



NORM-BASED ENGAGEMENT

Q2 2025 Progress Report

July 2025

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INTRODUCTION

The Norm-Based Engagement Quarterly Report for Q2 2025 consists of five parts:

- The first part provides a description of ISS ESG's Norm-Based Engagement solution.
- The second part provides an overview of engagement activities up until 30 June 2025 related to engagements initiated in Q2 2025.
- The third part presents statistics for engagement activities carried out in Q2 2025.
- The fourth part highlights notable engagements conducted in Q2 2025.
- The fifth part presents the statistics of engagements from the start of 2025 until the end of Q2 2025.

The detailed engagement reports, timelines and documentation for the individual companies listed in the report are available to Norm-Based Engagement clients online via the [Pooled Engagement Tool](#).

ISS ESG NORM-BASED ENGAGEMENT'S APPROACH

ISS ESG's Norm-Based Engagement facilitates engagement with issuers on behalf of participating investors who would like to encourage corporate disclosure of efforts taken to manage or mitigate the environmental and social risks connected to business activities or operations. By engaging collaboratively, participating asset owners and managers can wield more influence than through solo engagements, while saving time and resources.

ENGAGEMENT SCOPE

Through ISS ESG's Norm-Based Engagement, participating investors can focus on companies that are assessed under ISS ESG Norm-Based Research to be involved in alleged or verified severe, systematic, or systemic failures to respect international norms and guidelines on responsible business conduct. The engagements are categorised under the four United Nations Global Compact areas of human rights, labour rights, environment, and anti-corruption. Each engagement is identified by one or several specific topics within these areas, e.g., union rights, workplace discrimination, health and safety, child labour and forced labour within the labour rights norm area. Participating investors have the option to opt in or out of each individual company engagement.

UN GLOBAL COMPACT PRINCIPLES	NORM AREA		TOPIC EXAMPLES
1-2		Human Rights	Human rights due diligence Indigenous rights / Stakeholder consultation
3-6		Labour Rights	Workplace health and safety Union rights
7-9		Environment	Pollution (Air, Water, and Soil) Environmental impacts
10		Anti-Corruption	Bribery Anti-competitive behaviour

ENGAGEMENT PROCESS

The engagement is preceded by in-depth research and fact-finding dialogues with companies and stakeholders through ISS ESG Norm-Based Research. Once a company is identified to be involved in a relevant controversy it is considered for Norm-Based Engagement, which is conducted on a rolling quarterly basis. Through these feasibility studies, ISS ESG identifies gaps in company disclosure and assesses whether investor dialogue is an appropriate means to reach the goals set by the participating investors. Influential factors include an estimation of the company's level of responsibility, steps it has

taken to mitigate the possible failure to respect a norm, and the availability of both stakeholder and expert sources to facilitate constructive dialogue.

The engagement dialogue is initiated through letters to companies, sent by ISS ESG on behalf of participating investors. Dialogue may be conducted in writing or through calls and meetings, facilitated by ISS ESG. Some companies require repeated follow-ups to respond. Should the company remain unresponsive, enquiries are escalated to the CEO and the Board. Once efforts have been made to engage both Investor Relations and a company's Executive Management, the feasibility of engagement is re-evaluated.

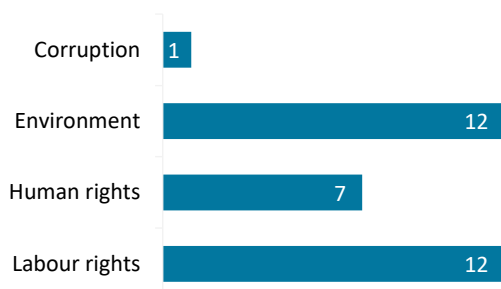
ENGAGEMENT OUTCOMES

At the outset of each engagement, clear and actionable goals are defined within four key categories: disclosure, implementation, remediation and termination. Information provided by the company through the course of the engagement dialogue is assessed against the goals. ISS ESG also assesses the company's quality of participation in the engagement. Where the goals have been fulfilled and the controversy, or the risk thereof, is assessed to be resolved, the engagement is closed. If there is insufficient information to determine whether the goals have been fulfilled, the engagement may be suspended pending developments in the controversy or the disclosure of further information by the company. Alternatively, where there is a poor outlook for the achievement of goals for the engagement, the dialogue may be discontinued.

