consistent adoption of environment policies and standards throughout the Group. To implement these policies, Environment leaders coordinate a network of more than 600 managers responsible for the environmental management of sites, countries, product design, and marketing.
2023/11/14	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 introduced a SoC vote
2023/11/14	SCHNEIDER ELECTRIC SE	Engagement - Active	One-to-one	Capital Goods	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Neutral outcome	Introduced two related targets: - increase green material content in products to 50% (steel, aluminum, and plastics) by 2025, favoring bio-sourced, recycled, and sustainable options (SSI #4), and improve the end-to-end lifecycle environmental footprint of its offers with EcoDesign Way™; -have 100% of primary and secondary packaging free from single-use plastic and made from recycled cardboard (SSI #5);
2023/4/11	SCHNEIDER ELECTRIC SE			Capital Goods	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/3/1	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	The company shows a good understanding of the circular economy challenges and discloses interesting information, including sometimes quantitative information but this could be completed by a better integration of the topic in the business-model
2023/12/4	SEGRO PLC			Real Estate	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/4/13	SEGRO PLC			Real Estate	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/4/12	SEGRO PLC			Real Estate	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/12	SIBANYE STILLWATER LTD	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Ethics	Milestone 1: Raise issue with Company	Ethics& the company making any changes to its practices/policies regarding business ethics in the coming years? If yes, please give the relevant details and steps the company plans to take. Business ethics covers topics of fraud, corruption, anti trust practices, money laundering etc.
2023/12/12	SIBANYE STILLWATER LTD	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Health & Safety	Milestone 1: Raise issue with Company	Health & Safety&ould you state if the company's health and safety policies/practices are set to evolve over the coming years? Please include relevant targets, investments and associated strategy for the same.
2023/11/15	SIBANYE STILLWATER LTD	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Diversity	Milestone 3B: Neutral outcome	As of November 2023, the company is still not in line with Amundi threshold in term of board gender diversity (below 33%). Following the engagement campaign, the company provided to Amundi more information on the actions put in place: The Board confirmed it is also looking to make future changes to the composition of the Board which would be communicated before the 2024 Annual General Meeting (letter shared by the company).
2023/9/5	SIBANYE STILLWATER LTD	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	company sent their biodiversity footprint for 2022 but it doesn't include high level reporting on impacts, dependencies and associated risks/opportunities. Its very detailed though. They said they could consider TNFD in the future.

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2023/9/5	SIBANYE STILLWATER LTD	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 2C: Strategy/Response developed to issue raised	We are conducting a detailed TCFD assessment at the moment and have started with our scenario analysis – which includes the detailed modelling of both physical climate-related risks (perils) as well as the transitional climate-related risks and impacts. We have appointed an independent, third-party services provider with very credible experience to guide the Group in this process, and we have a TCFD steering committee as well as project committee, from a governance and technical input perspective, which works across the business to identify, assess against our model the physical and transitional risks impact, at a site level. The TCFD project which includes all our operations across the different jurisdictions where we operate will be completed in Q4 2023 and we aim to report against this in our next reporting cycle. We held a climate change deep dive session this year and provided a status update on our TCFD progress to the board – as we continue and conclude our scenario analysis an update will be provided again to the board (in the 2024 round of board meetings). The climate risk mitigation strategies as well as the climate resilience roadmap, will also be presented at the Board meetings, for ratification purposes. We are considering physical attributes (assets, geolocation etc), company financials, emissions and targets as well as market breakdowns. We are still completing our risk assessment as part of our TCFD assessment and will make information available in our next reporting cycle
2023/8/18	SIBANYE STILLWATER LTD	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	Company has made a lot of progress on KPIs/Metrics for Biodiversity, they published their biodiversity monitoring with the Biological Diversity Protocol to monitor their No Net Loss Commitments. They still have not developed reporting around impacts and dependencies but their indicators for biodiv. are very impressive.
2023/8/18	SIBANYE STILLWATER LTD	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	Asked them if they plan to do more on physical risk reporting including asset level risks and KPIs/Metrics among others.
2023/5/16	SIBANYE STILLWATER LTD			Materials	Emerging Countries		Dialogue to Foster a Stronger Voting Exercise				
2023/11/2	SI-BONE INC			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/23	SIEMENS AG	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 3A: Negative outcome	Company did not participate in the WDI
2023/12/14	SIEMENS AG	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their management teams comprise at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics. We encouraged the company to focus on: • Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. • Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Fuhrungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. • Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. The letter sent sets the basis for long-term dialogue on the matter with a target group.
2023/12/14	SIEMENS AG			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/8/3	SIEMENS AG			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/7/12	SIEMENS AG	Engagement - Soft	One-to-few (with other institutions)	Capital Goods	EMU	Improve transparency and accountability	Social Cohesion	Reporting	Reporting	Milestone 1: Raise issue with Company	Company encouraged to participate in the WDI.
2023/6/1	SIEMENS AG	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 3B: Neutral outcome	We received a reply from Siemens AG, saying Amundi may have to contact Siemens Energy directly as Siemens AG is committed to exiting their stake over time.
2023/5/31	SIEMENS AG	Engagement - Active	One-to-one	Capital Goods	EMU	Improve transparency and accountability	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	Sent an email. Awaiting reply.

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2023/4/7	SIEMENS AG	Engagement - Active	One-to-one	Capital Goods	EMU	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	We sent our general findings and next steps based on the 2022 campaign of disability inclusion.
