Responsible Ownership Activity Report

Togethr





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Welcome

Welcome to our 2024 Responsible Ownership Activity Report, which outlines the engagement, public policy and proxy voting, if applicable, carried out by **reo**[°].

The purpose of our **reo**[°] (responsible engagement overlay) service is to engage with companies held in portfolios with a view to promoting the adoption of better environmental, social and governance (ESG) practices.

The team does this through engaging with investee companies and voting proxies, if applicable on behalf of clients. We also work with the wider investment and policy community to address the systemic sustainability risks facing the economy and financial system. Ultimately, we view engagement not only as a tool to identify and manage ESG risks, but also as a mechanism to create positive impact for the environment and society.

This report sets out detailed information about how we have engaged with companies on your behalf over the past year.

Our engagement highlights

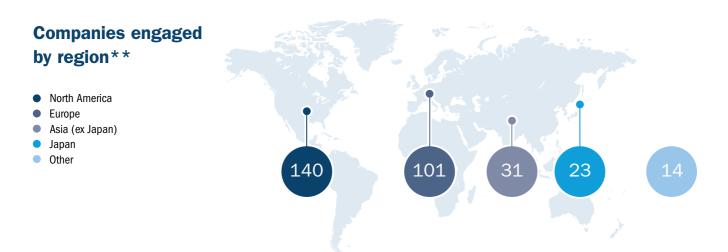


Engagements by theme *

 Climate Change 	2
 Environmental Stewardship 	1
 Human Rights 	
 Labour Standards 	1
Public Health	:
 Corporate Governance 	19
 Business Conduct 	

Milestones achieved by theme





Source: CTI Asset Management, 31-Dec-24

*Companies may have been engaged on more than one issue.

**Corporate actions may cause slight variance in annual engagement

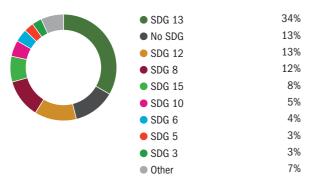
activity reporting when compared to quarterly reporting.

Engagements and Sustainable Development Goals (SDGs)

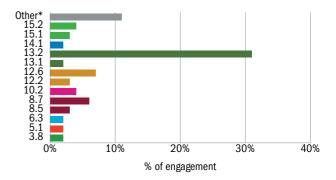
The 17 Sustainable Development Goals (SDGs) were developed by the UN and cross-industry stakeholders with a view to providing a roadmap towards a more sustainable world.

We use the detailed underlying SDG targets to frame company engagement objectives, where relevant, as well as to articulate the positive societal and environmental impacts of engagement. Engagements are systematically captured at a target level, to enable greater accuracy and achieve higher impact.

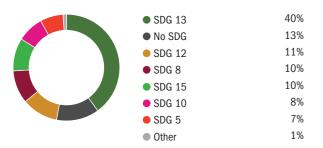
Engagement: SDG level



Engagement: SDG target level

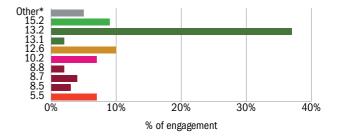


Milestone: SDG level



*Other represents SDG targets less than 2% of the relevant SDG Goal.

Milestone: SDG target level



Engagements and the Sustainable Development Goals (SDGs)

We use the detailed underlying SDG targets to frame company engagement objectives, where relevant, as well as to articulate the positive societal and environmental impacts of engagement. Engagements are systematically captured at a target level, to enable greater accuracy and achieve higher impact.

Top 5 SDGs and targets by engagement



220 engagements Target 13.2 | 202 engagements

Integrate climate change plans into policies and strategies



82 engagements Target 12.6 | 47 engagements

Encourage companies to adopt sustainable practices and enhance ESG reporting



77 engagements Target 8.7 | 37 engagements Eradicate forced labour, modern slavery & human trafficking



50 engagements

Target 15.2 | 25 engagements Promote the implementation of sustainable management of forests



31 engagements Target 10.2 | 23 engagements

Empower and promote inclusivity for all

Top 5 SDGs and targets by milestones



36 milestones Target 13.2 | 33 milestones

Integrate climate change plans into policies and strategies



10 milestones

Target 12.6 | 9 milestones

Encourage companies to adopt sustainable practices and enhance ESG reporting



9 milestones

Target 8.7 | 4 milestones

Eradicate forced labour, modern slavery & human trafficking



9 milestones

Target 15.2 | 8 milestones
Promote the implementation of sustainable

management of forests



7 milestones Target 10.2 | 6 milestones

Empower and promote inclusivity for all

This is not an exhaustive list of all engagements had and milestones achieved. Please see our SDG engagement appendix page for a full list of targets we engaged on this quarter.

