

## Companies engaged by theme 2020

We are pleased to present an overview of the companies in our engagement programme, highlighting the themes we engaged with them on in 2020. We have included links to our published standalone company case studies which you can access by clicking the names in blue. We are happy for you to share this document with your beneficiaries or stakeholders.

|  | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|--|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|  | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| <b>Tier 1</b>                                |                |                              |                                       |                             |                          |              |                     |                        |                                   |                               |                     |                 |
| <a href="#">Alibaba Group Holding Ltd</a>    | •              |                              |                                       | •                           | •                        | •            | •                   |                        | •                                 |                               | •                   | •               |
| <a href="#">Alphabet Inc</a>                 | •              |                              |                                       | •                           | •                        | •            | •                   | •                      | •                                 | •                             |                     | •               |
| <a href="#">Amazon.com Inc</a>               | •              |                              | •                                     |                             | •                        | •            |                     | •                      |                                   |                               | •                   |                 |
| <a href="#">Anglo American PLC</a>           | •              | •                            | •                                     |                             | •                        | •            | •                   | •                      |                                   |                               | •                   | •               |
| <a href="#">AP Moller - Maersk A/S</a>       | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| <a href="#">Apple Inc</a>                    | •              |                              |                                       | •                           |                          | •            |                     | •                      | •                                 | •                             |                     |                 |
| <a href="#">Associated British Foods PLC</a> |                | •                            | •                                     |                             |                          |              |                     | •                      | •                                 |                               |                     | •               |
| <a href="#">BAE Systems PLC</a>              | •              | •                            |                                       |                             | •                        | •            | •                   | •                      |                                   |                               |                     |                 |
| <a href="#">Baidu Inc</a>                    | •              |                              |                                       | •                           | •                        |              | •                   |                        | •                                 | •                             |                     | •               |

|                                    |   |  |   |   |   |   |   |   |   |   |   |   |
|------------------------------------|---|--|---|---|---|---|---|---|---|---|---|---|
| Banco Bilbao Vizcaya Argentaria SA |   |  |   |   | • |   | • | • |   |   | • | • |
| Bank of America Corp               |   |  |   |   | • |   |   |   | • | • |   |   |
| Barclays PLC                       | • |  |   |   |   |   |   |   |   |   |   |   |
| Bayer AG                           |   |  |   |   | • |   |   |   |   | • |   | • |
| Bayerische Motoren Werke AG        | • |  |   | • |   |   |   | • |   | • |   | • |
| Berkshire Hathaway Inc             | • |  |   |   |   |   |   |   |   |   |   |   |
| BHP Group PLC                      | • |  | • |   | • | • |   | • |   |   |   |   |
| BlackRock Inc                      | • |  |   | • |   |   | • |   | • |   |   |   |
| BNP Paribas SA                     | • |  |   |   |   |   |   | • | • |   |   | • |
| BP PLC                             | • |  |   |   |   |   |   | • |   | • | • | • |
| Centrica PLC                       | • |  |   |   | • |   |   |   |   |   | • |   |
| Chevron Corp                       | • |  |   |   |   | • |   |   |   |   |   |   |
| China Petroleum & Chemical Corp    | • |  |   | • |   | • | • |   | • |   |   | • |
| Compass Group PLC                  |   |  | • | • | • |   | • | • |   |   |   |   |

|                                   |   |   |   |   |   |   |   |   |   |   |   |   |
|-----------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| CTBC Financial Holding Co Ltd     | • |   |   | • |   |   | • |   |   |   | • | • |
| Daimler AG                        | • |   |   |   |   |   | • | • |   | • | • | • |
| Danone SA                         | • | • |   |   | • |   | • | • | • | • |   |   |
| Danske Bank A/S                   | • |   |   | • |   |   |   | • |   | • |   | • |
| Deutsche Bank AG                  |   |   |   | • |   |   | • |   |   | • |   | • |
| Dominion Energy Inc               | • |   |   |   |   |   | • | • |   | • |   |   |
| Eni SpA                           | • |   |   | • |   | • |   |   |   |   |   |   |
| Facebook Inc                      | • |   |   |   |   | • | • |   |   | • |   | • |
| G4S PLC                           |   |   |   | • | • | • |   | • |   |   |   | • |
| Gazprom PJSC                      | • |   |   |   |   |   | • | • |   |   |   | • |
| GlaxoSmithKline PLC               |   |   | • | • |   | • |   | • |   | • |   | • |
| Glencore PLC                      | • |   |   | • | • | • | • |   |   |   |   | • |
| Hana Financial Group Inc          | • |   |   |   |   |   | • |   | • |   |   | • |
| Hon Hai Precision Industry Co Ltd | • |   |   |   | • | • |   |   |   |   |   |   |
| HSBC Holdings PLC                 | • |   |   | • | • | • |   | • |   |   |   | • |
| Hyundai Motor Co                  | • | • | • |   | • |   | • |   |   | • |   |   |