2023/1/20	SIEMENS AG			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/1/20	SIEMENS AG			Capital Goods	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/21	SIEMENS HEALTHINEERS AG	Engagement - Active	One-to-one	Health Care Equipment and Services	EMU	Raise awareness	Product, Client, Societal Responsibility	Client	Cyber Security / Cyber Crime	Milestone 3B: Close - Engagement Cleanup	Closing this engagement objective to consolidate engagement goals for the theme.
2023/12/14	SIEMENS HEALTHINEERS AG	Engagement - Soft	One-to-few (with other institutions)	Health Care Equipment and Services	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	<p>In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their management teams comprise at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics.</p> <p>We encouraged the company to focus on:</p> <ul style="list-style-type: none"> Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Führungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. <p>The letter sent sets the basis for long-term dialogue on the matter with a target group.</p>
2023/11/29	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	Diversity	Milestone 3C: Positive outcome	As of the 2023 AGM, the company is now in line with Amundi's minimum threshold in term of board gender diversity (at least 33%).
2023/7/19	SIEMENS HEALTHINEERS AG	Engagement - Soft	One-to-one	Health Care Equipment and Services	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/2/2	SIEMENS HEALTHINEERS AG			Health Care Equipment and Services	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/6/19	SILK ROAD MEDICAL INC			Health Care Equipment and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/4/17	SIMON PROPERTY GROUP INC			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	SMITH & NEPHEW PLC			Health Care Equipment and Services	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	SNAM	Engagement - Active	One-to-one	Energy	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Provide an update with increased ambition on the methane emissions reduction target.
2023/12/14	SNAM	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	<p>1. Set scope of longer-term reduction targets with a detailed strategy.</p> <p>2. Pursue SBTi certification for either the 1.5D or WB2D pathway.</p> <p>3. Provide an update with increased ambition on the methane emissions reduction target.</p> <p>4. Establish an interim phase-down target on natural gas volumes, ideally also with a clear phase-out target.</p> <p>5. Define short, medium, and long-term targets on methane intensity.</p> <p>6. Disclose aggregate and breakdown information on:</p> <p>a. Fugitive methane emissions.</p> <p>b. Methane emissions from venting.</p> <p>c. Methane emissions from flaring (if applicable).</p> <p>7. Share an up-to-date inventory of all potential methane sources, including but not limited to pneumatic purge valves, controllers, process vents/flares, and exhaust gas streams.</p> <p>8. Report on the gross GHG intensity of gas transport activities in kgCO₂e per bbl/boe.</p> <p>9. Record gas volumes vented from unplanned and planned events.</p> <p>10. SNAM is not reporting under the ICMA's categories. The vast majority of issuers' use of proceeds bonds do report under these categories and it helps for standardization and comparability. A mapping of the categories defined by SNAM in their Framework with the ICMA's categories is needed. Indeed, as we are gathering data in our internal database under ICMA's categories, it's key for us to get this information and it is the issuer's responsibility to provide it.</p> <p>11. Proceeds were allocated to the acquisition and investment in companies.</p> <p>We are not in favour of that for the use of proceeds bonds as it lacks in additionally and transparency. Indeed, the strength of this market is the transparency, the traceability and the measurability of the impact. When</p>

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2023/12/14	SNAM	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Pursue SBTi certification or other third party verification.
2023/12/14	SNAM	Engagement - Active	One-to-one	Energy	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	Set scope 3 longer-term reduction targets with a detailed strategy.
2023/11/21	SNAM	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	Clean-up of unused and old milestone. We'll keep tracking progress on this topic through the milestone of Net Zero.
2023/11/21	SNAM	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We requested a meeting with SNAM to follow up on our previous engagement on net zero. We await the company's reply.
2023/10/18	SNAM			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/9/25	SNAM			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/4/26	SNAM			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/4/25	SNAM			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/2/13	SNAM			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/6	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 2B: Acknowledgement of the issue	Waste reduction target is inclusive of recycling. No specific building blocks to this 50% reduction target but will look to include in next report.
2023/12/6	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	3 board members are in the committee including chairman. No formal ESG training for the board but all ESG related information goes through the committee.
2023/12/6	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 2C: Strategy/Response developed to issue raised	Recently submitted science based targets so emissions reduction targets can change. Submitted plan has lithium scope 1 & 2 emissions by 2030 and scope 3 by 2040 as SBTi include downstream emissions in scope 3 while SQM's communicated targets have only scope 1 & 2. Group-wide 2040 neutrality target is unchanged.
2023/7/4	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 1: Raise issue with Company	Followed up on last years request for an engagement on circular economy
2023/7/4	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Raise awareness	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 3C: Positive outcome	Close this case as it is not relevant for the campaign as a lithium and nutrition producer
2023/7/4	SOCIEDAD QUIMICA Y MINERA DE C	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 3B: Close - Engagement Cleanup	Close this objective as the asks are not clear
2023/6/2	SONOVA HOLDING AG			Health Care Equipment and Services	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/6/2	SONOVA HOLDING AG			Health Care Equipment and Services	Europe ex-EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/11/22	SPLUNK INC			Software and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/6/16	SPLUNK INC			Software and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/6/15	SPLUNK INC			Software and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/6/14	SPLUNK INC	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Diversity	Milestone 2A: No/poor acknowledgement of issue by Company	Board diversity remains an issue - no specific plans yet.
2023/6/14	SPLUNK INC	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 2B: Acknowledgement of the issue	Company plans to introduce ESG KPIs in compensation next year (subject to management approval). However, at this stage, there are no ESG KPIs in exec remuneration, which will inform voting decisions accordingly.