"The Sustainable Development Goals are more important now than ever. Now is the time to secure the well-being of people, economies, societies and our planet. It is possible. So we must make it happen. Together."

António Guterres, UN Secretary-General, January 2021

Companies engaged and your fund: Summary

The table below highlights the companies with which we have engaged on your behalf and how responsive they have been to our engagement over the past 12 months. For full details of our engagements with companies please refer to the online **reo**^{*} client portal.

						Themes engaged								
Name	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Human Rights	Labour Standards	Public Health	Corporate Governance	Business Conduct				
3M Co	Industrials		Good			-								
A O Smith Corp	Industrials		Poor											
a2 Milk Co Ltd/The	Consumer Staples		Poor											
Abbott Laboratories	Health Care		Good											
Accenture PLC	Information Technology		Adequate											
Acuity Brands Inc	Industrials		Good											
Adobe Inc	Information Technology		Good											
Advanced Micro Devices Inc	Information Technology		Adequate											
Advantech Co Ltd	Information Technology		Good											
Aflac Inc	Financials		Good											
AIA Group Ltd	Financials		Adequate											
Air Liquide SA	Materials		Good											
Air Products and Chemicals Inc	Materials		Good											
Airbus SE	Industrials		Adequate											
Albemarle Corp	Materials		Good											
Alibaba Group Holding Ltd	Information Technology		Good											
Align Technology Inc	Health Care		Good											
Alimentation Couche-Tard Inc	Consumer Staples		Poor											
Amazon.com Inc	Consumer Discretionary		Good											
American Electric Power Co Inc	Utilities													
American Water Works Co Inc	Utilities													
Amgen Inc	Health Care		Adequate											
Amphenol Corp	Information Technology		Adequate											
Analog Devices Inc	Information Technology		Good											

