Priority Companies and Your Fund

The table below highlights the companies on our annual priority engagement list with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. Priority companies are selected through a detailed analysis of client holdings, proprietary ESG risk scores, engagement history and the Responsible Investment team's judgement and expertise. Each priority company has defined engagement objectives set at the beginning of each year. Engagement activity levels for priority companies are more intensive than for companies where we engage more reactively. For full details of our engagements with companies please refer to the online reo° client portal.

	1		I	Themes engaged						
Name	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
AbbVie Inc	Health Care	Lou Rating	Good				-	_		
Adani Ports & Special Economic Zone Ltd	Industrials		Good							
Amazon.com Inc	Consumer Discretionary		Poor							
Anglo American PLC	Materials	•	Good	•						
Bayer AG	Health Care		Good							
BHP Group Ltd	Materials		Good							
BP PLC	Energy		Good							
Broadcom Inc	Information Technology	•	Good							
Chevron Corp	Energy		Adequate							
ConocoPhillips	Energy		Adequate							
Credit Suisse Group AG	Financials		Good							
Exxon Mobil Corp	Energy		Good							
GFL Environmental Inc	Industrials									
Haier Smart Home Co Ltd	Consumer Discretionary		Good							
Henry Schein Inc	Health Care		Good							
Hon Hai Precision Industry Co Ltd	Information Technology		Adequate							
LyondellBasell Industries NV	Materials		Adequate							
Marriott International Inc/MD	Consumer Discretionary		Good							
Moderna Inc	Health Care		Good							
Mondelez International Inc	Consumer Staples		Good							
Phillips 66	Energy									

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

		1		Themes engaged						
Name	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Rio Tinto Ltd	Materials	0	Good							
Sasol Ltd	Materials		Adequate							
Shell PLC	Energy		Good							
Singapore Airlines Ltd	Industrials	•								
SMC Corp	Industrials		Good							
Solvay SA	Materials		Adequate							
Southwest Airlines Co	Industrials		Adequate							
Suzano SA	Materials		Poor							
Tesla Inc	Consumer Discretionary	•								
TJX Cos Inc/The	Consumer Discretionary	•								
Toyota Motor Corp	Consumer Discretionary	•	Good							
Wayfair Inc	Consumer Discretionary									



Engagements and Your Fund: Red rated

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**° client portal.

	1			Themes engaged						
Name	Country	Sector	Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Adani Ports & Special Economic Zone Ltd	India	Industrials	~							
AT&T Inc	United States	Communication Services								
BB Seguridade Participacoes SA	Brazil	Financials								
China Northern Rare Earth Group High-Tech Co Ltd	China	Materials								
China Shenhua Energy Co Ltd	China	Energy								
Coal India Ltd	India	Energy								
Coterra Energy Inc	United States	Energy								
DISH Network Corp	United States	Consumer Discretionary								
Ford Motor Co	United States	Consumer Discretionary								
GFL Environmental Inc	Canada	Industrials	-							
Grupo Mexico SAB de CV	Mexico	Materials								
Hengyi Petrochemical Co Ltd	China	Materials								
Jardine Matheson Holdings Ltd	Hong Kong	Industrials								
JBS SA	Brazil	Consumer Staples								
Kingboard Laminates Holdings Ltd	Hong Kong	Information Technology								
Largan Precision Co Ltd	Taiwan	Information Technology								
Moderna Inc	United States	Health Care	~							
Oil & Natural Gas Corp Ltd	India	Energy								
Pfizer Inc	United States	Health Care								
Rongsheng Petrochemical Co Ltd	China	Materials								
Southwest Airlines Co	United States	Industrials	~							
Suzano SA	Brazil	Materials	~							
Suzuki Motor Corp	Japan	Consumer Discretionary								
Teva Pharmaceutical Industries Ltd	Israel	Health Care								
Universal Health Services Inc	United States	Health Care								

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

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						Them	es engaged			
Name	Country	Sector	Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Veeva Systems Inc	United States	Health Care								
Volkswagen AG	Germany	Consumer Discretionary								

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.