ENGAGEMENTS INITIATED IN Q2 2025

In Q2 2025, ISS ESG initiated Norm-Based Engagement on behalf of signatory investors with 26 companies, covering 32 individual ESG topics. By 30 June 2025, ISS ESG had received responses from 18 of the 26 companies.

Chart 1. Topic breakdown by norm area for engagements initiated in Q2 2025.



The following table provides information on companies' responsiveness to the Q2 2025 engagements, from sending the letters on 17 April 2025 until 30 June 2025. Companies that had yet to respond to the initial engagement letters were sent reminders on 16 June 2025. Continued unresponsiveness to the reminders will lead to the escalation of engagement attempts to the CEO and to the Board as described under the "Engagement Process" section.

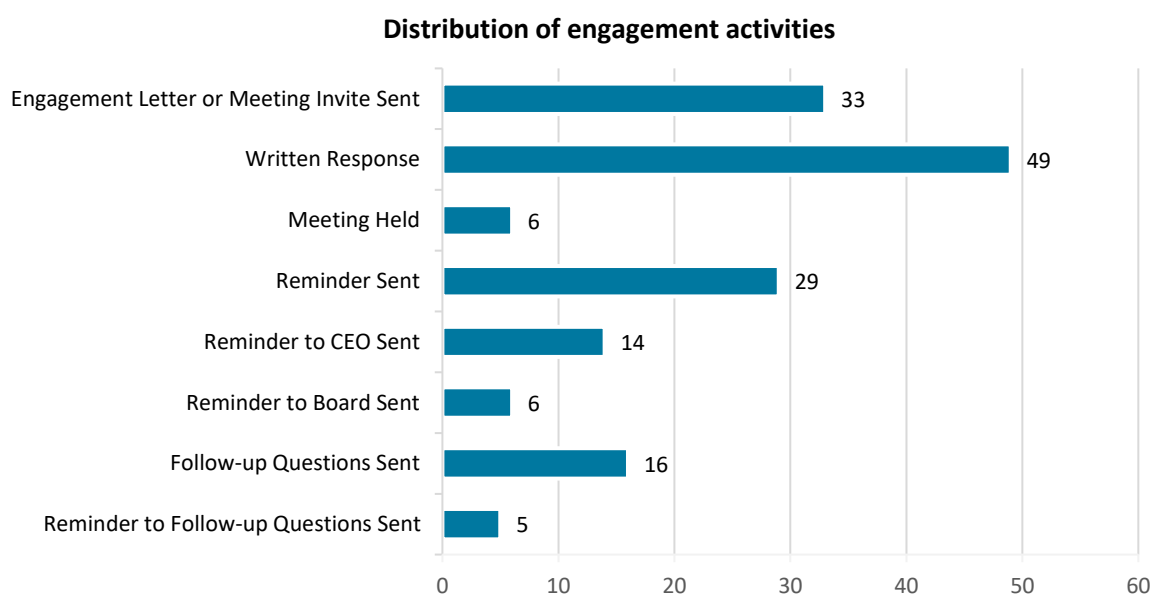
ISSUER	ISIN	NORM AREA BREAKDOWN	RESPONSE RECEIVED
Accenture Plc	IE00B4BNMY34	Labour rights	Yes
AltaGas Ltd.	CA0213611001	Environment	Yes
Berkshire Hathaway Inc.	US0846707026	Human rights	No
BHP Group Limited	AU000000BHP4	Environment, Human rights, Labour rights	Yes
Booking Holdings Inc.	US09857L1089	Corruption	Yes
Cencora, Inc.	US03073E1055	Human rights	No
Consolidated Edison, Inc.	US2091151041	Environment	Yes
Edison SpA	IT0003372205	Environment	Yes
EQT Corporation	US26884L1098	Environment	No
First Pacific Company Limited	BMG348041077	Labour rights	Yes