|                              |   |   |   |   |   |   |   |   |   |   |   |   |
|------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| J Sainsbury PLC              | • | • | • |   | • | • | • | • |   | • | • |   |
| Johnson & Johnson            | • |   |   | • |   | • | • | • |   |   | • | • |
| JPMorgan Chase & Co          | • |   |   | • |   | • | • | • | • |   |   | • |
| LafargeHolcim Ltd            | • |   |   | • | • |   | • |   |   |   |   | • |
| LUKOIL PJSC                  | • |   |   |   |   |   | • |   |   |   |   |   |
| LyondellBasell Industries NV | • |   | • |   |   |   | • | • |   | • |   |   |
| Nestle SA                    | • |   | • |   |   | • | • | • |   | • |   |   |
| Nissan Motor Co Ltd          | • |   |   | • |   | • |   |   |   | • |   |   |
| Novartis AG                  |   |   |   | • | • | • | • | • |   | • | • | • |
| Oracle Corp                  | • |   |   |   | • |   | • | • |   |   |   | • |
| PetroChina Co Ltd            | • |   | • |   |   |   | • |   |   | • |   | • |
| Petroleo Brasileiro SA       | • | • |   |   |   |   | • |   |   |   |   | • |
| POSCO                        | • | • |   |   |   |   | • |   |   |   |   |   |
| Prudential PLC               | • |   |   | • | • |   | • | • |   | • |   | • |
| Reckitt Benckiser Group PLC  |   |   |   |   | • |   |   | • |   | • |   | • |
| Renault SA                   | • |   |   |   |   |   | • |   |   |   |   | • |

|                            |   |   |   |   |   |   |   |   |   |   |   |   |
|----------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| Repsol SA                  | • |   |   |   |   | • | • | • |   |   |   |   |
| Rio Tinto PLC              | • | • |   |   | • | • |   | • |   |   |   |   |
| Rolls-Royce Holdings PLC   | • |   |   | • | • | • |   | • |   |   |   | • |
| Royal Bank of Canada       | • |   |   |   |   |   | • | • |   | • |   | • |
| Royal Dutch Shell PLC      | • |   | • | • |   | • | • | • |   |   |   | • |
| Samsung Electronics Co Ltd | • | • | • | • | • | • | • | • |   |   |   |   |
| SoftBank Group Corp        |   |   |   |   |   |   | • | • |   | • |   | • |
| State Street Corp          | • |   |   |   | • |   | • |   |   | • |   |   |
| Swedbank AB                | • |   |   | • |   |   |   |   |   |   | • |   |
| Tencent Holdings Ltd       | • |   |   |   | • | • | • |   | • |   |   | • |
| Tesco PLC                  | • | • | • |   | • | • |   | • |   | • | • | • |
| Tesla Inc                  |   |   |   |   | • |   | • | • | • |   | • |   |
| Toronto-Dominion Bank/The  | • |   |   |   |   |   |   | • |   | • |   |   |
| TOTAL SE                   | • |   |   |   |   | • | • |   |   |   |   | • |

|                       |   |  |   |   |   |   |   |   |   |   |   |   |
|-----------------------|---|--|---|---|---|---|---|---|---|---|---|---|
| Toyota Motor Corp     | • |  |   |   | • | • | • |   | • |   |   | • |
| Tyson Foods Inc       |   |  |   | • | • |   |   |   | • |   | • |   |
| Uber Technologies Inc | • |  |   | • | • | • |   | • |   | • |   |   |
| Vale SA               | • |  | • |   |   | • | • | • |   |   |   | • |
| Wells Fargo & Co      | • |  |   | • |   |   |   | • |   |   |   |   |
| WPP PLC               |   |  |   | • | • |   | • | • |   | • |   | • |

|                                  | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|----------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                                  | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| <b>Tier 2</b>                    |                |                              |                                       |                             |                          |              |                     |                        |                                   |                               |                     |                 |
| 3M Co                            | •              |                              | •                                     |                             | •                        |              |                     | •                      |                                   |                               |                     |                 |
| ABB Ltd                          | •              |                              | •                                     |                             | •                        |              | •                   | •                      | •                                 |                               |                     | •               |
| Abbott Laboratories              |                |                              |                                       |                             |                          |              |                     | •                      |                                   | •                             |                     |                 |
| AbbVie Inc                       |                |                              |                                       |                             |                          | •            |                     | •                      |                                   |                               | •                   |                 |
| adidas AG                        | •              | •                            | •                                     |                             | •                        |              |                     | •                      |                                   |                               | •                   | •               |
| AIA Group Ltd                    |                |                              |                                       |                             | •                        |              | •                   |                        | •                                 |                               |                     | •               |
| Air Liquide SA                   | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| America Movil SAB de CV          |                |                              |                                       | •                           |                          |              | •                   |                        |                                   |                               |                     |                 |
| American Electric Power Co Inc   | •              |                              |                                       | •                           |                          |              |                     |                        |                                   | •                             |                     |                 |
| American International Group Inc | •              |                              |                                       |                             |                          |              |                     | •                      |                                   | •                             |                     |                 |
| Anheuser-Busch InBev SA/NV       |                | •                            | •                                     |                             | •                        |              | •                   | •                      |                                   |                               | •                   |                 |
| ArcelorMittal SA                 | •              |                              |                                       |                             | •                        | •            |                     |                        |                                   |                               |                     |                 |