Engagements and Your Fund: Orange rated

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**° client portal.

	1		1	Themes engaged						
Name	Country	Sector	Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
A O Smith Corp	United States	Industrials								
Abbott Laboratories	United States	Health Care								
Alphabet Inc	United States	Information Technology								
AMETEK Inc	United States	Industria l s								
ANTA Sports Products Ltd	China	Consumer Discretionary								
Asahi Intecc Co Ltd	Japan	Health Care								
Bachem Holding AG	Switzerland	Health Care								
Bayer AG	Germany	Health Care	~							
BRF SA	Brazil	Consumer Staples								
BYD Co Ltd	China	Consumer Discretionary								
Canadian Natural Resources Ltd	Canada	Energy								
CF Industries Holdings Inc	United States	Materials								
Commercial Bank PSQC/The	Qatar	Financials								
Costco Wholesale Corp	United States	Consumer Staples								
Dali Foods Group Co Ltd	China	Consumer Staples								
DiaSorin SpA	Italy	Health Care								
Ecopetrol SA	Colombia	Energy								
EMS-Chemie Holding AG	Switzerland	Materials								
Garmin Ltd	Switzerland	Consumer Discretionary								
Geely Automobile Holdings Ltd	Hong Kong	Consumer Discretionary								
General Dynamics Corp	United States	Industrials								
General Motors Co	United States	Consumer Discretionary								
Getinge AB	Sweden	Health Care								
Glencore PLC	Switzerland	Materials								
Haier Smart Home Co Ltd	China	Consumer Discretionary	~							

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

	I	I	ı	Themes engaged						
None			Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Name Hankook Tire & Technology Co Ltd	Country South Korea	Sector Consumer Discretionary	_	0	ш s					
Henry Schein Inc	United States	Health Care	.,							
	Taiwan		-							
Hon Hai Precision Industry Co Ltd		Information Technology	-							
Inner Mongolia Yili Industrial Group Co Ltd	China	Consumer Staples								
Kingsoft Corp Ltd	China	Information Technology								
Li Ning Co Ltd	China	Consumer Discretionary								
Marriott International Inc/MD	United States	Consumer Discretionary	~							
McDonald's Corp	United States	Consumer Discretionary								
Mohawk Industries Inc	United States	Consumer Discretionary								
Nisshin Seifun Group Inc	Japan	Consumer Staples								
Packaging Corp of America	United States	Materials								
Petroleo Brasileiro SA	Brazil	Energy								
Renault SA	France	Consumer Discretionary								
Richter Gedeon Nyrt	Hungary	Health Care								
Rollins Inc	United States	Industrials								
Ross Stores Inc	United States	Consumer Discretionary								
Saudi Arabian Oil Co	Saudi Arabia	Energy								
Shandong Weigao Group Medical Polymer Co Ltd	China	Health Care								
Shanghai Pudong Development Bank Co Ltd	China	Financials								
Sino Biopharmaceutical Ltd	Hong Kong	Health Care								
SMC Corp	Japan	Industrials	~							
Teleflex Inc	United States	Health Care								
Union Pacific Corp	United States	Industrials			•					
Uni-President China Holdings Ltd	China	Consumer Staples								
Wan Hai Lines Ltd	Taiwan	Industrials								
Wayfair Inc	United States	Consumer Discretionary	~							
Yakult Honsha Co Ltd	Japan	Consumer Staples								







Engagements and Your Fund: Yellow rated

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**° client portal.