2023/3/24	SPLUNK INC	Engagement - Active	One-to-one	Software and Services	North America	Raise awareness	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 3C: Positive outcome	We met with Splunk to discuss Amundi's expectations on tax. Discussion was productive.
2023/2/13	SPLUNK INC	Engagement - Active	One-to-one	Software and Services	North America	Raise awareness	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	Asked Splunk where they stood on ethical AI commitment vs formal policy. Explained that Amundi would expect a formal policy aligned with human rights principles (UNGPs).
2023/2/13	SPLUNK INC	Engagement - Active	One-to-one	Software and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Working Conditions	Milestone 2B: Acknowledgement of the issue	Mostly engineers affected. Managers trained to have 1-1 conversations to discuss dismissals. Employees impacted – received severance benefits, healthcare benefits, counselling and support to move into new roles; benchmarked what they did and is 'best practice'. Employees who are left – counselling, re-prioritizing. Still, moving staff to Eastern Europe is a concerning move as it raises other employee welfare issues.
2023/2/13	SPLUNK INC	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	Board Composition	Diversity	Milestone 2A: No/poor acknowledgement of issue by Company	One female board director has left. Vague answer on how this issue is always a priority but no specific commitments.
2023/2/13	SPLUNK INC	Engagement - Active	One-to-one	Software and Services	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 2A: No/poor acknowledgement of issue by Company	Being discussed but not a priority. Disappointing as expectations were discussed last year.
2023/2/13	SPLUNK INC	Engagement - Active	One-to-one	Software and Services	North America	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2B: Acknowledgement of the issue	Expect to submit by end FY2024 - revised timelines as think could get to NZ faster, this means need to review estimates.
2023/2/13	SPLUNK INC			Software and Services	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/7/19	SUEDZUCKER AG	Engagement - Soft	One-to-one	Food, Beverage and Tobacco	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/6/1	SYSMEX CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 3B: Neutral outcome	Sysmex set the targets related to circular economy: Zero product loss, Complete substitution with recycled

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2023/6/1	SYSMEX CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 3B: Neutral outcome	Sysmex disclosed a gender pay gap in its sustainability report.
2023/6/1	SYSMEX 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 2B: Acknowledgement of the issue	No progress on board independence and board diversity.
2023/6/1	SYSMEX CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Strong Governance for Sustainable Development	Board Composition	Diversity	Milestone 2B: Acknowledgement of the issue	No progress on board independence and board diversity.
2023/6/1	SYSMEX CORP	Engagement - Active	One-to-one	Health Care Equipment and Services	Japan	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	Sysmex has committed to the near-term SBT certification.
2023/9/14	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 2A: No/poor acknowledgement of issue by Company	Company provided a broad overview of how they receive complaints and on opt-out rates. We will likely ask for more qualitative metrics to be disclosed.
2023/9/14	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 2B: Acknowledgement of the issue	Tencent shared current ESG governance structure and examples of internal education efforts. We would like to see this information disclosed more comprehensively in reporting and will develop recommendations for the company.
2023/9/14	TENCENT HOLDINGS LTD	Engagement - Active	One-to-few (with other institutions)	Media and Entertainment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Tencent has joined the UNGC and is working with data providers to communicate their risk mitigation efforts. Sustainalytics has already lowered their risk score to low. We continue to engage with the company on the matter, recommendations pending discussion with investor group.
2023/5/4	TENCENT HOLDINGS LTD			Media and Entertainment	Emerging Countries		Dialogue to Foster a Stronger Voting Exercise				
2023/4/11	TENCENT HOLDINGS LTD	Engagement - Active	One-to-one	Media and Entertainment	Emerging Countries	Encourage better ESG practices	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2C: Strategy/Response developed to issue raised	Riot has implemented a number of diversity initiatives, most notably hiring its first DEI officer. Further improvements needed, and Tencent will continue their supervisory role in the company, but we consider this to be significant process.
2023/4/11	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 2B: Acknowledgement of the issue	Tencent shared information on efforts to (1) strengthen risk assessment of services and algorithmic oversight, and (2) engagement with MSCI on UNGC noncompliance flag. At this stage, we would hope to see more robust oversight of product risks and content, however, so will continue to engage with the company.
2023/4/11	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	1. KPI: Developing detailed measures for the company to realize its carbon targets, for example, the planned usage of carbon offsets including the type and percentage. 2. Company response: Tencent's Net Zero commitment is consistent with our best practices framework, which contains a carbon neutrality target and clear absolute GHG emissions reduction targets aligned with the Paris Agreement and validated by SBTi. Currently, the ESG Working Group is working with various internal teams across the company on developing detailed measures to realize the carbon targets.
2023/10/9	TERNA	Engagement - Active	One-to-one	Utilities	EMU	Improve transparency and accountability	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	Issuer highlights that their assets and project sites are monitored for biodiversity protection and they have developed an ecological indicator with 2 dynamic sub-indicators that monitors how biodiversity changes before and after construction or restoration activities. Issuer states that they are open to discussion and feedback on biodiversity from investors.
2023/10/9	TERNA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 2C: Strategy/Response developed to issue raised	Improved green bond reporting to include breakdown of bond-level CO2 avoided data. Improved disclosure of Scope 3 emissions and will assess how they can integrate this assessment within their green bond reporting.