|                             | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|-----------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
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| AstraZeneca PLC             |                |                              |                                       |                             |                          |              | •                   | •                      |                                   | •                             |                     |                 |
| AT&T Inc                    | •              |                              |                                       |                             | •                        |              | •                   | •                      | •                                 |                               |                     |                 |
| Atlantia SpA                | •              |                              | •                                     |                             |                          | •            |                     | •                      |                                   |                               |                     |                 |
| Aviva PLC                   | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   | •                             |                     |                 |
| Banco Santander SA          | •              |                              |                                       | •                           |                          |              | •                   | •                      |                                   | •                             |                     |                 |
| Bank of Montreal            | •              |                              |                                       |                             |                          |              | •                   |                        |                                   | •                             | •                   |                 |
| BASF SE                     | •              |                              |                                       |                             | •                        |              | •                   | •                      |                                   | •                             |                     | •               |
| Bausch Health Cos Inc       |                |                              |                                       |                             | •                        | •            | •                   | •                      |                                   | •                             |                     |                 |
| Berkeley Group Holdings PLC |                |                              |                                       |                             | •                        |              | •                   | •                      |                                   |                               |                     |                 |
| Biogen Inc                  |                |                              |                                       |                             | •                        |              | •                   | •                      |                                   |                               | •                   |                 |
| Boeing Co/The               |                |                              |                                       |                             |                          | •            | •                   |                        |                                   |                               | •                   |                 |
| Booking Holdings Inc        | •              |                              |                                       |                             |                          | •            |                     | •                      |                                   | •                             |                     |                 |
| Bristol-Myers Squibb Co     |                |                              |                                       | •                           | •                        | •            | •                   | •                      | •                                 | •                             | •                   |                 |



|                                    | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
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| British American Tobacco PLC       | •              | •                            |                                       |                             |                          |              |                     | •                      |                                   | •                             |                     | •               |
| Broadcom Inc                       | •              |                              |                                       |                             | •                        |              |                     | •                      |                                   |                               |                     |                 |
| Burberry Group PLC                 | •              | •                            |                                       | •                           |                          |              | •                   | •                      |                                   |                               |                     | •               |
| Canadian Imperial Bank of Commerce | •              |                              |                                       | •                           |                          |              |                     |                        |                                   |                               |                     | •               |
| Canon Inc                          | •              |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Capita PLC                         |                |                              |                                       | •                           | •                        |              |                     | •                      |                                   |                               |                     |                 |
| Carnival Corp                      |                |                              |                                       |                             | •                        | •            | •                   |                        |                                   |                               |                     |                 |
| Caterpillar Inc                    | •              |                              |                                       | •                           |                          | •            | •                   |                        |                                   | •                             | •                   |                 |
| Cemex SAB de CV                    | •              |                              |                                       |                             |                          | •            |                     |                        |                                   |                               |                     | •               |
| China Construction Bank Corp       | •              |                              |                                       |                             |                          |              |                     |                        |                                   | •                             | •                   | •               |
| China Gas Holdings Ltd             | •              |                              |                                       |                             |                          |              | •                   |                        | •                                 |                               | •                   |                 |
| China Mobile Ltd                   | •              |                              |                                       | •                           | •                        |              |                     |                        |                                   | •                             |                     | •               |
| Citigroup Inc                      | •              |                              |                                       | •                           | •                        |              |                     | •                      | •                                 |                               |                     |                 |

|                           | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|---------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
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| CK Hutchison Holdings Ltd | •              | •                            | •                                     |                             |                          | •            | •                   |                        |                                   |                               | •                   |                 |
| CNOOC Ltd                 | •              |                              |                                       |                             |                          |              |                     |                        |                                   | •                             |                     | •               |
| Coca-Cola Co/The          | •              |                              | •                                     |                             | •                        | •            | •                   | •                      |                                   | •                             |                     |                 |
| Colgate-Palmolive Co      | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| ConocoPhillips            | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               | •                   |                 |
| Costco Wholesale Corp     | •              |                              | •                                     |                             | •                        |              |                     |                        |                                   |                               | •                   |                 |
| Credit Suisse Group AG    |                |                              |                                       |                             |                          |              | •                   |                        |                                   | •                             |                     | •               |
| DBS Group Holdings Ltd    | •              | •                            |                                       | •                           |                          |              | •                   |                        |                                   |                               |                     | •               |
| Deutsche Telekom AG       |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               | •                   |                 |
| DexCom Inc                |                |                              |                                       |                             | •                        | •            | •                   | •                      |                                   |                               | •                   |                 |
| Diageo PLC                |                | •                            |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Dollarama Inc             | •              |                              |                                       |                             | •                        |              |                     | •                      |                                   |                               | •                   |                 |

|                          | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
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| Duke Energy Corp         | •              |                              | •                                     | •                           |                          |              | •                   |                        |                                   |                               |                     |                 |
| DuPont de Nemours Inc    | •              |                              | •                                     |                             | •                        |              | •                   | •                      | •                                 | •                             | •                   |                 |
| E.ON SE                  | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   | •                             | •                   |                 |
| eBay Inc                 | •              | •                            |                                       |                             | •                        | •            |                     | •                      | •                                 |                               |                     |                 |
| Eli Lilly and Co         |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     | •               |
| Enel SpA                 | •              |                              |                                       |                             |                          |              |                     |                        |                                   |                               |                     |                 |
| Engie SA                 | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| EOG Resources Inc        | •              |                              |                                       |                             | •                        | •            | •                   | •                      |                                   |                               |                     |                 |
| Equinor ASA              | •              |                              |                                       |                             |                          |              |                     |                        |                                   | •                             |                     |                 |
| Estee Lauder Cos Inc/The | •              |                              |                                       |                             |                          |              |                     |                        |                                   | •                             |                     | •               |
| Exelon Corp              | •              | •                            | •                                     |                             | •                        |              |                     | •                      |                                   |                               | •                   | •               |
| Exxon Mobil Corp         | •              |                              |                                       |                             |                          |              |                     |                        |                                   |                               |                     |                 |
| FANUC Corp               | •              |                              |                                       | •                           |                          |              |                     |                        |                                   |                               |                     | •               |
| Fast Retailing Co Ltd    | •              |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |

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| Fiat Chrysler Automobiles NV               | •              |                              |                                       |                             |                          |              | •                   | •                      | •                                 |                               |                     | •               |
| Fidelity National Information Services Inc |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               | •                   | •               |
| Ford Motor Co                              | •              |                              |                                       | •                           |                          |              | •                   | •                      | •                                 | •                             |                     |                 |
| Fortum OYJ                                 | •              |                              |                                       |                             |                          |              |                     |                        |                                   | •                             |                     |                 |
| Freeport-McMoRan Inc                       |                |                              | •                                     |                             |                          | •            |                     | •                      |                                   |                               |                     |                 |
| Fresenius SE & Co KGaA                     | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     | •               |
| FUJIFILM Holdings Corp                     |                | •                            |                                       |                             |                          |              | •                   |                        | •                                 |                               | •                   | •               |
| Geely Automobile Holdings Ltd              | •              |                              |                                       |                             | •                        |              | •                   |                        | •                                 |                               |                     | •               |
| General Electric Co                        | •              |                              |                                       |                             |                          | •            | •                   | •                      |                                   | •                             | •                   |                 |
| General Motors Co                          | •              |                              |                                       |                             |                          | •            | •                   | •                      | •                                 | •                             | •                   | •               |
| Gilead Sciences Inc                        |                |                              |                                       | •                           |                          | •            | •                   | •                      |                                   |                               |                     |                 |

|   | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
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| Goldman Sachs Group Inc/The               | •              |                              |                                       | •                           |                          |              | •                   | •                      |                                   | •                             |                     | •               |
| Grupo Financiero Banorte SAB de CV        | •              |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     | •               |
| Heineken NV                               | •              | •                            |                                       |                             | •                        |              | •                   | •                      |                                   |                               |                     |                 |
| Hennes & Mauritz AB                       | •              |                              | •                                     |                             |                          | •            |                     | •                      |                                   |                               |                     |                 |
| Honda Motor Co Ltd                        | •              |                              |                                       |                             | •                        | •            | •                   |                        | •                                 |                               | •                   |                 |
| Imperial Brands PLC                       |                | •                            |                                       |                             |                          | •            |                     | •                      |                                   | •                             |                     |                 |
| Industrial & Commercial Bank of China Ltd | •              |                              |                                       | •                           |                          |              | •                   |                        |                                   | •                             | •                   | •               |
| Infosys Ltd                               |                |                              |                                       |                             | •                        |              |                     | •                      |                                   |                               |                     |                 |
| ING Groep NV                              | •              |                              |                                       |                             |                          | •            | •                   | •                      |                                   |                               |                     | •               |
| Inpex Corp                                | •              |                              |                                       |                             | •                        |              |                     |                        | •                                 | •                             |                     |                 |
| InterContinental Hotels Group PLC         | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     | •               |
| Japan Tobacco Inc                         |                | •                            |                                       |                             |                          | •            | •                   | •                      | •                                 |                               |                     |                 |

|                                  | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
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| Jardine Matheson Holdings Ltd    | •              | •                            |                                       |                             |                          | •            | •                   |                        |                                   |                               |                     |                 |
| JD.com Inc                       |                |                              | •                                     |                             | •                        |              | •                   |                        | •                                 |                               |                     |                 |
| Kansai Electric Power Co Inc/The | •              | •                            |                                       | •                           |                          |              | •                   |                        |                                   |                               |                     |                 |
| Kinder Morgan Inc                | •              |                              |                                       |                             | •                        | •            | •                   | •                      |                                   | •                             | •                   |                 |
| Kirin Holdings Co Ltd            |                |                              | •                                     |                             | •                        | •            | •                   |                        | •                                 | •                             |                     |                 |
| Koninklijke Ahold Delhaize NV    | •              |                              | •                                     | •                           | •                        | •            |                     | •                      |                                   |                               |                     |                 |
| Kuala Lumpur Kepong Bhd          |                | •                            |                                       |                             | •                        |              | •                   |                        |                                   |                               |                     |                 |
| LG Chem Ltd                      | •              |                              |                                       |                             | •                        |              | •                   |                        |                                   |                               |                     |                 |
| Linde PLC                        | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     | •               |
| Lockheed Martin Corp             | •              |                              |                                       |                             | •                        |              |                     | •                      |                                   |                               | •                   |                 |
| L'Oreal SA                       |                | •                            |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |

|                                     | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|-------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                                     | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| LVMH Moët Hennessy Louis Vuitton SE | •              |                              |                                       |                             | •                        | •            | •                   | •                      | •                                 |                               |                     |                 |
| McDonald's Corp                     |                | •                            | •                                     | •                           | •                        | •            | •                   | •                      | •                                 | •                             |                     |                 |
| McKesson Corp                       | •              |                              |                                       | •                           | •                        |              | •                   | •                      |                                   |                               |                     | •               |
| Medtronic PLC                       |                |                              | •                                     |                             | •                        |              | •                   | •                      |                                   |                               |                     | •               |
| Merck & Co Inc                      |                |                              | •                                     |                             |                          | •            | •                   | •                      |                                   |                               |                     |                 |
| Microchip Technology Inc            |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Micron Technology Inc               |                | •                            |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Mitsubishi Corp                     | •              | •                            | •                                     |                             | •                        | •            | •                   |                        | •                                 |                               |                     |                 |
| Mitsubishi UFJ Financial Group Inc  | •              | •                            |                                       |                             |                          |              |                     |                        | •                                 |                               |                     | •               |
| Mizuho Financial Group Inc          | •              |                              |                                       |                             |                          | •            | •                   | •                      | •                                 | •                             | •                   |                 |
| MMC Norilsk Nickel PJSC             | •              |                              | •                                     |                             | •                        |              |                     |                        |                                   |                               |                     |                 |