	I	I		Themes engaged						
Name	Country	Sector	Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
AbbVie Inc	United States	Health Care	~							
Activision Blizzard Inc	United States	Information Technology								
Air Products and Chemicals Inc	United States	Materials								
Alcon Inc	Switzerland	Health Care								
Alibaba Group Holding Ltd	China	Information Technology								
Align Technology Inc	United States	Health Care								
Amazon.com Inc	United States	Consumer Discretionary	~							
Apple Inc	United States	Information Technology								
Baidu Inc	China	Information Technology								
Bank of Shanghai Co Ltd	China	Financials								
Bank Rakyat Indonesia Persero Tbk PT	Indonesia	Financials								
Bayerische Motoren Werke AG	Germany	Consumer Discretionary								
BP PLC	United Kingdom	Energy	~							
Broadcom Inc	United States	Information Technology	~							
Canadian National Railway Co	Canada	Industrials								
Chevron Corp	United States	Energy	~							
Cintas Corp	United States	Industrials								
ConocoPhillips	United States	Energy	~							
Continental AG	Germany	Consumer Discretionary								
Cooper Cos Inc/The	United States	Health Care								
Covestro AG	Germany	Materials								
CSPC Pharmaceutical Group Ltd	China	Health Care								
Deutsche Lufthansa AG	Germany	Industrials								
Devon Energy Corp	United States	Energy								
DexCom Inc	United States	Health Care		•						

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

	ı	1	ı	Themes engaged						
Name	Country	Sector	Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Discovery Ltd	South Africa	Financials								
Elanco Animal Health Inc	United States	Health Care								
Eli Lilly & Co	United States	Health Care								
EssilorLuxottica SA	France	Health Care								
Estee Lauder Cos Inc/The	United States	Consumer Staples								
Evergreen Marine Corp Taiwan Ltd	Taiwan	Industrials								
Exact Sciences Corp	United States	Health Care								
Exxon Mobil Corp	United States	Energy	~							
Ferrari NV	Italy	Consumer Discretionary								
First Republic Bank/CA	United States	Financials								
Freeport-McMoRan Inc	United States	Materia l s								
Ganfeng Lithium Co Ltd	China	Materia l s								
HCA Healthcare Inc	United States	Health Care								
HelloFresh SE	Germany	Consumer Discretionary								
Hikma Pharmaceuticals PLC	Jordan	Health Care								
Hoya Corp	Japan	Health Care								
Incyte Corp	United States	Health Care								
Intuitive Surgical Inc	United States	Health Care								
Japan Exchange Group Inc	Japan	Financials								
Jazz Pharmaceuticals PLC	Ireland	Health Care								
Keio Corp	Japan	Industrials								
Kingboard Holdings Ltd	Hong Kong	Information Technology								
LG Electronics Inc	South Korea	Consumer Discretionary								
Lululemon Athletica Inc	Canada	Consumer Discretionary								
Marathon Oil Corp	United States	Energy								
Meituan	China	Consumer Discretionary								
Mercedes-Benz Group AG	Germany	Consumer Discretionary								
Mitsubishi UFJ Financial Group Inc	Japan	Financials								
Moncler SpA	Italy	Consumer Discretionary								
Mondelez International Inc	United States	Consumer Staples	~							
NetEase Inc	China	Information Technology								
NIKE Inc	United States	Consumer Discretionary								
NIO Inc	China	Consumer Discretionary								
Nissin Foods Holdings Co Ltd	Japan	Consumer Staples								
Norfolk Southern Corp	United States	Industrials								
Occidental Petroleum Corp	United States	Energy								
Oracle Corp	United States	Information Technology								

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.



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WH Group Ltd Hong Kong Consumer Staples	Waste Connections Inc	United States	Industrials								
	Waste Management Inc	United States	Industrials								
Williams Cos Inc/The United States Energy	WH Group Ltd	Hong Kong	Consumer Staples								
	Williams Cos Inc/The	United States	Energy								

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

						Them	es engaged			
Name	Country	Sector	Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Win Semiconductors Corp	Taiwan	Information Technology								
Yuhan Corp	South Korea	Health Care								





Engagements and Your Fund: Green rated

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**° client portal.