2023/10/9	TERNA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Reporting	Sustainable Debt Instruments	Milestone 1: Raise issue with Company	We encourage the issuer to reference the ICMA Harmonized Impact reporting framework when crafting their green bond impact report. Issuer also highlighted that they are currently working on their next green bond report and aim to provide disclosures regarding alignment with EU taxonomy for eligible green projects.
2023/10/9	TERNA	Engagement - Active	One-to-one	Utilities	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	We raised the issue of physical risks such as water stress and whether it is included in their strategy. Issuer highlighted that water management is not a material topic for the electricity transmission sector and shared that they have a resilience plan in place for main physical risks such as wildfires and extreme wind.
2023/7/19	TERNA	Engagement - Soft	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/12/18	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 1: Raise issue with Company	Because ThermoFisher seems to have specifically developed initiatives, related to circularity, which are quite unique in the lifecycle and healthcare space, we are particularly insistent today in our engagement, asking the company to improve its disclosure on the topic.
2023/12/18	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	ThermoFisher's eco-design strategy seems better formalized than last year through its Design for Sustainability (DFS) strategy built around 5 pillars. While we acknowledge this is a positive move (hence milestone 2B set today), we are again requesting KPIs and targets, so that we can monitor the group's progress around DFS. This will also increase the credibility of its environmental commitments.

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2023/12/18	THERMO FISHER SCIENTIFIC INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Develop targets (specific KPIs)	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 3C: Positive outcome	We are closing this objective with a positive 3C milestone as it has largely been reached. Indeed, in its 2022 CSR report, ThermoFisher has increased the number of KPIs reported around waste. Further improvement potentially needed on this topic is baked in our eco-design request (sent today by email).
2023/12/18	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	Board Composition	Competencies	Milestone 3C: Positive outcome	ThermoFisher website section dedicated to the Board describes the qualifications and expertise each member is bringing to the company. We have not seen any meaningful improvement this year on how ESG is incorporated in the executive compensation program. We are asking the company again today to be more specific and quantitative about the ESG component of the remuneration.
2023/12/18	THERMO FISHER SCIENTIFIC INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 2A: No/poor acknowledgement of issue by Company	We are closing this objective with a 3B neutral milestone, for the following reasons: (1) overall the ESG reporting and disclosure has improved this year; (2) we prefer to focus our engagement and the company's reporting efforts on what is most important, eco-design, or in ThermoFisher terms, its "Design for Sustainability" strategy.
2023/12/18	THERMO FISHER SCIENTIFIC INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Develop targets (specific KPIs)	Strong Governance for Sustainable Development	ESG Strategy	ESG Strategy (General)	Milestone 3B: Neutral outcome	We are closing this objective positively, as the Scope 3 carbon emission reporting of ThermoFisher is now extensive. As of November 2023, the company has reached Amundi threshold in term of board gender diversity
2023/12/18	THERMO FISHER SCIENTIFIC INC	Engagement - Active	One-to-one	Pharmaceuticals Biotech and Life Sciences	North America	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3C: Positive outcome	We are closing this objective positively, as the Scope 3 carbon emission reporting of ThermoFisher is now extensive. As of November 2023, the company has reached Amundi threshold in term of board gender diversity
2023/11/29	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	Diversity	Milestone 3C: Positive outcome	We are closing this objective positively, as the Scope 3 carbon emission reporting of ThermoFisher is now extensive. As of November 2023, the company has reached Amundi threshold in term of board gender diversity
2023/5/19	THERMO FISHER SCIENTIFIC INC			Pharmaceuticals Biotech and Life Sciences	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/18	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Natural Capital Preservation	Circular Economy	Waste & Recycling	Milestone 1: Raise issue with Company	We sent a comprehensive question set on plastics as the company is on the Plastics policy list.
2023/12/14	TOTAL SA	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2C: Strategy/Response developed to issue raised	Reports on LW levels for own workers; audits for suppliers, FWN member. Could improve on risk mapping.
2023/12/14	TOTAL SA	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2C: Strategy/Response developed to issue raised	Company offered a detailed answer (see notes for details).
2023/12/14	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	Our main asks expressed to the company are: -To provide a more granular breakdown of the company's GHG emissions per activity in the oil & gas value chain so it is comparable with peers and climate mitigation scenarios -To adjust disclosure of lifecycle intensity of the company's energy portfolio so it is comparable with peers and climate mitigation scenarios -To adjust disclosure of the GHG intensity of gas transport so it is comparable with peers and climate mitigation scenarios -To disclose gross carbon intensity specific to oil transport -To disclose gross carbon intensity specific to oil refining -To provide total flaring and venting volume intensities (in m3/bbl or equivalent) -To raise ambition of interim reduction target on scope 3 emissions from the use of sold energy products, from well-below 2°C aligned to 1.5°C aligned -To set interim reduction targets on the gross GHG intensity of gas transport, in line with the Paris Agreement -To set interim reduction targets on the gross carbon intensity of oil transport, in line with the Paris Agreement -To set interim reduction targets on the gross carbon intensity of oil refining, in line with the Paris Agreement -To set targets on total flaring and venting volume intensity, in line with the Paris Agreement Please see "Conclusion" to know additional recommendations also provided to the company
2023/12/14	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Other	Physical Risk	Milestone 1: Raise issue with Company	We asked for increased evidence in public reporting that the company is robustly taking into account physical risk such as through improved governance oversight, risk analysis/stress testing, quantification of impact on business operations and value chains
2023/11/28	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	
2023/11/28	TOTAL SA	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	TotalEnergies provided a comprehensive response to our questions on Community Rights in Uganda. We will continue to monitor for the progress on the project through 2024.