First Quantum Minerals Ltd.	CA3359341052	Environment	Yes
Indofood Agri Resources Ltd.	SG1U47933908	Labour rights	Yes
K-Electric Ltd.	PK0000501012	Human rights	No
Korea Electric Power Corp.	KR7015760002	Human rights	Yes
LG Chem Ltd.	KR7051910008	Human rights	Yes
Oando Plc	NGOANDO00002	Environment	No
Porsche AG	DE000PAG9113	Environment	Yes
PT Indofood Sukses Makmur Tbk	ID1000057003	Labour rights	Yes
PT Perusahaan Perkebunan London Sumatra Indonesia Tbk	ID1000118409	Labour rights	Yes
PT Salim Ivomas Pratama Tbk	ID1000119100	Labour rights	Yes
RATCH Group Public Co., Ltd.	TH0637010Y00	Human rights	No
RGC Resources, Inc.	US74955L1035	Environment	No
Ryanair Holdings Plc	IE00BYTBXV33	Labour rights	Yes
Stora Enso Oyj	FI0009005961	Environment	Yes
Tyson Foods, Inc.	US9024941034	Labour rights	No
Volkswagen AG	DE0007664039	Environment	Yes

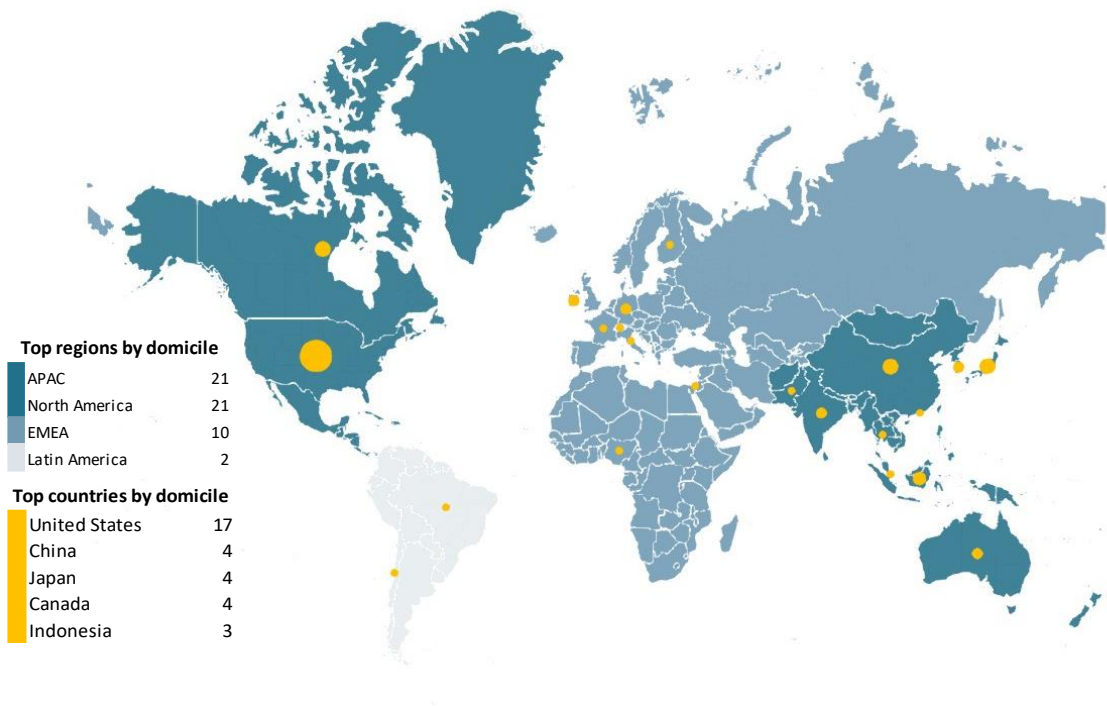
STATISTICS FOR ENGAGEMENT ACTIVITIES IN Q2 2025

In Q2 2025, ISS ESG conducted Norm-Based Engagement on behalf of signatory investors with 54 companies, covering 68 individual ESG topics. The statistics and maps presented below represent activities in Q2 2025 for engagement dialogues that were initiated in Q2 2025 or earlier.

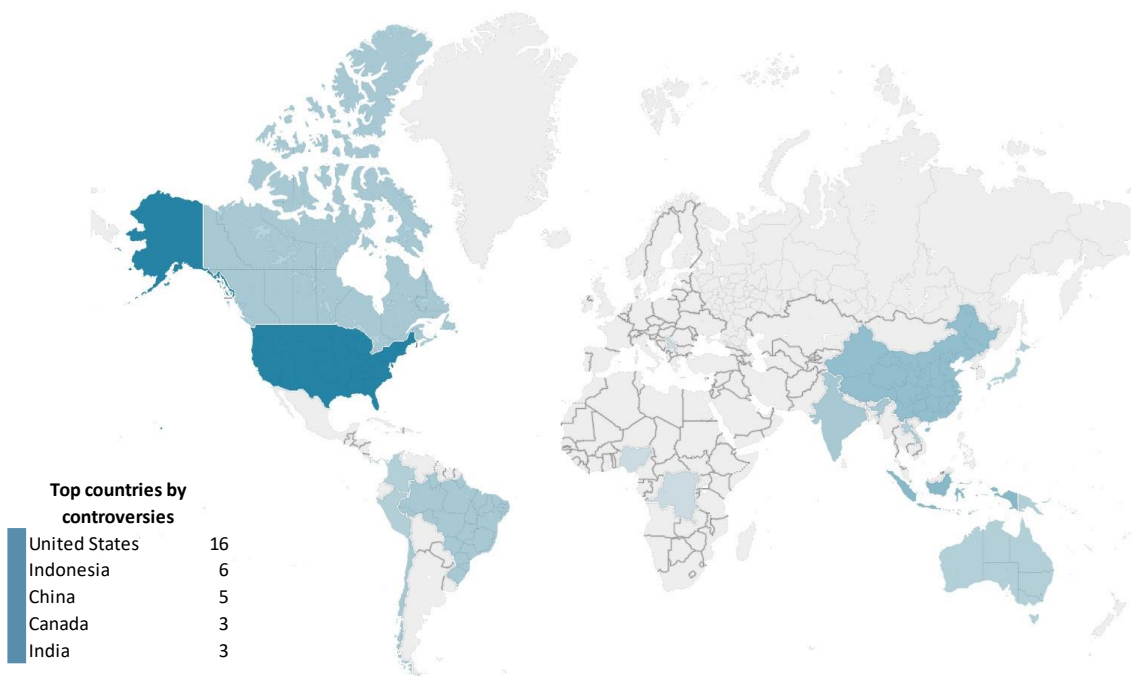
Chart 2. Number and type of engagement activities conducted between 1 April 2025 and 30 June 2025.



Map 1. Global distribution of companies engaged with in Q2 2025.



Map 2. Location of controversies engaged on in Q2 2025.



NOTABLE ENGAGEMENT ACTIVITIES IN Q2 2025

The cases below are examples of notable Norm-Based Engagement dialogues carried out on behalf of participating investors in Q2 2025. These activities relate to engagement dialogues that were initiated in Q2 2025 or earlier.

BHP Group Limited	ISIN AU000000BHP4
<p>THEMES</p> <p>Biodiversity, Pollution, Soil pollution, Waste management, Water pollution Access to water / sanitation, Indigenous rights, Living standards, Right to health, Right to life, Stakeholder consultation, Environmental impacts, Gender discrimination (workplace), Sexual harassment (workplace), Workplace discrimination</p>	<p>LOCATION</p> <p>Brazil, Chile, Australia</p>
<p>ACTIVITY SUMMARY</p>	<p>In Q2 2025, ISS ESG shared a letter with BHP Group Limited (BHP) on behalf of participating investors regarding the company's controversies related to pollution and standard of living in Brazil, environmental impacts in Chile, and workplace discrimination in Australia.</p> <p>On the pollution and standard of living controversies in Brazil, in a written response and in an engagement meeting facilitated by ISS ESG in June 2025, BHP stated that the current settlement agreement related to the 2015 Fundão dam failure delivers a full and final settlement of the public claims in Brazil. It stated that Samarco is no longer using and is legally required to decommission its tailings dams and that Rio Doce has returned to its original condition following water sanitation initiatives. It further shared information on the ongoing preservation initiatives. The company discussed its individual compensation system and shared that the resettlement efforts are close to completion. It further shared that each action of the settlement agreement is ratified by the Brazilian authorities.</p> <p>Regarding the environmental impacts controversy in Chile, in its written response in June 2025, BHP shared that a settlement proposal designed to restore and compensate water extraction from the Monturaqui-Negrillar-Tilopozo aquifer and to implement socio-environmental management activities submitted by the Peine Indigenous Community and the Attorney-General's Office had been approved. The company further stated that Escondida ceased water extraction from the aquifer in 2019 and that it had paid the fine, which brought the environmental damages claim to an end. In the same response, regarding the workplace discrimination controversy in Australia, BHP shared that its focus in 2024 has been on activities such as implementing additional prevention controls through education, leadership and culture, recruitment processes, security measures at accommodation villages, and contractor and third-party engagement.</p> <p>Based on the information BHP provided in this engagement dialogue, the company was assessed as having made positive progress on all engagement goals for all four</p>

topics. The company was also assessed as having demonstrated an excellent quality of participation on the pollution and standard of living topics and a good quality of participation on the environmental impacts and workplace discrimination topics. ISS ESG continues to monitor the efficacy of the company's remediation measures.

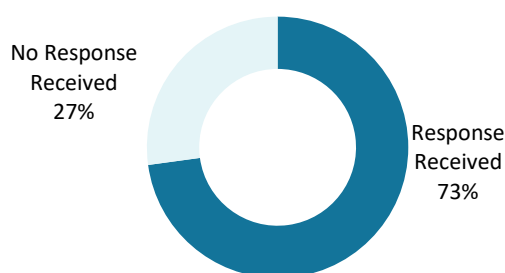
NextEra Energy, Inc.	ISIN US65339F1012
THEMES Biodiversity, Environmental impacts, Pollution, Soil pollution, Water pollution	LOCATION United States
ACTIVITY SUMMARY	<p>In Q4 2024, ISS ESG shared a letter with NextEra Energy, Inc. (NextEra) on behalf of participating investors regarding the company's environmental impacts controversy at the Mountain Valley Pipeline (MVP) in the United States.</p> <p>In an engagement meeting facilitated by ISS ESG in April 2025, NextEra clarified that it does not control or manage the day-to-day operations of the MVP. It discussed the work of its environmental services team that is part of the whole life cycle of all projects it is involved in and shared that, before every new project approval, there is a long process of identifying impacts on climate, land use, and other environmental and social impacts.</p> <p>The company further talked about its conservation initiatives in place. It stated that, in projects where it is not the operator, it continuously performs due diligence and that its general approach is to not take on projects that are overly risky. It further shared that, for the licensing of projects, it ensures that all regulatory requirements are met for long-term sustainability, is in line with its business model.</p> <p>Based on the information NextEra provided in this engagement dialogue, the company was assessed as having made positive progress on all engagement goals. The company was also assessed as having demonstrated a good quality of participation. ISS ESG continues to monitor the company's commitments.</p>

OVERALL ENGAGEMENT STATISTICS FOR 2025

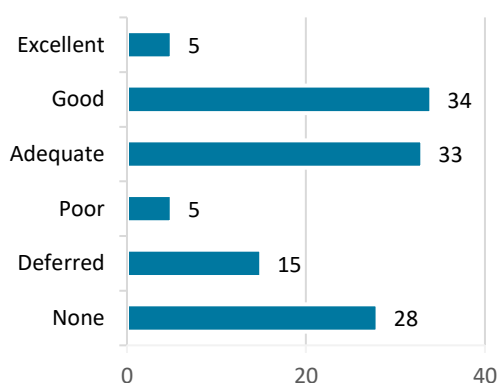
Since the start of 2025, ISS ESG has received responses from 58 companies, covering 92 individual ESG topics for engagements initiated in Q2 2025 or earlier under Norm-Based Engagement on behalf of participating investors.

Charts 3-4. Cumulative engagement statistics for the 2025 calendar year.