|   | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|---|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|   | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Mondelez International Inc                    | •              | •                            |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Monster Beverage Corp                         | •              |                              |                                       |                             | •                        | •            |                     | •                      |                                   |                               | •                   |                 |
| MTN Group                                     |                |                              |                                       | •                           |                          | •            |                     |                        |                                   |                               |                     |                 |
| Mylan NV                                      |                |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| National Grid PLC                             | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     | •               |
| Natwest Group PLC                             | •              |                              |                                       | •                           |                          |              | •                   |                        |                                   | •                             |                     | •               |
| NetEase Inc                                   | •              |                              |                                       |                             |                          | •            | •                   |                        |                                   |                               | •                   | •               |
| Netflix Inc                                   |                |                              |                                       |                             | •                        |              |                     | •                      | •                                 |                               | •                   |                 |
| New Oriental Education & Technology Group Inc |                |                              |                                       |                             |                          |              | •                   |                        | •                                 |                               | •                   |                 |
| NextEra Energy Inc                            | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   | •                             |                     | •               |
| Nintendo Co Ltd                               |                |                              | •                                     |                             |                          | •            | •                   | •                      |                                   | •                             |                     |                 |
| Nomura Holdings Inc                           | •              |                              |                                       | •                           |                          |              | •                   |                        | •                                 | •                             | •                   | •               |



|   | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|---|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|   | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| NTT DOCOMO Inc                          |                |                              |                                       |                             |                          |              | •                   |                        | •                                 |                               |                     | •               |
| Nutrien Ltd                             | •              | •                            |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Occidental Petroleum Corp               | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Olympus Corp                            | •              |                              |                                       | •                           |                          |              | •                   |                        |                                   |                               |                     |                 |
| Palo Alto Networks Inc                  | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Panasonic Corp                          | •              |                              |                                       |                             |                          | •            | •                   | •                      |                                   | •                             |                     |                 |
| PayPal Holdings Inc                     | •              |                              |                                       |                             | •                        | •            |                     | •                      |                                   |                               |                     |                 |
| PepsiCo Inc                             | •              |                              | •                                     |                             |                          | •            |                     |                        |                                   |                               |                     |                 |
| Persimmon PLC                           |                |                              |                                       |                             | •                        |              |                     | •                      |                                   | •                             |                     |                 |
| Petrofac Ltd                            | •              |                              |                                       | •                           | •                        | •            | •                   | •                      |                                   |                               |                     | •               |
| Pfizer Inc                              | •              |                              |                                       |                             | •                        | •            | •                   | •                      |                                   |                               | •                   | •               |
| Phillips 66                             | •              |                              |                                       |                             | •                        | •            |                     | •                      |                                   |                               | •                   | •               |
| Ping An Insurance Group Co of China Ltd | •              |                              |                                       |                             | •                        |              |                     |                        | •                                 |                               | •                   | •               |

|                                      | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|--------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                                      | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| PNC Financial Services Group Inc/The | •              |                              |                                       |                             | •                        |              | •                   |                        |                                   |                               |                     |                 |
| Power Assets Holdings Ltd            | •              |                              |                                       |                             |                          |              |                     |                        |                                   |                               | •                   |                 |
| Procter & Gamble Co/The              |                | •                            |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| Prudential Financial Inc             | •              |                              |                                       |                             | •                        |              |                     | •                      | •                                 |                               |                     |                 |
| Reliance Industries Ltd              | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| Roche Holding AG                     |                |                              |                                       |                             |                          | •            | •                   | •                      |                                   |                               | •                   | •               |
| RWE AG                               | •              |                              |                                       | •                           |                          |              |                     | •                      |                                   |                               |                     |                 |
| salesforce.com Inc                   |                |                              |                                       |                             | •                        |              |                     | •                      |                                   | •                             |                     |                 |
| Sanofi                               |                | •                            |                                       |                             | •                        | •            | •                   | •                      |                                   | •                             |                     |                 |
| SAP SE                               |                |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     | •               |
| Sasol Ltd                            | •              |                              |                                       | •                           | •                        | •            |                     |                        |                                   |                               |                     |                 |

|                           | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|---------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                           | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Sberbank of Russia PJSC   |                |                              |                                       |                             |                          |              |                     |                        |                                   |                               | •                   | •               |
| Seven & i Holdings Co Ltd | •              | •                            |                                       |                             | •                        |              | •                   | •                      | •                                 | •                             |                     | •               |
| Severstal PAO             | •              |                              |                                       |                             | •                        |              |                     |                        |                                   |                               |                     |                 |
| Sherwin-Williams Co/The   |                |                              |                                       |                             |                          |              | •                   | •                      |                                   | •                             | •                   |                 |
| Siam Cement PCL/The       | •              |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Siemens AG                | •              |                              |                                       |                             |                          | •            |                     | •                      |                                   | •                             |                     |                 |
| SK Holdings Co Ltd        |                |                              |                                       |                             |                          | •            |                     |                        | •                                 |                               |                     |                 |
| SK Hynix Inc              |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Sony Corp                 | •              | •                            |                                       |                             | •                        | •            |                     | •                      |                                   | •                             |                     |                 |
| Southern Co/The           | •              |                              | •                                     | •                           |                          |              |                     |                        |                                   |                               |                     |                 |
| Standard Chartered PLC    | •              |                              |                                       |                             |                          |              |                     |                        |                                   |                               |                     |                 |
| Starbucks Corp            |                |                              | •                                     | •                           | •                        |              |                     |                        |                                   |                               |                     |                 |

|                                      | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|--------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                                      | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Subaru Corp                          | •              |                              |                                       |                             |                          | •            |                     |                        | •                                 | •                             |                     | •               |
| Sumitomo Mitsui Financial Group Inc  | •              | •                            |                                       |                             | •                        |              | •                   |                        | •                                 | •                             |                     | •               |
| Suncor Energy Inc                    | •              |                              | •                                     |                             |                          |              |                     | •                      |                                   | •                             |                     |                 |
| Suzuki Motor Corp                    | •              |                              |                                       |                             |                          | •            | •                   |                        | •                                 |                               |                     |                 |
| Swire Pacific Ltd                    | •              |                              | •                                     |                             |                          |              | •                   |                        |                                   | •                             |                     |                 |
| Takeda Pharmaceutical Co Ltd         | •              |                              |                                       |                             |                          | •            | •                   | •                      |                                   |                               |                     | •               |
| Telkom Indonesia Persero Tbk PT      |                |                              |                                       |                             |                          |              |                     |                        |                                   |                               | •                   |                 |
| Teva Pharmaceutical Industries Ltd   |                |                              | •                                     |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| Thermo Fisher Scientific Inc         |                |                              |                                       |                             | •                        | •            |                     | •                      |                                   |                               | •                   |                 |
| Tokyo Electric Power Co Holdings Inc | •              |                              |                                       |                             |                          |              | •                   |                        |                                   | •                             |                     |                 |

|                                | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|--------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                                | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Toray Industries Inc           | •              |                              |                                       |                             | •                        |              | •                   |                        | •                                 | •                             |                     |                 |
| Toshiba Corp                   |                |                              |                                       | •                           |                          |              | •                   |                        | •                                 |                               | •                   |                 |
| UniCredit SpA                  | •              |                              |                                       | •                           | •                        |              |                     |                        |                                   |                               |                     |                 |
| Uni-President Enterprises Corp | •              | •                            | •                                     |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| UnitedHealth Group Inc         |                |                              |                                       |                             | •                        | •            | •                   | •                      |                                   | •                             | •                   | •               |
| Valero Energy Corp             | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               | •                   |                 |
| Veolia Environnement SA        | •              |                              |                                       |                             | •                        |              | •                   | •                      |                                   | •                             |                     |                 |
| Vinci SA                       | •              |                              |                                       |                             | •                        |              | •                   | •                      |                                   |                               |                     | •               |
| Volkswagen AG                  |                |                              |                                       | •                           |                          |              | •                   | •                      |                                   |                               | •                   | •               |
| Volvo AB                       | •              |                              |                                       |                             |                          | •            | •                   | •                      |                                   |                               |                     |                 |
| Walgreens Boots Alliance Inc   |                | •                            | •                                     | •                           | •                        |              | •                   |                        |                                   |                               | •                   |                 |
| Walmart Inc                    | •              | •                            | •                                     |                             | •                        |              | •                   |                        |                                   |                               |                     |                 |
| Walt Disney Co/The             |                |                              |                                       | •                           | •                        |              | •                   | •                      | •                                 |                               |                     |                 |

|               | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|---------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|               | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Whitbread PLC |                |                              | •                                     |                             | •                        |              |                     |                        |                                   |                               |                     | •               |
| Yandex NV     |                |                              |                                       |                             |                          |              |                     |                        | •                                 |                               |                     | •               |
| Zoetis Inc    |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |

|                             | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|-----------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                             | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| <b>Tier 3</b>               |                |                              |                                       |                             |                          |              |                     |                        |                                   |                               |                     |                 |
| Adobe Inc                   | •              |                              |                                       | •                           | •                        |              | •                   | •                      |                                   |                               | •                   |                 |
| Akzo Nobel NV               |                |                              |                                       |                             | •                        |              |                     | •                      |                                   |                               | •                   |                 |
| Allianz SE                  |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Allstate Corp/The           |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Altria Group Inc            |                |                              |                                       | •                           |                          |              |                     | •                      |                                   |                               |                     |                 |
| Ameren Corp                 | •              |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| American Express Co         | •              |                              |                                       |                             | •                        |              |                     | •                      |                                   |                               |                     | •               |
| American Tower Corp         |                |                              |                                       |                             | •                        |              |                     | •                      | •                                 |                               |                     |                 |
| American Water Works Co Inc |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Amgen Inc                   |                |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| Anhui Conch Cement Co Ltd   | •              |                              |                                       |                             |                          |              |                     |                        |                                   |                               |                     |                 |
| Anthem Inc                  | •              |                              |                                       |                             |                          |              | •                   | •                      | •                                 |                               | •                   |                 |

|                                  | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|----------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                                  | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| ASML Holding NV                  |                |                              |                                       |                             | •                        |              |                     | •                      |                                   |                               |                     |                 |
| Astellas Pharma Inc              |                |                              |                                       |                             |                          | •            |                     |                        | •                                 |                               |                     |                 |
| Atlas Copco AB                   |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| AXA SA                           | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| Babcock International Group PLC  |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Bank Mandiri Persero Tbk PT      |                | •                            |                                       |                             |                          |              |                     |                        |                                   |                               | •                   |                 |
| Bank of China Ltd                |                |                              |                                       |                             |                          |              |                     |                        |                                   | •                             |                     | •               |
| Bank of New York Mellon Corp/The | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Bank of Nova Scotia/The          | •              |                              |                                       |                             |                          |              |                     | •                      |                                   | •                             |                     | •               |
| Barrick Gold Corp                |                |                              |                                       |                             |                          | •            | •                   | •                      |                                   | •                             |                     |                 |
| Baxter International Inc         |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| BT Group PLC                     |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |



|  | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|--|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|  | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Capital One Financial Corp                   | •              |                              |                                       |                             |                          | •            | •                   | •                      |                                   | •                             |                     | •               |
| Carlsberg AS                                 |                |                              |                                       |                             | •                        |              |                     | •                      |                                   |                               |                     |                 |
| CEZ AS                                       | •              |                              |                                       |                             | •                        |              |                     |                        |                                   |                               |                     |                 |
| Chubb Ltd                                    |                |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| Cie Financiere Richemont SA                  |                |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               | •                   |                 |
| Cie Generale des Etablissements Michelin SCA |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Cigna Corp                                   |                |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| Cisco Systems Inc                            | •              | •                            |                                       |                             | •                        |              | •                   | •                      | •                                 | •                             |                     |                 |
| CME Group Inc                                | •              |                              |                                       |                             |                          |              |                     |                        | •                                 |                               |                     |                 |
| Comcast Corp                                 | •              |                              |                                       |                             | •                        |              |                     | •                      | •                                 |                               | •                   | •               |
| Commonwealth Bank of Australia               | •              |                              |                                       |                             | •                        |              |                     | •                      |                                   |                               |                     |                 |
| Continental AG                               |                |                              |                                       |                             |                          |              | •                   |                        | •                                 | •                             |                     | •               |

|                                      | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|--------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                                      | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Cummins Inc                          |                |                              | •                                     |                             | •                        |              |                     | •                      |                                   |                               |                     |                 |
| CVS Health Corp                      |                |                              |                                       | •                           |                          |              | •                   | •                      |                                   | •                             |                     | •               |
| Danaher Corp                         |                |                              |                                       |                             |                          |              |                     |                        | •                                 |                               | •                   |                 |
| Delta Air Lines Inc                  |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Deutsche Boerse AG                   |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| DSV PANALPINA A/S                    |                |                              |                                       |                             | •                        |              |                     | •                      |                                   |                               |                     |                 |
| East Japan Railway Co                |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Edison International                 | •              |                              |                                       |                             |                          |              | •                   | •                      | •                                 | •                             |                     | •               |
| Equifax Inc                          |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               | •                   | •               |
| FedEx Corp                           | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               | •                   |                 |
| Fomento Economico Mexicano SAB de CV |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| General Mills Inc                    | •              | •                            |                                       |                             | •                        | •            |                     |                        |                                   |                               |                     |                 |
| HeidelbergCement AG                  | •              |                              |                                       |                             | •                        | •            | •                   | •                      |                                   |                               | •                   |                 |

|                                      | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|--------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                                      | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Home Depot Inc/The                   |                |                              |                                       |                             | •                        |              |                     |                        | •                                 |                               |                     |                 |
| Honeywell International Inc          | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               | •                   |                 |
| Housing Development Finance Corp Ltd |                |                              |                                       |                             |                          |              | •                   |                        |                                   | •                             |                     |                 |
| HP Inc                               |                |                              |                                       |                             |                          |              |                     |                        | •                                 |                               |                     |                 |
| Industria de Diseno Textil SA        |                | •                            |                                       |                             |                          | •            |                     |                        |                                   |                               |                     |                 |
| Intel Corp                           | •              | •                            |                                       |                             | •                        |              |                     | •                      |                                   | •                             |                     |                 |
| International Business Machines Corp | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     | •               |
| Itau Unibanco Holding SA             | •              |                              |                                       |                             |                          |              | •                   |                        |                                   | •                             |                     |                 |
| JBS SA                               |                | •                            |                                       | •                           |                          |              | •                   |                        |                                   |                               |                     | •               |
| Kao Corp                             | •              | •                            |                                       |                             | •                        |              | •                   |                        |                                   |                               |                     |                 |

|                                 | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|---------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                                 | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| KDDI Corp                       |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Kerry Group PLC                 | •              |                              |                                       |                             |                          |              |                     |                        |                                   |                               |                     |                 |
| Keyence Corp                    |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Kraft Heinz Co/The              | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Kyocera Corp                    | •              |                              |                                       |                             |                          |              | •                   | •                      | •                                 |                               |                     | •               |
| Link REIT                       |                |                              | •                                     |                             |                          | •            |                     |                        |                                   |                               |                     |                 |
| Lloyds Banking Group PLC        |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| London Stock Exchange Group PLC |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Marks & Spencer Group PLC       | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Marsh & McLennan Cos Inc        |                |                              |                                       |                             |                          |              |                     | •                      |                                   | •                             | •                   |                 |
| Mastercard Inc                  |                |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     | •               |
| Match Group Inc                 |                |                              |                                       |                             | •                        |              | •                   | •                      | •                                 |                               | •                   | •               |
| Meituan                         |                |                              |                                       |                             |                          |              | •                   |                        | •                                 |                               |                     |                 |

|   | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|---|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|   | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| MetLife Inc   | •              |                              |                                       | •                           |                          |              |                     | •                      | •                                 | •                             |                     |                 |
| Microsoft Corp  |                | •                            |                                       | •                           | •                        |              |                     | •                      |                                   |                               |                     |                 |
| Morgan Stanley  | •              |                              |                                       | •                           | •                        |              | •                   | •                      |                                   | •                             | •                   | •               |
| Muenchener Rueckversicherungs-Gesellschaft AG in Muenchen | •              |                              |                                       | •                           |                          |              |                     |                        |                                   |                               |                     |                 |
| Murata Manufacturing Co Ltd                               | •              |                              |                                       |                             |                          |              | •                   |                        | •                                 |                               |                     | •               |
| Naspers Ltd   |                |                              |                                       |                             |                          |              | •                   | •                      |                                   | •                             |                     |                 |
| NIKE Inc  |                |                              |                                       | •                           | •                        | •            |                     | •                      |                                   |                               |                     |                 |
| Nippon Telegraph & Telephone Corp                         | •              |                              |                                       | •                           |                          |              | •                   |                        |                                   |                               |                     |                 |
| Novo Nordisk A/S  |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| NVIDIA Corp   |                |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| Orange SA   |                |                              |                                       |                             | •                        |              |                     | •                      | •                                 |                               |                     |                 |
| ORIX Corp   | •              |                              |                                       |                             | •                        |              | •                   |                        |                                   |                               |                     |                 |

|                                     | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|-------------------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                                     | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Orsted AS                           |                |                              |                                       |                             | •                        | •            |                     |                        |                                   |                               |                     |                 |
| Philip Morris International Inc     |                |                              |                                       |                             |                          |              |                     |                        |                                   | •                             |                     |                 |
| PPG Industries Inc                  | •              |                              |                                       |                             |                          |              | •                   |                        | •                                 |                               |                     |                 |
| Public Service Enterprise Group Inc | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     | •               |
| QUALCOMM Inc                        |                |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               | •                   |                 |
| Schlumberger NV                     | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Schneider Electric SE               |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Severn Trent PLC                    |                |                              |                                       | •                           | •                        |              |                     |                        |                                   | •                             |                     |                 |
| Shin-Etsu Chemical Co Ltd           |                |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Shinhan Financial Group Co Ltd      |                |                              |                                       | •                           | •                        |              | •                   |                        | •                                 | •                             |                     | •               |
| Societe Generale SA                 |                |                              |                                       | •                           |                          |              |                     | •                      |                                   |                               |                     | •               |
| SSE PLC                             | •              |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |

|   | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|---|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|   | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Swiss Re AG                               |                |                              |                                       | •                           | •                        |              | •                   |                        |                                   |                               |                     |                 |
| Taiwan Semiconductor Manufacturing Co Ltd | •              | •                            |                                       |                             |                          |              |                     | •                      |                                   |                               |                     | •               |
| Target Corp                               |                |                              |                                       |                             |                          |              | •                   | •                      |                                   | •                             |                     |                 |
| Tatneft PJSC                              | •              |                              |                                       |                             |                          |              | •                   |                        |                                   |                               |                     |                 |
| Telecom Italia SpA/Milano                 |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Texas Instruments Inc                     | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| TJX Cos Inc/The                           |                |                              |                                       |                             |                          | •            |                     | •                      | •                                 |                               |                     |                 |
| T-Mobile US Inc                           |                |                              |                                       |                             | •                        |              |                     | •                      | •                                 | •                             |                     |                 |
| Travelers Cos Inc/The                     | •              |                              |                                       |                             |                          |              |                     | •                      |                                   | •                             | •                   | •               |
| TUI AG                                    |                |                              |                                       |                             |                          |              |                     | •                      |                                   | •                             |                     |                 |
| Twitter Inc                               |                |                              |                                       |                             |                          |              | •                   | •                      |                                   | •                             |                     |                 |
| UBS Group AG                              |                |                              |                                       | •                           |                          |              |                     |                        |                                   |                               |                     |                 |

|                            | Environmental  |                              |                                       | Social and Ethical          |                          |              | Governance          |                        | Strategy, Risk and Communication  |                               |                     |                 |
|----------------------------|----------------|------------------------------|---------------------------------------|-----------------------------|--------------------------|--------------|---------------------|------------------------|-----------------------------------|-------------------------------|---------------------|-----------------|
|                            | Climate Change | Natural Resource Stewardship | Pollution, Waste and Circular Economy | Conduct, Culture and Ethics | Human Capital Management | Human Rights | Board Effectiveness | Executive Remuneration | Shareholder Protection and Rights | Business Purpose and Strategy | Corporate Reporting | Risk Management |
| Unilever NV                | •              |                              |                                       |                             |                          |              |                     | •                      |                                   | •                             |                     |                 |
| Union Pacific Corp         | •              |                              |                                       |                             |                          |              | •                   | •                      |                                   |                               |                     |                 |
| United Parcel Service Inc  | •              |                              |                                       |                             |                          |              |                     | •                      | •                                 |                               |                     |                 |
| US Bancorp                 |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     |                 |
| Verizon Communications Inc |                |                              |                                       |                             | •                        |              |                     |                        |                                   |                               |                     | •               |
| Vestas Wind Systems A/S    |                |                              |                                       |                             | •                        |              |                     |                        |                                   |                               |                     |                 |
| Visa Inc                   | •              |                              |                                       |                             | •                        | •            |                     | •                      |                                   |                               |                     | •               |
| Vodafone Group PLC         |                |                              |                                       |                             | •                        |              |                     |                        |                                   |                               |                     |                 |
| Vulcan Materials Co        | •              |                              |                                       |                             |                          | •            |                     | •                      |                                   |                               |                     |                 |
| Waste Management Inc       | •              |                              | •                                     |                             | •                        |              | •                   | •                      |                                   | •                             | •                   |                 |
| XPO Logistics Inc          |                |                              |                                       |                             | •                        | •            | •                   | •                      |                                   |                               | •                   |                 |
| Zurich Insurance Group AG  |                |                              |                                       |                             |                          |              |                     | •                      |                                   |                               |                     | •               |



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