2023/11/28	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 2A: No/poor acknowledgement of issue by Company	TotalEnergies provided a brief response to our questions, and they deny the allegations. We will continue to monitor for any developments.
2023/11/28	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 3B: Neutral outcome	The Philippines case was not a legal matter, just a report published, not specific to TotalEnergies. The US cases are also not TotalEnergies specific. We close both elements of this engagement.
2023/11/28	TOTAL SA	Engagement - Active	One-to-few (with other institutions)	Energy	EMU	Improve transparency and accountability	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	TotalEnergies remain firm in their belief that Scope 3 is not the right metric of focus, but we continue to ask for a more meaningful target.

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2023/11/14	TOTAL SA	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	Irrelevant response or poor assessment of biodiversity impacts and dependencies.
2023/11/14	TOTAL SA	Engagement - Soft	One-to-few (with other institutions)	Energy	EMU	Improve transparency and accountability	Product, Client, Societal Responsibility	Societal	Tax Practices	Milestone 3C: Positive outcome	The company publishes a Tax Transparency Report approved by the Board of Directors and goes beyond its legal requirements by publishing full country-by-country reporting.
2023/11/10	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Natural Capital Preservation	Biodiversity	Oceans	Milestone 3B: Close - Engagement Cleanup	I close this engagement which was opened as a request for a meeting from the previous analyst.
2023/11/7	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Product, Client, Societal Responsibility	Societal	Ethics	Milestone 2B: Acknowledgement of the issue	I sent a request to get a follow up on this historic engagement.
2023/11/6	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	High level of Biodiversity awareness at TotalEnergies
2023/11/6	TOTAL SA	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	A 3rd party audit will assess TotalEnergies handling of the social aspects of the Uganda project
2023/11/6	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Social Cohesion	Human Rights	Human Rights Due Diligence	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/11/6	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Other	Other	Milestone 1: Raise issue with Company	Initial controversy questions sent, to understand issues better ahead of developing a KPI on the controversy.
2023/10/20	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Strong Governance for Sustainable Development	Audit & Control	Audit & Control	Milestone 1: Raise issue with Company	We will continue to monitor the newsflow regarding any potential sanctions breaches by contractors on Arctic LNG and follow up in 2024.
2023/10/5	TOTAL SA	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	A 3rd party audit will assess TotalEnergies handling of the social aspects of the Uganda project
2023/10/5	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Health & Safety	Milestone 2B: Acknowledgement of the issue	We will look to get a more in depth understanding on how health and safety incidents are investigated
2023/10/5	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	We will monitor the progress being made on the energy transition plan and look for further disclosure on targets and timings
2023/10/5	TOTAL SA	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	We will closely monitor the methane emissions and look for news from COP28
2023/10/5	TOTAL SA			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/9/19	TOTAL SA	Engagement - Active	One-to-few (with other institutions)	Energy	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2C: Strategy/Response developed to issue raised	The company is aware of the French Rixain law requiring to get 30% of women at the Excom level (vs 25% for Total so far). The company says it will comply with the law when it is enforced (by 2026) as it has been working closely on this topic for the last few months. Besides, we think the company could improve its level of disclosure on the following 2 topics: - one candidate from each sex for every succession plan/managerial positions - average gender pay gap - even though we understand that this figure is difficult to interpret.
2023/7/11	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	High level of Biodiversity awareness at TotalEnergies
2023/7/11	TOTAL SA	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	The company confirmed they are working on a human rights report. There is no timeline on publication.
2023/7/11	TOTAL SA	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 continue to ask for a more meaningful Scope 3 target, and more clarity on the path to NZ.
2023/6/15	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	High level of Biodiversity awareness at TotalEnergies
2023/5/9	TOTAL SA	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 continue to ask for a more meaningful Scope 3 target. We will support a Scope 3 Resolution at the AGM.
2023/5/9	TOTAL SA			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/4/4	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	High level of Biodiversity awareness at TotalEnergies
2023/4/4	TOTAL SA			Energy	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/4/3	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2C: Strategy/Response developed to issue raised	High level of Biodiversity awareness at TotalEnergies
2023/4/3	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Habitat Loss and land Degradation	Milestone 3B: Neutral outcome	Moving this theme to focus on Biodiversity (general) - Improve transparency and accountability.
2023/4/3	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 2B: Acknowledgement of the issue	We look for a more detailed capex split for low carbon solutions
2023/4/3	TOTAL SA	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	Encouraging attitude to the importance of methane
2023/4/3	TOTAL SA	Engagement - Active	One-to-one	Energy	EMU	Raise awareness	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Neutral outcome	Moving this theme to focus on Methane
2023/4/3	TOTAL SA	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 look for a more meaningful target for Scope 3 emissions.
2023/3/1	TOTAL SA	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	The company shows a good understanding of the circular economy challenges and discloses interesting information, including sometimes quantitative information but this could be completed by a better integration of the topic in the business-model
2023/12/5	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3C: Positive outcome	The company aims at phasing out from coal by 2030. This is aligned with our coal policy so we are closing this engagement.

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2023/11/23	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Develop new policy	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 2A: No/poor acknowledgement of issue by Company	No commitment to coal exit or no reply (OECD-based issuer)
2023/10/9	UPM-KYMMENE OYJ			Materials	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/9/28	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	The company has a good biodiversity management strategy for its own forests but lacks clarity regarding its suppliers.