Response rate per company



Quality of participation per topic



NOTE: Quality of participation definitions: **Excellent:** The company has replied and substantially addressed all elements of the questions. **Good:** The company has replied and addressed most elements of the questions. **Adequate:** The company has replied but only addressed some elements of the questions posed. **Poor:** The company has replied but did not address the questions posed. **Deferred:** The company has replied, acknowledging the enquiry, but may have requested more time to respond, transferred the responsibility to another function in the company, and/or agreed to schedule a meeting in which it will provide more information. **None:** The company has not replied.

APPENDIX

ENGAGEMENT DIALOGUES

Accenture Plc			ISIN
			IE00B4BNMY34
SDG ALIGNMENT			QUARTER
SDG 3, SDG 8.8			Q2 2025
THEME			LOCATION
Working conditions, Workplace health and safety			United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	No measures announced	No measures announced	
GOALS SET & PROGRESS ACHIEVED	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	No measures announced	

AltaGas Ltd.			ISIN
			CA0213611001
SDG ALIGNMENT			QUARTER
SDG 12.4, 15.1, 15.5, 6.3			Q2 2025
THEME			LOCATION
Biodiversity, Environmental impacts, Pollution, Soil pollution, Water pollution			United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
GOALS SET & PROGRESS ACHIEVED	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Commitment expressed	

Americanas SA			ISIN
			BRAMERACNOR6
SDG ALIGNMENT			QUARTER
N/A			Q1 2025
THEME			LOCATION
Accounting / disclosure standards			Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
GOALS SET & PROGRESS ACHIEVED	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	N/A	

BHP Group Limited			ISIN
			AU000000BHP4
SDG ALIGNMENT			QUARTER
SDG 12.4, 14.2, 15.1, 6.3, 1.4, 11.1, 6.1, 10.3, 5.1, 5.2, 8.8			Q2 2025
THEME			LOCATION
Biodiversity, Pollution, Soil pollution, Waste management, Water pollution			Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	
THEME			LOCATION
Access to water / sanitation, Indigenous rights, Living standards, Right to health, Right to life, Stakeholder consultation			Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	
THEME			LOCATION
Biodiversity, Environmental impacts			Chile
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	
THEME			LOCATION
Gender discrimination (workplace), Sexual harassment (workplace), Workplace discrimination			Australia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

Booking Holdings Inc.			ISIN
			US09857L1089
SDG ALIGNMENT			QUARTER
N/A			Q2 2025
THEME			LOCATION
Anti-competitive behaviour			Spain

GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Measures initiated	Measures initiated

Carrefour SA		ISIN
		FR0000120172
SDG ALIGNMENT		QUARTER
SDG 8.7		Q4 2024
THEME		LOCATION
Forced labour, Human rights due diligence, Modern slavery, Religious affiliation discrimination (social), Social discrimination		China
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Measures initiated	Measures initiated

CMOC Group Ltd.		ISIN
		CNE100000114
SDG ALIGNMENT		QUARTER
SDG 10.1, 3, 8.5, 8.8		Q1 2025
THEME		LOCATION
Living wage, Union rights, Working conditions, Workplace health and safety		Congo (Democratic Republic)
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Credible measures adopted	Measures initiated
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Credible measures adopted	Measures initiated

Edison SpA		ISIN
		IT0003372205
SDG ALIGNMENT		QUARTER
SDG 12.4, 15.1, 6.3		Q2 2025
THEME		LOCATION
Pollution, Soil pollution, Waste management, Water pollution		Italy
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Commitment expressed
	REMEDIAL ACTION	TERMINATION OF PRACTICE

	Measures initiated	No measures announced
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FAST RETAILING CO., LTD.			ISIN
			JP3802300008
SDG ALIGNMENT			QUARTER
SDG 8.7			Q1 2025
THEME			LOCATION
Forced labour, Human rights due diligence, Modern slavery, Religious affiliation discrimination (social), Social discrimination			China
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Credible measures adopted	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

First Pacific Company Limited			ISIN
			BMG348041077
SDG ALIGNMENT			QUARTER
SDG 10.1, 8.5, 8.8			Q2 2025
THEME			LOCATION
Gender discrimination (workplace), Living wage, Union rights, Working conditions			Indonesia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

First Quantum Minerals Ltd.			ISIN
			CA3359341052
SDG ALIGNMENT			QUARTER
SDG 15.2, 15.5			Q2 2025
THEME			LOCATION
Biodiversity, Deforestation, Environmental impacts			Panama
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	No measures announced	Commitment expressed	

Glencore Plc			ISIN
			JE00B4T3BW64
SDG ALIGNMENT			QUARTER
SDG 12.4, 15.1, 6.3, 1.4, 11.4, 16.7			Q1 2025
THEME			LOCATION
Pollution, Soil pollution, Waste management, Water pollution			Peru
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Commitment expressed	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Commitment expressed	
THEME			LOCATION
Air pollution, Pollution, Water pollution			Colombia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Commitment expressed	
THEME			LOCATION
Access to water / sanitation, Forced displacement, Indigenous rights, Living standards, Right to health, Stakeholder consultation			Colombia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Commitment expressed	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	Commitment expressed	
THEME			LOCATION
Biodiversity, Pollution, Waste management, Water pollution			Canada
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	No measures announced	Commitment expressed	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	Measures initiated	

Hino Motors, Ltd.			ISIN
			JP3792600003
SDG ALIGNMENT			QUARTER
SDG 12.4			Q1 2025
THEME			LOCATION
Air pollution, Pollution			Japan
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	

	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Measures initiated	Measures initiated

Indofood Agri Resources Ltd.		ISIN
		SG1U47933908
SDG ALIGNMENT		QUARTER
SDG 10.1, 8.5, 8.8		Q2 2025
THEME		LOCATION
Gender discrimination (workplace), Living wage, Union rights, Working conditions		Indonesia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Measures initiated	Measures initiated

JSW Steel Limited		ISIN
		INE019A01038
SDG ALIGNMENT		QUARTER
SDG 16.7		Q1 2025
THEME		LOCATION
Forced displacement, Living standards, Stakeholder consultation		India
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Commitment expressed
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Commitment expressed	Commitment expressed

Korea Electric Power Corp.		ISIN
		KR7015760002
SDG ALIGNMENT		QUARTER
SDG 1.4, 16.7, 2.1		Q2 2025
THEME		LOCATION
Indigenous rights, Living standards, Stakeholder consultation		Laos
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	Measures initiated
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Measures initiated	Measures initiated

LG Chem Ltd.			ISIN
			KR7051910008
SDG ALIGNMENT			QUARTER
SDG 3.9, 3			Q2 2025
THEME			LOCATION
Children's rights, Right to health, Right to life			India
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	No measures announced	No measures announced	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	Commitment expressed	

Marriott International, Inc.			ISIN
			US5719032022
SDG ALIGNMENT			QUARTER
N/A			Q1 2025
THEME			LOCATION
Consumer privacy, Consumer rights, Cybersecurity			N/A
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

MAXIMUS, Inc.			ISIN
			US5779331041
SDG ALIGNMENT			QUARTER
SDG 8.8			Q1 2025
THEME			LOCATION
Union rights			United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Commitment expressed	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	Commitment expressed	

McKesson Corporation			ISIN
			US58155Q1031
SDG ALIGNMENT			QUARTER
SDG 3			Q1 2025
THEME			LOCATION
Consumer health and safety, Consumer rights, Right to life			United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

Medibank Private Limited			ISIN
			AU000000MPL3
SDG ALIGNMENT			QUARTER
N/A			Q1 2025
THEME			LOCATION
Consumer privacy, Consumer rights, Cybersecurity			Australia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

NextEra Energy, Inc.			ISIN
			US65339F1012
SDG ALIGNMENT			QUARTER
SDG 12.4, 15.1, 15, 6.3			Q4 2024
THEME			LOCATION
Biodiversity, Environmental impacts, Pollution, Soil pollution, Water pollution			United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Commitment expressed	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	Commitment expressed	

NHPC Limited			ISIN
			INE848E01016
SDG ALIGNMENT			QUARTER
SDG 11.4, 16.7			Q1 2025
THEME			LOCATION
Indigenous rights, Living standards			India
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Commitment expressed	
GOALS SET & PROGRESS ACHIEVED	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	No measures announced	

PT Indofood Sukses Makmur Tbk			ISIN
			ID1000057003
SDG ALIGNMENT			QUARTER
SDG 10.1, 8.5, 8.8			Q2 2025
THEME			LOCATION
Gender discrimination (workplace), Living wage, Union rights, Working conditions			Indonesia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
GOALS SET & PROGRESS ACHIEVED	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

PT Perusahaan Perkebunan London Sumatra Indonesia Tbk			ISIN
			ID1000118409
SDG ALIGNMENT			QUARTER
SDG 10.1, 8.5, 8.8			Q2 2025
THEME			LOCATION
Gender discrimination (workplace), Living wage, Union rights, Working conditions			Indonesia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
GOALS SET & PROGRESS ACHIEVED	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

PT Salim Ivomas Pratama Tbk			ISIN
			ID1000119100
SDG ALIGNMENT			QUARTER
SDG 10.1, 8.5, 8.8			Q2 2025
THEME			LOCATION
Gender discrimination (workplace), Living wage, Union rights, Working conditions			Indonesia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

Ryanair Holdings Plc			ISIN
			IE00BYTBXV33
SDG ALIGNMENT			QUARTER
SDG 10.1, 8.5, 8.8			Q2 2025
THEME			LOCATION
Living wage, Union rights, Working conditions			Belgium
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	No measures announced	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	No measures announced	Commitment expressed	
THEME			LOCATION
Living wage, Union rights, Working conditions			Portugal
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	No measures announced	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	No measures announced	Commitment expressed	
THEME			LOCATION
Living wage, Union rights, Working conditions			Spain
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	No measures announced	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	No measures announced	Commitment expressed	
THEME			LOCATION
Union rights, Working conditions			Poland
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	No measures announced	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	No measures announced	Commitment expressed	

Stora Enso Oyj			ISIN	FI0009005961
SDG ALIGNMENT			QUARTER	Q2 2025
SDG 15.1, 15.5				
THEME			LOCATION	
Biodiversity			Finland	
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE		IMPLEMENTATION OF POLICIES	
	Commitment expressed		Measures initiated	
	REMEDIAL ACTION		TERMINATION OF PRACTICE	
	Measures initiated		Measures initiated	

Suncor Energy Inc.			ISIN
			CA8672241079
SDG ALIGNMENT			QUARTER
SDG 12.4, 15.1, 6.3			Q4 2024
THEME			LOCATION
Air pollution, Biodiversity, Environmental impacts, Pollution, Water pollution			Canada
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

Target Corporation			ISIN
			US87612E1064
SDG ALIGNMENT			QUARTER
SDG 8.7			Q4 2024
THEME			LOCATION
Forced labour, Human rights due diligence, Modern slavery, Religious affiliation discrimination (social), Social discrimination			China
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

The Toronto-Dominion Bank			ISIN
			CA8911605092
SDG ALIGNMENT			QUARTER
SDG 16.4			Q1 2025
THEME			LOCATION
Money laundering			United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	No measures announced	Measures initiated	
GOALS SET & PROGRESS ACHIEVED	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	N/A	

Toyota Motor Corp.			ISIN
			JP3633400001
SDG ALIGNMENT			QUARTER
SDG 12.4			Q1 2025
THEME			LOCATION
Air pollution, Pollution			Japan
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
GOALS SET & PROGRESS ACHIEVED	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

Urban Outfitters, Inc.			ISIN
			US9170471026
SDG ALIGNMENT			QUARTER
SDG 8.7			Q4 2024
THEME			LOCATION
Forced labour, Human rights due diligence, Modern slavery, Religious affiliation discrimination (social), Social discrimination			China
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
GOALS SET & PROGRESS ACHIEVED	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

Volkswagen AG			ISIN
			DE0007664039
SDG ALIGNMENT			QUARTER
SDG 12.4			Q2 2025
THEME			LOCATION
Air pollution, Pollution			Germany
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Commitment expressed	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

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