						The	emes engag	ged		
No.		ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Human Rights	Labour Standards	Public Health	Corporate Governance	Business Conduct
Name AP Moller - Maersk A/S	Sector Industrials	ESG Rating	Adequate	•	шs			•	00	
Apple Inc	Information Technology		Good							
Applied Materials Inc	Information Technology		Good							
Arcadium Lithium PLC	Materials		Adequate							-
ArcelorMittal SA	Materials		Adequate							
Armstrong World Industries Inc	Industrials		Good							
Ashtead Technology Holdings plc	Industrials		Poor							
Associated British Foods PLC	Consumer Staples		Good							
Astellas Pharma Inc	Health Care		Poor							
			FOOT							
Atlas Cares AR	Communication Services		Adaquata							
Atlas Copco AB	Industrials		Adequate							
AvalonBay Communities Inc	Real Estate		Adequate							
AXA SA	Financials		Good							
Bank Mandiri Persero Tbk PT	Financials		Good							
Bank of America Corp	Financials		Good							
Bank of China Ltd	Financials		Poor							
Barclays PLC	Financials		Good							
Barrick Gold Corp	Materials		Good							
Barry Callebaut AG	Consumer Staples		Adequate							
Bayer AG	Health Care		Adequate							
Bayerische Motoren Werke AG	Consumer Discretionary		Good							
Becton Dickinson & Co	Health Care		Good							
Beiersdorf AG	Consumer Staples		Adequate							
Bentley Systems Inc	Information Technology		Poor							
BHP Group Ltd	Materials		Good							
BorgWarner Inc	Consumer Discretionary		Poor							
Brenntag SE	Industrials		Good							
Bridgestone Corp	Consumer Discretionary		Poor							
Broadcom Inc	Information Technology		Good							
BT Group PLC	Communication Services		Adequate							
Burberry Group PLC	Consumer Discretionary		Good							
Burlington Stores Inc	Consumer Discretionary		Poor							
BYD Co Ltd	Consumer Discretionary		Adequate						-	
Carlisle Cos Inc	Industrials		Good							
Cenovus Energy Inc/CA	Energy		Poor							
Centrica PLC	Utilities									
Cheniere Energy Inc	Energy		Good							
Chevron Corp	Energy		Good		•					
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					Themes engaged							
				Climate Change	Environmental Stewardship	Human Rights	Labour Standards	Public Health	Corporate Governance	Business Conduct		
Name Electronic Arts Inc	Sector Information Technology	ESG Rating	Response to engagement Adequate	8	<u>а</u> 22	Ŧ		ž		<u> </u>		
Endeavour Group Ltd/Australia	Consumer Staples		Poor									
Enel SpA	Utilities		Good									
EOG Resources Inc	Energy		Good									
Equinor ASA	Energy		Good									
Equity LifeStyle Properties Inc	Real Estate		Good									
Equity Residential	Real Estate		Good									
Essex Property Trust Inc	Real Estate		Good									
EssilorLuxottica SA	Health Care		Adequate									
Essity AB	Consumer Staples		Poor									
Evotec SE	Health Care		Good									
Exxon Mobil Corp	Energy		Good									
Fast Retailing Co Ltd	Consumer Discretionary											
FinecoBank Banca Fineco SpA	Financials		Good									
FirstEnergy Corp	Utilities		Good									
Fortescue Ltd	Materials		Good									
Freeport-McMoRan Inc	Materials		Good									
Fresenius SE & Co KGaA	Health Care		Adequate									
General Mills Inc	Consumer Staples		Good						-			
General Motors Co	Consumer Discretionary		Good									
Glencore PLC	Materials		Adequate									
Graphic Packaging Holding Co	Materials		Poor									
GSK PLC	Health Care		Good									
H & M Hennes & Mauritz AB	Consumer Discretionary		Adequate									
Halma PLC	Information Technology		Good									
Hana Financial Group Inc	Financials		Good									
Hannover Rueck SE	Financials		Good						•			
Healthcare Realty Trust Inc	Real Estate		Adequate									
Heidelberg Materials AG	Materials											
Hera SpA	Utilities		Poor									
Hershey Co/The	Consumer Staples		Adequate									
Hilton Worldwide Holdings Inc	Consumer Discretionary		Adequate									
Hiscox Ltd	Financials		Good									
Holcim AG	Materials		Good									
Hon Hai Precision Industry Co Ltd	Information Technology		Good				_		-			
Hoya Corp	Health Care		Good									
HSBC Holdings PLC	Financials		Good									
Iberdrola SA	Utilities		Good									
IDEX Corp	Industrials		Adequate									

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PPG Industries Inc	Materials		Good						•		
PPL Corp	Utilities										
Procter & Gamble Co/The	Consumer Staples		Good								
Prologis Inc	Real Estate		Good								
Publicis Groupe SA	Consumer Discretionary		Adequate								
PulteGroup Inc	Consumer Discretionary		Adequate								
Qantas Airways Ltd	Industrials		Poor								
QIAGEN NV	Health Care		Adequate								
Qualys Inc	Information Technology		Good								
Quanta Services Inc	Industrials		Good								
RB Global Inc	Industrials		Poor						•		
Reckitt Benckiser Group PLC	Consumer Staples								•		
Reliance Industries Ltd	Energy		Good								
Renault SA	Consumer Discretionary		Adequate						•		
Rentokil Initial PLC	Industrials		Good						•		
Rio Tinto Ltd	Materials		Adequate						•		
Ross Stores Inc	Consumer Discretionary		Adequate								
Rotork PLC	Industrials		Good								
RPM International Inc	Materials		Poor								
RWE AG	Utilities		Good								
Sagax AB	Real Estate		Good								
Samsung Electronics Co Ltd	Information Technology		Good								
Sanofi SA	Health Care		Poor								
SAP SE	Information Technology		Adequate								
Schneider Electric SE	Industrials										
Sendas Distribuidora S/A	Consumer Staples		Good								
Severn Trent PLC	Utilities		Good								
Shell PLC	Energy		Good								
Shimadzu Corp	Information Technology										
Shinhan Financial Group Co Ltd	Financials		Adequate								
Siemens AG	Industrials										
Siemens Energy AG	Industrials		Adequate								
Singapore Airlines Ltd	Industrials		Poor			-					
SITC International Holdings Co Ltd	Industrials		Poor								
SK Hynix Inc	Information Technology		Good								
Skyworks Solutions Inc	Information Technology		Good								
Smurfit WestRock PLC	Materials		Good								
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	Visa Inc	Information Technology		Good							