2023/9/28	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 2C: Strategy/Response developed to issue raised	The company has a biodiversity KPI in its remuneration since 2022.
2023/9/28	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	The company lacks transparency on the matter. Biodiversity management is part of the strategy of the company so it is discussed at the board level, more than once a year. No more precision.
2023/7/28	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Develop strategy	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	We expect companies to describe the strategy the company has implemented to address biodiversity risks.
2023/7/28	UPM-KYMMENE OYJ	Engagement - Active	One-to-one	Materials	EMU	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 1: Raise issue with Company	We expect companies to incentivize the management's remuneration to biodiversity related targets.
2023/7/28	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 1: Raise issue with Company	We expect companies to describe the strategy the company has implemented to address biodiversity risks.
2023/7/19	UPM-KYMMENE OYJ	Engagement - Soft	One-to-one	Materials	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3C: Positive outcome	
2023/3/23	UPM-KYMMENE OYJ			Materials	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/21	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	OGMP: Veolia did not consider OGMP because it was dedicated to Oil & Gas. Global Methane Pledge is only for governments. They did not find alternatives. Methane emission reporting methodology: IPCC Tier 2 model for landfill gas emissions Carbon offsets: Percentage of total residual emissions: At this forward looking stage, They estimate 10% ("3-4 MTCO2e scope 1+2 and "3-4 MTCO2e scope 3) of residual emissions Policy to ensure high quality carbon offsets: They do not use offsets so far. Cap for usage of offsets: To be defined inside the SBTI rules (carbon offset is limited to 10% after implementing 90% reduction).
2023/12/14	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Raise awareness	Social Cohesion	Indirect Employees	Supply Chain Due Diligence	Milestone 2B: Acknowledgement of the issue	Company does not have an LW commitment but applies above-minimum threshold for workers and suppliers (at least for suppliers there is some consideration of how adherence to codes of conduct is reviewed). Salary definition meets some LW criteria.Although response is underwhelming, Veolia does perform better than the weakest group
2023/12/14	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-few (with other institutions)	Utilities	EMU	Raise awareness	Strong Governance for Sustainable Development	Governance (General)	Lobbying	Milestone 2B: Acknowledgement of the issue	List all EU and FR regulations on which the group lobbied (all ESG only but clearly material); some geographical scope of lobbying, hints at reviewing alignment with the "general position" of trade associations (though explanation is very broad), mentions the role of the public affairs team in carrying out lobbying activities.
2023/11/14	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	The company has carried out an assessment of its impacts and dependencies on biodiversity.
2023/11/14	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	The company only partially meet our requirements, such as by having a tax charter but no more.
2023/11/8	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-one	Utilities	EMU	Raise awareness	Social Cohesion	Reporting	Reporting	Milestone 1: Raise issue with Company	We raised awareness and encouraged Veolia to report through the WDI. We await the company's reply.
2023/10/6	VEOLIA ENVIRONNEMENT SA	Engagement - Active	One-to-few (with other institutions)	Utilities	EMU	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2C: Strategy/Response developed to issue raised	The company has implemented a strategy to increase the number of women but has not yet reached the 30% of women in the Excom (21% so far).
2023/10/6	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 3C: Positive outcome	As follow up of our 2021 engagement: VEOLIA commits to reduce absolute scope 1 and 2 GHG emissions 40% by 2034 from a 2018 base year. Target validated by the SBTI for WB2D scenario. It is a member of the 1,5D campaign. Remove Milestone
2023/10/6	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 2B: Acknowledgement of the issue	To formalize a scope 3 reduction target and include it in the overall NZ broader strategy.
2023/10/6	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 3B: Neutral outcome	Veolia faces considerable hurdles in moving away from coal within China's district heating sector, primarily due to stringent regulations and technical complexities in the country. Therefore no coal phase policy nor strategy has been developed yet for their Chinese coal assets. Despite these challenges, they are actively exploring alternative solutions while awaiting crucial governmental support.
2023/7/19	VEOLIA ENVIRONNEMENT SA	Engagement - Soft	One-to-one	Utilities	EMU	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 2C: Strategy/Response developed to issue raised	

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2023/3/1	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	The company shows a good understanding of the circular economy challenges and discloses interesting information, including sometimes quantitative information but this could be completed by a better integration of the topic in the business-model
2023/1/23	VEOLIA ENVIRONNEMENT SA			Utilities	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/12/14	VONOVIA SE	Engagement - Soft	One-to-few (with other institutions)	Real Estate	EMU	Raise awareness	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	In the context of the 30% Club Germany Investor Group campaign, we have sent to the company a letter in order to encourage DAX 40 and MDAX companies to have an action plan in place to ensure their management teams comprise at least 30% women by 2030. 30% is the level at which a critical mass is achieved and contributions from a minority group are heard and valued, positively impacting leadership decision dynamics. We encouraged the company to focus on: <ul style="list-style-type: none"> Operational effectiveness: Outline the internal policies in place and how these support the development of a gender diverse talent pipeline as well as allow the progression and promotion of women at all levels of the organization. Transparency: Consistently disclose the gender composition of the first three levels of top management positions ("Vorstand" and 1. and 2. "Fuhrungsebene") and overall workforce in their annual report, and also how the company is aiming to improve its gender balance across teams. Accountability: Whilst all members of the board are responsible for promoting diversity, the overarching responsibility should come from the top and sit with the CEO and chairperson of the board. Be clear on where the accountability lies and how this drives commitment towards your diversity strategy. <p>The letter sent sets the basis for long-term dialogue on the matter with a target group.</p>
2023/5/3	VONOVIA SE			Real Estate	EMU		Dialogue to Foster a Stronger Voting Exercise				
2023/5/3	WEYERHAEUSER CO			Real Estate	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/8/22	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	The following was the company's response to whether they have put in place gender and diversity related targets - "While diversity within our board and management continue to be a focus (and we report on a number of metrics), we have not set explicit targets."