	1	I	1 1	Themes engaged							
Name	Country	Sector	Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance	
ABIOMED Inc	United States	Health Care									
Abu Dhabi Commercial Bank PJSC	United Arab Emirates	Financials									
adidas AG	Germany	Consumer Discretionary									
Adobe Inc	United States	Information Technology									
Agnico Eagle Mines Ltd	Canada	Materials									
Air Liquide SA	France	Materials									
Amorepacific Corp	South Korea	Consumer Staples									
AMOREPACIFIC Group	South Korea	Consumer Staples									
Anglo American PLC	United Kingdom	Materials	~								
Antofagasta PLC	Chile	Materials									
Archer-Daniels-Midland Co	United States	Consumer Staples									
Asian Paints Ltd	India	Materials									
Associated British Foods PLC	United Kingdom	Consumer Staples									
Astellas Pharma Inc	Japan	Health Care									
Barclays PLC	United Kingdom	Financials									
BHP Group Ltd	Australia	Materials	~								
BOC Hong Kong Holdings Ltd	Hong Kong	Financials									
Bristol-Myers Squibb Co	United States	Health Care									
Bunge Ltd	United States	Consumer Staples									
Carlsberg AS	Denmark	Consumer Staples									
Carrier Global Corp	United States	Industrials									
Caterpillar Inc	United States	Industrials									
Cenovus Energy Inc/CA	Canada	Energy									
China Medical System Holdings Ltd	China	Health Care									
Chr Hansen Holding A/S	Denmark	Materials									
	•										

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

	I	1	1	Themes engaged						
Name	Country	Sector	Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Clicks Group Ltd	South Africa	Consumer Staples			ш 0)					
Compass Group PLC	United Kingdom	Consumer Discretionary								
Credit Suisse Group AG	Switzerland	Financials	~							
CyberArk Software Ltd	Israel	Information Technology								
DBS Group Holdings Ltd	Singapore	Financials								
Deutsche Post AG	Germany	Industrials								
Dropbox Inc	United States	Information Technology								
DuPont de Nemours Inc	United States	Materials								
E.ON SE	Germany	Utilities								
Electronic Arts Inc	United States	Information Technology								
Enbridge Inc	Canada	Energy								
Equinix Inc	United States	Real Estate								
Equinor ASA	Norway	Energy								
Essity AB	Sweden	Consumer Staples								
Fast Retailing Co Ltd	Japan	Consumer Discretionary								
Fortescue Metals Group Ltd	Australia	Materials								
General Mills Inc	United States	Consumer Staples								
Genmab A/S	Denmark	Health Care								
Goldman Sachs Group Inc/The	United States	Financials								
GSK PLC	United Kingdom	Health Care								
Halma PLC	United Kingdom	Information Technology								
Hermes International	France	Consumer Discretionary								
Home Depot Inc/The	United States	Consumer Discretionary								
IDEXX Laboratories Inc	United States	Health Care								
Infineon Technologies AG	Germany	Information Technology								
Intel Corp	United States	Information Technology								
International Business Machines Corp	United States	Information Technology								
International Flavors & Fragrances Inc	United States	Materials								
J Sainsbury PLC	United Kingdom	Consumer Staples								
Kalbe Farma Tbk PT	Indonesia	Health Care								
Kimberly-Clark Corp	United States	Consumer Staples								
Kingdee International Software Group Co Ltd	China	Information Technology								
Kone OYJ	Finland	Industrials								
Kroger Co/The	United States	Consumer Staples								
Kubota Corp	Japan	Industrials								
Kuehne + Nagel International AG	Switzerland	Industrials								
Kumba Iron Ore Ltd	South Africa	Materials								