					Themes engaged								
Name	Sector	ESG Rating	Response to engagement	Climate Change	Environmental Stewardship	Human Rights	Labour Standards	Public Health	Corporate Governance	Business Conduct			
Vodafone Group PLC	Communication Services		Good										
Volkswagen AG	Consumer Discretionary		Good										
Vonovia SE	Real Estate		Good										
Walmart Inc	Consumer Staples		Good										
Waste Connections Inc	Industrials		Adequate										
Wells Fargo & Co	Financials		Good										
WH Group Ltd	Consumer Staples		Poor										
Wolters Kluwer NV	Industrials												
Xylem Inc/NY	Industrials		Good										
Yum! Brands Inc	Consumer Discretionary		Adequate										
Zebra Technologies Corp	Information Technology		Good										
ZOZO Inc	Consumer Discretionary		Good										

SDG engagement appendix

Discover the full list of SDG targets that we engaged on during 2024.

1.1 Eradicate poverty and ensure a living wage for all; 2.1 End hunger and ensure access to safe and nutritious food; 3.4 Reduce mortality from non-communicable diseases and promote mental health; 3.8 Access to medicines and health-care; 3.9 Reduce deaths and illnesses from pollution and contamination; 3.a Strengthen the WHO's framework convention on Tobacco Control; 5.1 End all forms of discrimination against women and girls; 5.5 Ensure full equality of opportunity for women, including at leadership levels; 6.1 Achieve universal access to safe & affordable drinking water; 6.2 Achieve access to adequate & equitable sanitation and hygiene; 6.3 Improve water quality by reducing pollution; 6.4 Increase water-use efficiency to address water scarcity; 6.5 Implement water resource management at all levels; 6.6 Protect and restore water-related ecosystems; 7.1 Ensure universal access to modern energy services; 7.2 Substantially increase the global share of renewable energy; 7.3 Double the global rate of improvement in energy efficiency; 8.2 Achieve greater productivity through innovation.; 8.3 Promote development-oriented policies; 8.5 Achieve full and productive employment for all; 8.6 Reduce the proportion of youth not in employment or education; 8.7 Eradicate forced labour, modern slavery & human trafficking; 8.8 Protect and promote safe working environments for all workers; 8.10 Increase access to finance; 9.1 Develop resilient and sustainable infrastructure; 9.3 Increase access to finance for SME's; 9.4 Upgrade and retrofit industries to increase sustainability; 9.5 Encourage technological innovation and scientific research; 10.2 Empower and promote inclusivity for all; 10.3 Ensure equal opportunity and legislation for all; 10.4 Adopt policies to progressively achieve greater equality; 10.7 Facilitate safe migration through managed policies; 10.a Implement the WTO's special rights provisions; 11.2 Provide access to safe and affordable transport systems; 11.5 Reduce social and economic losses caused by disasters; 11.6 Reduce the negative environmental externalities of cities; 12.2 Sustainably manage and make efficient use of natural resources; 12.4 Manage chemical usage and waste throughout their life cycle; 12.5 Reduce waste through prevention, reduction, recycling and reuse; 12.6 Encourage companies to adopt sustainable practices and enhance ESG reporting; 13.1 Strengthen adaptive capacity to climate-related events; 13.2 Integrate climate change plans into policies and strategies; 13.3 Improve education & the capacity for climate change mitigation; 13.a Address climate change mitigation for developing countries; 14.1 Prevent and reduce marine pollution of all kinds; 14.4 Regulate harvesting and end overfishing to restore fish stocks; **15.1** Ensure sustainable usage of terrestrial freshwater ecosystems; 15.2 Promote the implementation of sustainable management of forests; 15.5 Take urgent action to reduce degradation of natural habitats; 15.8 Reduce impact of invasive species on land and water ecosystems; 15.a Increase financial resources to conserve ecosystems; 16.1 Reduce all forms of violent-related death rates; 16.5 Reduce corruption and bribery in all their forms; 16.6 Develop effective, accountable and transparent institutions; 16.7 Ensure responsive and inclusive decision-making at all levels; 16.b Promote non-discrimination laws for sustainable development.



ESG is a mindset, not an asset class

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