2023/8/22	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	The following was the company's response to our question around CDP - "We continue to re-evaluate our participation with CDP on an annual basis. As you are aware, there are a significant number climate disclosure, standards and reporting platforms in the market. As each can require significant resources to manage, we need to prioritize which we engage with our finite resources. We actively work with a number of different reporting platforms including TCFD. We also provide transparency through our Sustainability report posted on our website."
2023/8/22	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	The company gave us more elements around their measurement of emissions but no indication of setting targets around those asked (SF6; Scope 2 and Scope 3 (ex.category 3)).
2023/8/22	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	The company gave us some background on their measurements of the different scopes and why they set the targets they way that they have but no indication yet of expanding the NZ target to Scope 2 and remaining Scope 3, and did not give more clarity on what percentage of emissions are not yet covered under a NZ target.
2023/8/22	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 3B: Neutral outcome	Closing this engagement objective with Milestone 3B for now since the company is fairly satisfied with the assessment is has conducted on its decarbonisation targets with the IPCC lead author. Please refer to key takeaways for the company's response.
2023/8/22	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3C: Positive outcome	The company is now in the process of phasing out thermal coal by 2030 (pending some regulatory approvals that they have applied for).
2023/8/21	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 1: Raise issue with Company	Question raised to the company as follows - 9. 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?
2023/8/21	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 1: Raise issue with Company	Question raised to the company as follows - 8. Do you plan to disclose to the Carbon Disclosure Project (CDP) this year?

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2023/8/21	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	Questions raised to the company as follows - 4. Has the company put in any specific targets regarding reduction of SF6 leakage? If yes, please elaborate. 6. Has the company set any 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.
2023/8/21	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	Question raised to the company as follows - 3. We understand that the company has a Net Zero target on Scope 1 & Scope 3 category 3 emissions by 2050. However, there is no eventual NZ target on Scope 2 and other categories of Scope 3 – is that accurate? -Is the company planning to expand its NZ targets to incorporate Scope 2 and other categories of Scope 3? If not, why not?
2023/8/21	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	Question raised to the company as follows - 5. Has there been any change in the company's position regarding having its decarbonisation targets formally certified by the SBTi? We are aware that the company has had an independent analysis conducted by an IPCC lead author confirming target alignment with the Paris Agreement.
2023/8/21	XCEL ENERGY INC	Engagement - Active	One-to-one	Utilities	North America	Develop targets (specific KPIs)	Transition Towards a Low Carbon Economy	Fossil fuels	Thermal Coal policy	Milestone 3C: Positive outcome	The company is now in the process of phasing out thermal coal by 2030 (pending some regulatory approvals that they have applied for).
2023/8/15	XCEL ENERGY INC	Engagement - Active	One-to-few (with other institutions)	Utilities	North America	Raise awareness	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.
2023/5/19	XCEL ENERGY INC			Utilities	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/12/1	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	Xylem is on good track to develop detailed roadmaps for Scope 3.11 reduction. It was encouraging to hear that they are trying to take a comprehensive approach to reduction that includes not only product lines, but also transitioning to renewable energy on the grid. We will engage with them again once the roadmap is finalized.
2023/11/30	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 2A: No/poor acknowledgement of issue by Company	Sent a follow-up email on their net zero with a particular focus on scope 3.11.
2023/8/30	XYLEM	Engagement - Active	One-to-one	Capital Goods	North America	Other	Strong Governance for Sustainable Development	Capital allocation	Capital allocation (general)	Milestone 3C: Positive outcome	Xylem provided credible answers to all the issues raised in the Spruce Capital short report.
2023/5/16	XYLEM			Capital Goods	North America		Dialogue to Foster a Stronger Voting Exercise				
2023/11/17	YARA INTERNATIONAL ASA	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 have asked the company to -To provide more information on current brown capex
2023/11/17	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop strategy	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 1: Raise issue with Company	We have asked the company to -To set targets on the share and volume of low-carbon production of hydrogen
2023/11/17	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Emissions & Energy	Energy & carbon reduction	Milestone 3B: Close - Engagement Cleanup	Close this objective as our ask is addressed in our net zero engagement with Yara and tracked via an objective in another theme;
2023/11/17	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop strategy	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 1: Raise issue with Company	We have asked the company to -To set interim reduction targets on gross hydrogen carbon intensity in line with the Paris Agreement
2023/11/17	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Transition Towards a Low Carbon Economy	Climate strategy	Carbon Commitments	Milestone 3B: Close - Engagement Cleanup	Close this objective as ask is addressed in our net zero engagement campaign and tracked through another theme
2023/6/20	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Develop targets (specific KPIs)	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 1: Raise issue with Company	We asked the company to develop biodiversity dedicated indicators and targets.
2023/6/20	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Natural Capital Preservation	Reporting	Reporting	Milestone 1: Raise issue with Company	We asked the company to respond to the CDP Forest questionnaire
2023/6/20	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 1: Raise issue with Company	We asked the company to conduct Life Cycle Assessment of its products suited for a more comprehensive risk and impact assessment on biodiversity (notably for fertilizers)
2023/6/20	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Natural Capital Preservation	Other	Natural Capital Risks	Milestone 1: Raise issue with Company	We advised the company to make an assessment of its impacts, dependencies, risks and opportunities related to Nature
2023/6/20	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Improve transparency and accountability	Natural Capital Preservation	Reporting	Other reporting engagements	Milestone 1: Raise issue with Company	We asked the company to complete GRI 304 reporting following all guidelines and related sections
2023/6/20	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 1: Raise issue with Company	We asked the company to conduct Life Cycle Assessment of its products suited for a more comprehensive risk and impact assessment on biodiversity (notably for fertilizers)
2023/6/20	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	Management of ESG at Board Level	Milestone 1: Raise issue with Company	We asked the company to ensure this strategy as well as Nature related risks are overseen at the Board level;

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2023/5/10	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 regularly monitors and work to reduce these emissions; Reduction over the past three years that are the result of Yara's mitigation efforts can yet be only observed to a limited extent; The decrease in NOx, SOx and dust emissions can largely be attributed to the curtailment of production due to the energy crises. The NH3 emissions are in line with previous years and corresponding production volumes. The decrease in fluorides in 2021 and 2022 is due to the improved quality of their raw materials. In 2022, air emission exceedances accounted for a quarter of Yara's reported environmental compliance issues; The company claims that it is a key priority to invest in technologies to mitigate non-compliance risks further, but does not seem to have higher aspirations than complying with air emission limits set in each location.
2023/5/10	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Biodiversity	Biodiversity (general)	Milestone 2B: Acknowledgement of the issue	Yara openly discussed that it researching the risk associated with fertilizer applications on farms, suggesting that risk must be considered at a specific and local level. Notably, Yara stated that its investigations are still in an exploratory phase and an approach has not yet been defined.
2023/5/10	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Raise awareness	Natural Capital Preservation	Circular Economy	Circular Strategy/Business Models	Milestone 2C: Strategy/Response developed to issue raised	<p>-The company stated that it has not yet identified a single metric or KPI to measure progress on circularity and shared that key KPI targets for circular products do not fit naturally in quarterly / typical financial results.</p> <p>- Their LCA is board based. They allegedly considered all relevant impacts from sourcing, to manufacturing through to distribution, assessing through impacts such as water consumed, methane emissions (livestock sources), chemical inputs. However, the assessment did not go deep into the farm level perspective, for example, with no information on products after application to the field.</p> <p>• The role of circular raw materials in its relatively ambitious New Business Models 2025 revenue target (up from a near-zero base in 2022) seems to be minor, as Yara only mentioned that it expects exponential growth for its digital crop nutrition tools. Yet, the company believes investors will recognize in its strategies significant initiatives separating it from competitors that primarily focus on nitrogen sales.</p>
2023/5/10	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Raise awareness	Natural Capital Preservation	Waste & Pollution	Waste & Pollution	Milestone 2C: Strategy/Response developed to issue raised	<p>Yara is in in the process of mapping and developing and understanding around nutrient pollution. After that, the next stage will be to identify the appropriate mechanisms to set up a response and assist farmers in mitigating this risk. This project is still in an exploratory phase and the approach that will prove to be most useful moving forward is not yet determined.</p> <p>Yara expressed a need for primary agricultural data to facilitate the tracking of results but admitted that challenges exist in compiling this such granular farm-level datasets.</p>
2023/5/10	YARA INTERNATIONAL ASA	Engagement - Active	One-to-one	Materials	Emerging Countries	Encourage better ESG practices	Natural Capital Preservation	Water	Water consumption & resource use	Milestone 3B: Neutral outcome	All Yara plants now report monthly on water intensity and effluent discharge quality. Nitrogen and phosphorus discharge have decreased over the last three years. All sites underwent an initial water risk assessment using the World Resources Institute's Aqueeduct water risk atlas tool. Local cooperation and measures have been put in place for the 2% of sites that have been identified as high risk; Almost all of the water that they withdraw is returned to the water source in its original state. The principal concern are the wastewater discharges from their production units coming from nitrogen and phosphate. yet, the company does not set any related reduction targets;
2023/2/7	ZIMMER BIOMET HOLDINGS	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Raise awareness	Natural Capital Preservation	Other	Other	Milestone 2B: Acknowledgement of the issue	The company did not really comment. Just took the point as interesting.
2023/2/7	ZIMMER BIOMET HOLDINGS	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	The company took the point as interesting.
2023/2/7	ZIMMER BIOMET HOLDINGS	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Raise awareness	Product, Client, Societal Responsibility	Product	Product Responsibility	Milestone 2C: Strategy/Response developed to issue raised	Company seems confident that they have fully remediated their last production quality issue with the FDA. Other inspections in 2022 went smoothly with the FDA
2023/2/7	ZIMMER BIOMET HOLDINGS	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Improve transparency and accountability	Social Cohesion	Direct Employees	Diversity & Inclusion	Milestone 2B: Acknowledgement of the issue	The company is considering providing more granularity in their next ESG reporting
2023/2/7	ZIMMER BIOMET HOLDINGS	Engagement - Active	One-to-one	Health Care Equipment and Services	North America	Encourage better ESG practices	Strong Governance for Sustainable Development	ESG Strategy	ESG Linked KPIs in Remuneration	Milestone 2A: No/poor acknowledgement of issue by Company	Not sure the company embraced the idea... Their ESG strategy may not be mature enough for this at this point in time.