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

	1	I	1	Themes engaged						
Name	Country	Sector	Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance
Linde PLC	United Kingdom	Materials	<u>.</u>		ш <i>б</i> ,					
Lojas Renner SA	Brazil	Consumer Discretionary								
Lonza Group AG	Switzer l and	Health Care								
Lowe's Cos Inc	United States	Consumer Discretionary								
LyondellBasell Industries NV	United States	Materials	V							
Marico Ltd	India	Consumer Staples								
McCormick & Co Inc/MD	United States	Consumer Staples								
MediaTek Inc	Taiwan	Information Technology								
Merck KGaA	Germany	Health Care								
Microsoft Corp	United States	Information Technology								
Mr Price Group Ltd	South Africa	Consumer Discretionary								
National Australia Bank Ltd	Australia	Financials								
NAVER Corp	South Korea	Information Technology								
NCSoft Corp	South Korea	Information Technology								
Newmont Corp	United States	Materials								
Next PLC	United Kingdom	Consumer Discretionary								
Nintendo Co Ltd	Japan	Information Technology								
Nippon Yusen KK	Japan	Industrials								
Nokia Oyj	Finland	Information Technology								
Northrop Grumman Corp	United States	Industrials								
NXP Semiconductors NV	Netherlands	Information Technology								
Orange SA	France	Communication Services								
Orica Ltd	Australia	Materials								
Panasonic Holdings Corp	Japan	Consumer Discretionary								
Pandora A/S	Denmark	Consumer Discretionary								
Paycom Software Inc	United States	Information Technology								
PepsiCo Inc	United States	Consumer Staples								
Phillips 66	United States	Energy	~							
PPG Industries Inc	United States	Materials								
Puma SE	Germany	Consumer Discretionary								
Ramsay Health Care Ltd	Australia	Health Care								
Regions Financial Corp	United States	Financials								
S&P Global Inc	United States	Financials								
Salesforce Inc	United States	Information Technology								
Samsung SDI Co Ltd	South Korea	Information Technology								
SGS SA	Switzerland	Industrials								
Shell PLC	United Kingdom	Energy	•							

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

	1	ı		Themes engaged							
Name	Country	Sector	Priority Company	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance	
Sika AG	Switzerland	Materials									
SK Innovation Co Ltd	South Korea	Energy									
Skyworks Solutions Inc	United States	Information Technology									
Solvay SA	Belgium	Materials	~								
Standard Chartered PLC	United Kingdom	Financials									
Sumitomo Chemical Co Ltd	Japan	Materials									
Suncor Energy Inc	Canada	Energy									
Symrise AG	Germany	Materials									
Tata Consultancy Services Ltd	India	Information Technology									
TC Energy Corp	Canada	Energy									
Telefonaktiebolaget LM Ericsson	Sweden	Information Technology									
Tesco PLC	United Kingdom	Consumer Staples									
Texas Instruments Inc	United States	Information Technology									
TotalEnergies SE	France	Energy									
Tractor Supply Co	United States	Consumer Discretionary									
UBS Group AG	Switzerland	Financials									
Unilever PLC	United Kingdom	Consumer Staples									
Vifor Pharma AG	Switzerland	Health Care									
Woodside Energy Group Ltd	Australia	Energy									
Yamaha Motor Co Ltd	Japan	Consumer Discretionary									
Zoetis Inc	United States	Health Care									







Milestones and Your Fund

The table below highlights the companies with which we have recorded milestones on your behalf in the past quarter and which you currently hold within your portfolio. Milestones are engagement outcomes which we have identified and is rated on the extent to which it protects or enhances investor value. For full details of our engagements which led to one star milestones please refer to the online reo° client portal.

	ı	I	ı	1 1	Themes engaged						
Name	Country	Sector	Priority Company	ESG Rating	Climate Change	Environmental Stewardship	Business Ethics	Human Rights	Labour Standards	Public Health	Corporate Governance

Archer-Daniels-Midland Co	United States	Consumer Staples									
BHP Group Ltd	Australia	Materials	~								
Equinor ASA	Norway	Energy									
South32 Ltd	Australia	Materials									
**											
China Petroleum & Chemical Corp	China	Energy									
Dominion Energy Inc	United States	Utilities	~								
EPAM Systems Inc	United States	Information Technology									
Teva Pharmaceutical Industries Ltd	Israel	Health Care									
Thermo Fisher Scientific Inc	United States	Health Care									
Unicharm Corp	Japan	Consumer Staples		•							
Volkswagen AG	Germany	Consumer Discretionary									
*											
Dali Foods Group Co Ltd	China	Consumer Staples									
TotalEnergies SE	France	Energy									

ESG Risk Rating:



