



Sustainability Solutions



NORM-BASED ENGAGEMENT



Q3 2025 Progress Report

October 2025



TABLE OF CONTENTS

INTRODUCTION.....3

ISS SUSTAINABILITY SOLUTIONS’ NORM-BASED ENGAGEMENT’S APPROACH4

 ENGAGEMENT SCOPE4

 ENGAGEMENT PROCESS4

 ENGAGEMENT OUTCOMES.....5

ENGAGEMENTS INITIATED IN Q3 2025.....6

STATISTICS FOR ENGAGEMENT ACTIVITIES IN Q3 20258

NOTABLE ENGAGEMENT ACTIVITIES IN Q3 202510

OVERALL ENGAGEMENT STATISTICS FOR 202512

APPENDIX.....13

 ENGAGEMENT DIALOGUES.....13

INTRODUCTION

The Norm-Based Engagement Quarterly Report for Q3 2025 consists of five parts:

- The first part provides a description of ISS Sustainability Solutions' Norm-Based Engagement solution.
- The second part provides an overview of engagement activities up until 30 September 2025 related to engagements initiated in Q3 2025.
- The third part presents statistics for all engagement activities carried out in Q3 2025.
- The fourth part highlights notable engagements conducted in Q3 2025.
- The fifth part presents the overall statistics of engagements from the start of 2025 until the end of Q3 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 SUSTAINABILITY SOLUTIONS' NORM-BASED ENGAGEMENT'S APPROACH

ISS Sustainability Solutions' 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 Sustainability Solutions' Norm-Based Engagement, participating investors can focus on companies that are assessed under 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 Sustainability Solutions' 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 Sustainability Solutions 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 Sustainability Solutions on behalf of participating investors. Dialogue may be conducted in writing or through calls and meetings, facilitated by ISS Sustainability Solutions. 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.

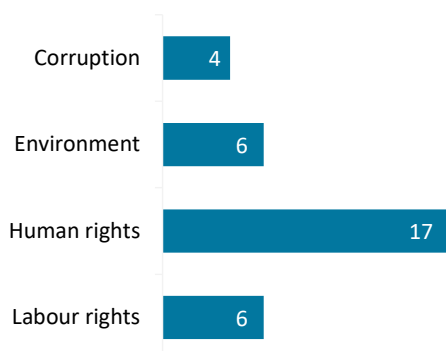
ENGAGEMENT OUTCOMES

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 Sustainability Solutions 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 Q3 2025

In Q3 2025, ISS Sustainability Solutions initiated Norm-Based Engagement on behalf of signatory investors with 25 companies, covering 33 individual topics. By 30 September 2025, ISS Sustainability Solutions had received responses from 10 of the 25 companies.

Chart 1. Topic breakdown by norm area for engagements initiated in Q3 2025.



The following table provides information on companies' responsiveness to the Q3 2025 engagements from sending the letters on 16 July 2025 until 30 September 2025. Companies that had yet to respond to the initial engagement letters were sent reminders on 15 September 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.

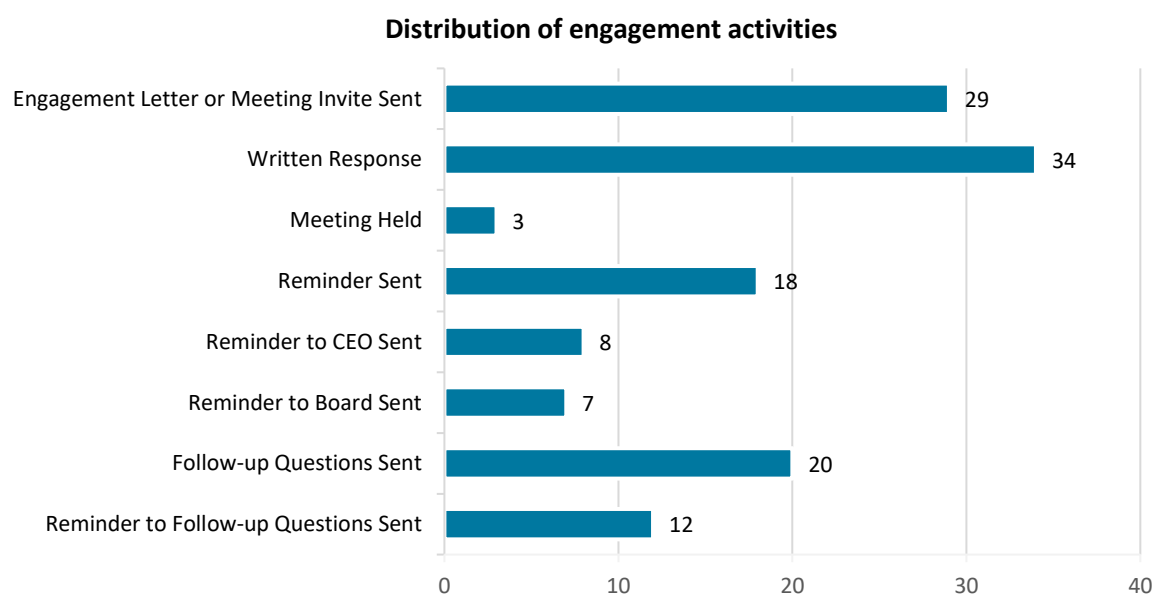
ISSUER	ISIN	NORM AREA BREAKDOWN	RESPONSE RECEIVED
Adani Green Energy Limited	INE364U01010	Corruption	Yes
AviChina Industry & Technology Company Limited	CNE1000001Y8	Human rights	No
Clariane SE	FR0010386334	Human rights	Yes
Deutsche Telekom AG	DE0005557508	Human rights, Labour rights	No
Edison International	US2810201077	Human rights	Yes
Elbit Systems Ltd.	IL0010811243	Human rights	Yes
Exxon Mobil Corporation	US30231G1022	Environment, Human rights	Yes
General Dynamics Corporation	US3695501086	Human rights	No

Jiangxi Hongdu Aviation Industry Co., Ltd.	CNE0000015N3	Human rights	No
Jindal Steel Limited	INE749A01030	Human rights	No
Lockheed Martin Corporation	US5398301094	Human rights	Yes
Loomis AB	SE0014504817	Labour rights	Yes
Mitsubishi Materials Corp.	JP3903000002	Environment	No
Moog Inc.	US6153942023	Corruption	Yes
RTX Corporation	US75513E1010	Human rights	No
Sotera Health Company	US83601L1026	Human rights	No
The Brinks Company	US1096961040	Labour rights	No
Tingo Group, Inc.	US55328R1095	Corruption	No
T-Mobile US, Inc.	US8725901040	Human rights, Labour rights	Yes
Tongling Nonferrous Metals Group Co., Ltd.	CNE000000529	Environment, Human rights	No
United Parcel Service, Inc.	US9113121068	Corruption	No
Universal Electronics Inc.	US9134831034	Labour rights	No
Volcan Compania Minera S.A.A.	PEP648014202	Environment	Yes
Wells Fargo & Company	US9497461015	Human rights	No
Xinjiang Daqo New Energy Co., Ltd.	CNE100004P24	Labour rights	No

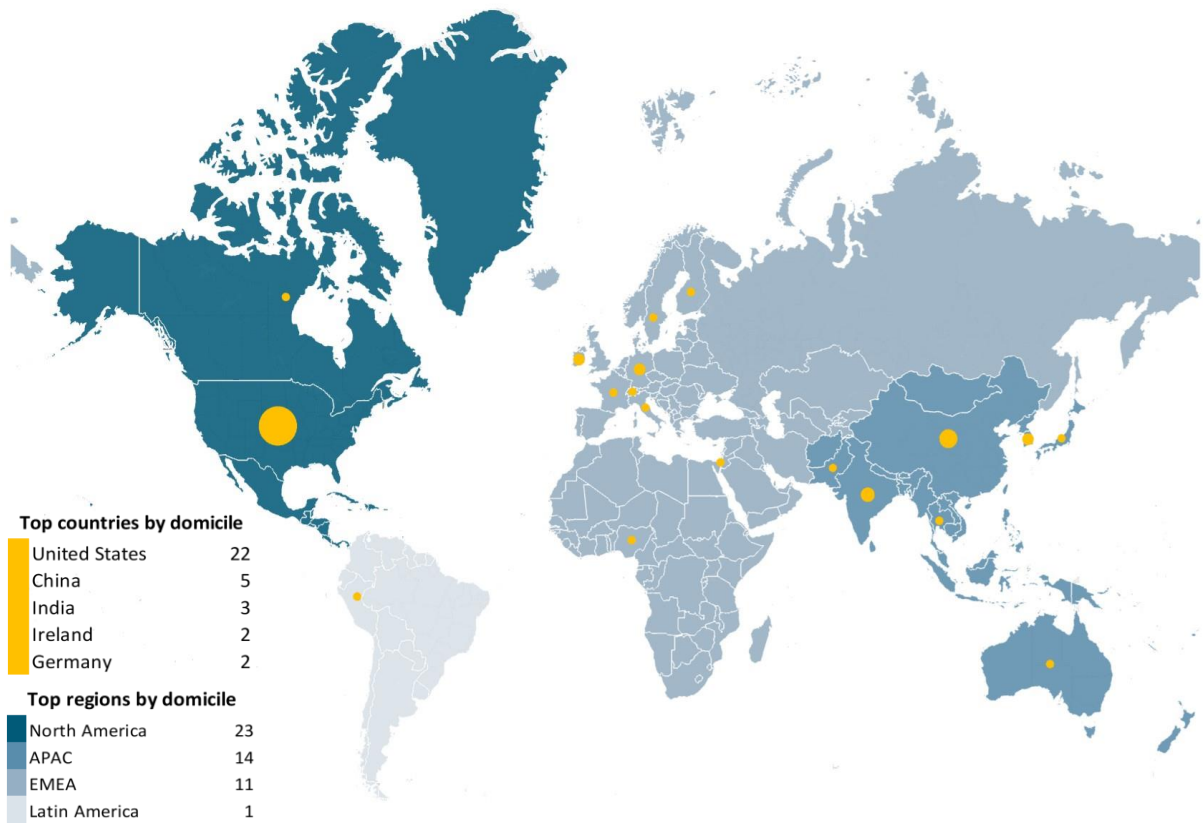
STATISTICS FOR ENGAGEMENT ACTIVITIES IN Q3 2025

In Q3 2025, ISS Sustainability Solutions conducted Norm-Based Engagement on behalf of signatory investors with 49 companies, covering 69 individual topics. The statistics and maps presented below represent activities in Q3 2025 for engagement dialogues that were initiated in Q3 2025 or earlier.

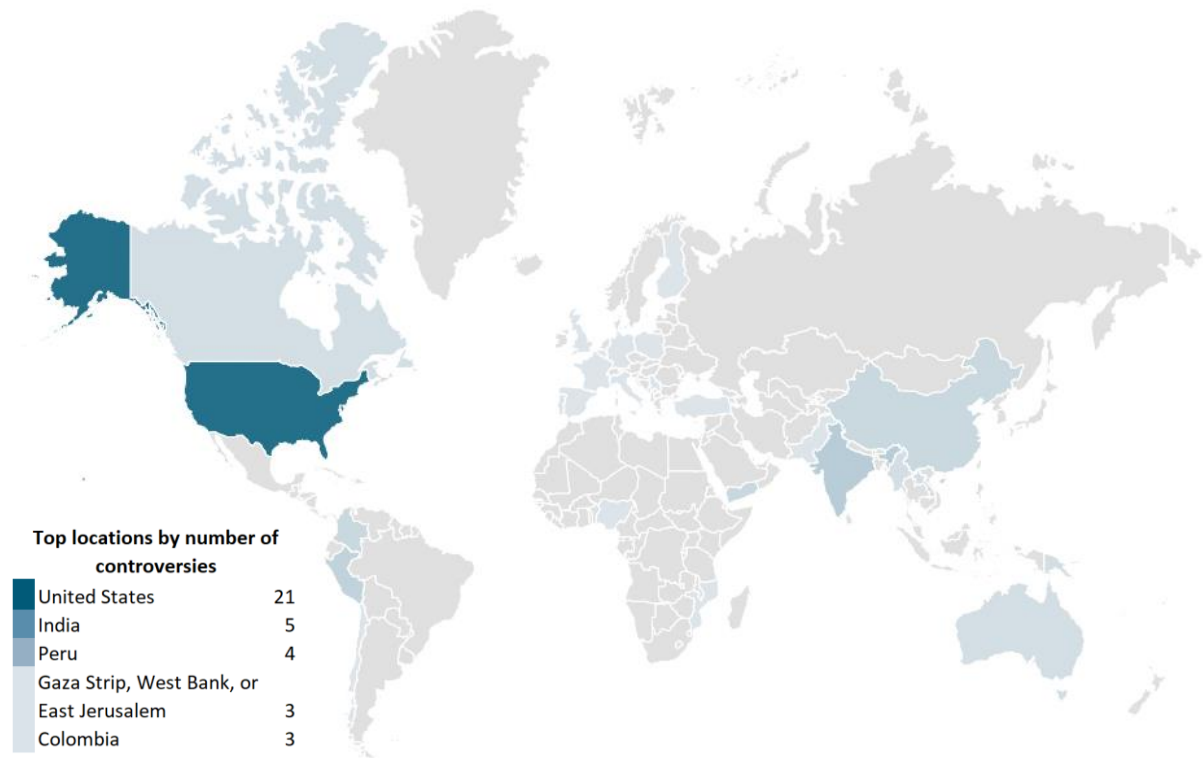
Chart 2. Number and type of engagement activities conducted between 1 July 2025 and 30 September 2025.



Map 1. Global distribution of companies engaged with in Q3 2025.



Map 2. Location of controversies engaged on in Q3 2025.



NOTABLE ENGAGEMENT ACTIVITIES IN Q3 2025

The cases below are examples of notable Norm-Based Engagement dialogues carried out on behalf of participating investors in Q3 2025. These activities relate to engagement dialogues that were initiated in Q3 2025 or earlier.

Clariane SE		ISIN FR0010386334
THEMES Consumer health and safety, Consumer rights, Right to life		LOCATION France
ACTIVITY SUMMARY	In Q3 2025, ISS Sustainability Solutions shared a letter with Clariane SE on behalf of participating investors regarding the company's consumer health and safety controversy in France.	
	In an engagement meeting facilitated by ISS Sustainability Solutions in September 2025, the company stated that, since the acquisition of the Chantefontaine facility in 2019, it has invested heavily into its restoration and that it is moving the operations to a newly built facility in collaboration with all stakeholders involved. Regarding the allegations of abuse and neglect of elderly residents at its care homes, the company rejected any such claim and stated that there has been little to no evidence of any systematic failure.	
	The company further shared that it is closely following the recommendations by local authorities and that it has implemented the recommended sanitary measures since the Covid-19 pandemic, adding that, as of 2023, 100% of its network is ISO 9001-certified. It added that, in case of an adverse event, the facility director and the regional health authorities are immediately notified, and Clariane then proceeds with the appropriate remedial action plan.	
	The company also shared that it became mission driven three years ago.	
	Based on the information Clariane SE provided in this engagement dialogue, the company was assessed as having made positive progress on the disclosure of relevant information goal and as having demonstrated an excellent quality of participation. ISS Sustainability Solutions continues to monitor the efficacy of the company's remediation measures.	

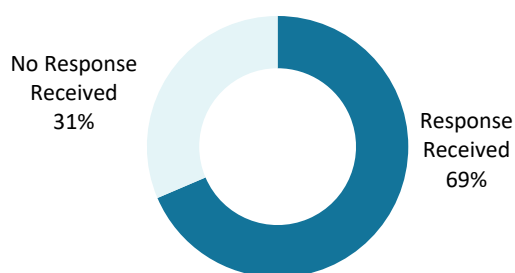
Stora Enso Oyj		ISIN FI0009005961
THEMES Biodiversity		LOCATION Finland
ACTIVITY SUMMARY	In Q2 2025, ISS Sustainability Solutions shared a letter with Stora Enso Oyj on behalf of participating investors regarding the company's biodiversity controversy in Finland. In written responses to ISS Sustainability Solutions' investor enquiry in June and August 2025, the company stated that, while a tier-2 subcontractor's logging machinery crossed the river and led to the killing of endangered freshwater pearl mussels, it takes full responsibility for the incident. The company shared links to its various disclosures and press releases. Regarding the measures to restore biodiversity at the affected habitat, the company shared that approximately 5500 freshwater pearl mussels were successfully moved from the most damaged 50-meter section of the river. It added that, in June 2025, Stora Enso and Metsähallitus Parks & Wildlife Finland announced their cooperation to protect the highly endangered freshwater pearl mussel in Finland, which Stora Enso will finance with EUR 1.1 million by the end of 2030. Regarding policies and processes, the company shared that, supported by a third party, it conducted a comprehensive audit and initiated corrective actions, which include increased resources and additional trainings, special attention to harvesting operations in sensitive nature areas, and a 50-meter buffer zone around freshwater pearl mussel habitats. The company added that the implementation of the rest of the planned actions continues in 2025 and that Stora Enso has also conducted internal audits to ensure the implementation of the processes and company policies. The company shared that its operations are certified according to ISO 14001, PEFC CoC, Controlled Sources, FSC CoC, and Controlled Wood. It added that major corrective action requirements resulting from the Hukkajoki incident have been closed and verified by an auditor. Based on the information Stora Enso Oyj provided in this engagement dialogue, the company was assessed as having made positive progress on all four engagement goals and as having demonstrated an excellent quality of participation. ISS Sustainability Solutions continues to monitor the efficacy of the company's remediation measures.	

OVERALL ENGAGEMENT STATISTICS FOR 2025

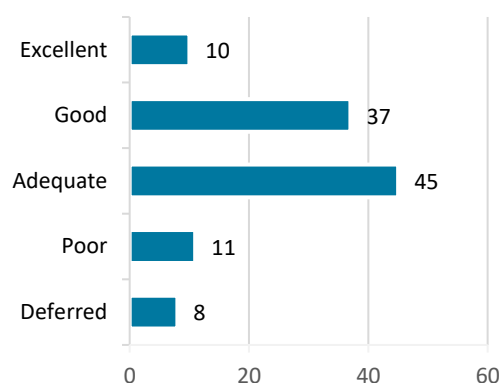
Since the start of 2025, ISS Sustainability Solutions has received responses from 72 companies, covering 111 individual topics for engagements initiated in Q3 2025 or earlier under Norm-Based Engagement on behalf of participating investors.

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

Response rate per company



Quality of participation per topic



NOTE:

Definition of response rate: The percentage of companies that have responded through a written response or a meeting, out of all companies with which there has been at least one inbound or outbound interaction since the beginning of the year.

Definitions of quality of participation: **Excellent:** The company has replied and substantially addressed all questions. **Good:** The company has replied and substantially addressed most elements of the questions. **Adequate:** The company has replied and has addressed at least one of the questions posed. This also applies if the company's response did not substantially address the questions posed. **Poor:** The company has replied, but did not meaningfully address the questions posed. This also applies if the company only shared a link to a relevant report. **Deferred:** The company has replied, acknowledging the enquiry, but has 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, 8.8 ¹			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	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	No measures announced	

Apple Inc.			ISIN
			US0378331005
SDG ALIGNMENT			QUARTER
SDG 10.1, 10.3, 5.1, 5.2, 8.8			Q4 2024
THEME			LOCATION
Equal pay, Gender discrimination (workplace), Racial discrimination (workplace), Sexual harassment (workplace), Workplace discrimination			United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Commitment expressed	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	Commitment expressed	
THEME			LOCATION
Anti-competitive behaviour			N/A
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	
THEME			LOCATION

¹ No poverty (SDG 1), Zero hunger (SDG 2), Good health and well-being (SDG 3), Quality education (SDG 4), Gender equality (SDG 5), Clean water and sanitation (SDG 6), Affordable and clean energy (SDG 7), Decent work and economic growth (SDG 8), Industry, innovation and infrastructure (SDG 9), Reduced inequalities (SDG 10), Sustainable cities and communities (SDG 11), Responsible consumption and production (SDG 12), Climate action (SDG 13), Life below water (SDG 14), Life on land (SDG 15), Peace, justice, and strong institutions (SDG 16), and Partnerships for the goals (SDG 17).

Business-to-consumer conduct, Consumer rights

United Kingdom

GOALS SET & PROGRESS ACHIEVED

DISCLOSURE

Commitment expressed

IMPLEMENTATION OF POLICIES

No measures announced

REMEDIAL ACTION

Commitment expressed

TERMINATION OF PRACTICE

No measures announced

Berkshire Hathaway Inc.

ISIN

US0846707026

SDG ALIGNMENT

QUARTER

SDG 3

Q2 2025

THEME

Living standards, Right to life

LOCATION

United States

GOALS SET & PROGRESS ACHIEVED

DISCLOSURE

Commitment expressed

IMPLEMENTATION OF POLICIES

Measures initiated

REMEDIAL ACTION

Measures initiated

TERMINATION OF PRACTICE

Commitment expressed

Clariane SE

ISIN

FR0010386334

SDG ALIGNMENT

QUARTER

SDG 3

Q3 2025

THEME

Consumer health and safety, Consumer rights, Right to life

LOCATION

France

GOALS SET & PROGRESS ACHIEVED

DISCLOSURE

Measures initiated

IMPLEMENTATION OF POLICIES

Measures initiated

REMEDIAL ACTION

Measures initiated

TERMINATION OF PRACTICE

Measures initiated

Edison International

ISIN

US2810201077

SDG ALIGNMENT

QUARTER

SDG 3

Q3 2025

THEME

LOCATION

Right to life		United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Measures initiated	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

Elbit Systems Ltd.		ISIN
		IL0010811243
SDG ALIGNMENT		QUARTER
SDG 16.1		Q3 2025
THEME		LOCATION
Military / security supplies		Gaza Strip, West Bank, or East Jerusalem
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Commitment expressed	No measures announced
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	No measures announced	Commitment expressed

EQT Corporation		ISIN
		US26884L1098
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
	Commitment expressed	Commitment expressed
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Commitment expressed	Commitment expressed

Exxon Mobil Corporation		ISIN
		US30231G1022
SDG ALIGNMENT		QUARTER
SDG 12.4, 15.1, 6.3, 13.2, 13.3, 11.4, 16.7		Q3 2025
THEME		LOCATION
Air pollution, Biodiversity, Environmental impacts, Pollution, Water pollution		Canada
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Commitment expressed	Commitment expressed
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	No measures announced	No measures announced
THEME		LOCATION
Climate change impacts, Climate change regulation		United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Commitment expressed	Commitment expressed
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Commitment expressed	Commitment expressed
THEME		LOCATION
Climate change impacts		Australia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	No measures announced
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	No measures announced	No measures announced
THEME		LOCATION
Access to water / sanitation, Indigenous rights		United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	No measures announced
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	No measures announced	No measures announced

First Quantum Minerals Ltd.		ISIN
		CA3359341052
SDG ALIGNMENT		QUARTER

SDG 15.2, 15.5		Q2 2025
THEME Biodiversity, Deforestation, Environmental impacts		LOCATION Panama
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE Measures initiated	IMPLEMENTATION OF POLICIES Measures initiated
	REMEDIAL ACTION Measures initiated	TERMINATION OF PRACTICE Commitment expressed

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

	Commitment expressed	Measures initiated
LG Chem Ltd.		ISIN KR7051910008
SDG ALIGNMENT		QUARTER
SDG 3.9		Q2 2025
THEME		LOCATION
Children's rights, Right to health, Right to life		India
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Commitment expressed	Commitment expressed
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Commitment expressed	Commitment expressed
Lockheed Martin Corporation		ISIN US5398301094
SDG ALIGNMENT		QUARTER
SDG 16.1		Q3 2025
THEME		LOCATION
Human rights due diligence, Military / security supplies		Yemen
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Commitment expressed	Commitment expressed
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	No measures announced	Commitment expressed
THEME		LOCATION
Military / security supplies		Gaza Strip, West Bank, or East Jerusalem
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Commitment expressed	Commitment expressed
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	No measures announced	Commitment expressed
Loomis AB		ISIN SE0014504817
SDG ALIGNMENT		QUARTER

SDG 8.8		Q3 2025
THEME		LOCATION
Union rights		Turkey
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	Commitment expressed
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	No measures announced	No measures announced

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

Moog Inc.		ISIN
		US6153942023
SDG ALIGNMENT		QUARTER
SDG 16.5		Q3 2025
THEME		LOCATION
Bribery		India
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Commitment expressed
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Commitment expressed	N/A

Porsche AG		ISIN
		DE000PAG9113
SDG ALIGNMENT		QUARTER

SDG 12.4			Q2 2025
THEME Air pollution, Pollution			LOCATION Germany
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE Measures initiated	IMPLEMENTATION OF POLICIES Measures initiated	
	REMEDIAL ACTION Measures initiated	TERMINATION OF PRACTICE Measures initiated	

RATCH Group Public Co., Ltd.			ISIN TH0637010Y00
SDG ALIGNMENT SDG 1.4, 16.7, 2.1			QUARTER Q2 2025
THEME Indigenous rights, Living standards, Right to life, Stakeholder consultation			LOCATION Laos
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE Commitment expressed	IMPLEMENTATION OF POLICIES Commitment expressed	
	REMEDIAL ACTION Commitment expressed	TERMINATION OF PRACTICE Commitment expressed	

Ryanair Holdings Plc			ISIN IE00BYTBXV33
SDG ALIGNMENT SDG 8.5, 8.8, 10.1			QUARTER Q2 2025
THEME Living wage, Union rights, Working conditions			LOCATION Belgium
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE Commitment expressed	IMPLEMENTATION OF POLICIES No measures announced	
	REMEDIAL ACTION No measures announced	TERMINATION OF PRACTICE Commitment expressed	
THEME Living wage, Union rights, Working conditions			LOCATION Portugal
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE Measures initiated	IMPLEMENTATION OF POLICIES 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
SDG 15.1, 15.5			Q2 2025
THEME			LOCATION
Biodiversity			Finland
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

T-Mobile US, Inc.			ISIN
			US8725901040
SDG ALIGNMENT			QUARTER
SDG 8.8			Q3 2025
THEME			LOCATION
Union rights			United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	No measures announced	No measures announced	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	No measures announced	No measures announced	
THEME			LOCATION

Consumer privacy, Consumer rights, Cybersecurity		United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	Measures initiated	Measures initiated
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	Measures initiated	Measures initiated

Tyson Foods, Inc.		ISIN
		US9024941034
SDG ALIGNMENT		QUARTER
SDG 3, 8.8		Q2 2025
THEME		LOCATION
Workplace health and safety		United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES
	No measures announced	No measures announced
	REMEDIAL ACTION	TERMINATION OF PRACTICE
	No measures announced	No measures announced

Volcan Compania Minera S.A.A.		ISIN
		PEP648014202
SDG ALIGNMENT		QUARTER
SDG 12.4, 6.3		Q3 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

Zijin Mining Group Co., Ltd.		ISIN
		CNE100000502
SDG ALIGNMENT		QUARTER
SDG 11.4, 16.1, 16.7, 12.4, 6.3		Q1 2025
THEME		LOCATION

Access to water / sanitation, Human rights due diligence, Indigenous rights, Stakeholder consultation			Peru
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Commitment expressed	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	Commitment expressed	
THEME			LOCATION
Access to water / sanitation, Forced displacement, Human rights due diligence, Living standards, Right to life			Papua New Guinea
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	No measures announced	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Commitment expressed	Commitment expressed	
THEME			LOCATION
Right to health, Water pollution			Papua New Guinea
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Commitment expressed	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	
THEME			LOCATION
Air pollution, Pollution, Water pollution			Serbia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	IMPLEMENTATION OF POLICIES	
	Measures initiated	Measures initiated	
	REMEDIAL ACTION	TERMINATION OF PRACTICE	
	Measures initiated	Measures initiated	

**We empower investors and companies to build
for long-term and sustainable growth by providing
high-quality data, analytics, and insight.**

SUCCEED WITH ISS SUSTAINABILITY SOLUTIONS

Email sales@iss-stoxx.com or visit iss-esg.com for more information.

Copyright © 2025 Institutional Shareholder Services Inc. and/or its subsidiaries ("ISS STOXX"). All rights reserved.

This report and all of the information contained in it, including without limitation all text, data, graphs and charts, is the property of ISS STOXX and/or its licensors and is provided for informational purposes only. The information may not be modified, reverse-engineered, reproduced or disseminated, in whole or in part, without prior written permission from ISS STOXX.

This report and the recommendations, ratings and/or other analytical content in the report has not been submitted to, nor received approval from, the United States Securities and Exchange Commission or any other regulatory body.

The user of this report assumes all risks of any use that it may make or permit to be made of the information. While ISS STOXX exercised due care in compiling this report, ISS STOXX makes no express or implied warranties or representations with respect to the information in, or any results to be obtained by the use of, the report. In particular, the recommendations, ratings and/or other analytical content in the report are not intended to constitute an offer, solicitation or advice to buy or sell securities nor are they intended to solicit votes or proxies. ISS STOXX shall not be liable for any losses or damages arising from or in connection with the information contained herein or the use of, reliance on, or inability to use any such information.

Please note the issuer(s) mentioned within this report and/or material may have a commercial relationship with ISS Corporate Solutions, Inc. ("ISS-Corporate"), a wholly owned subsidiary of Institutional Shareholder Services Inc., or ISS-Corporate may have provided advisory or analytical services to the issuer(s) in connection with the information described in this report. No employee of ISS-Corporate played a role in the preparation of this report. If you are an institutional client of ISS STOXX, you may inquire about any issuer's use of products and services from ISS-Corporate via ProxyExchange or by emailing disclosure@issgovernance.com.

Additionally, the issuer(s) mentioned within this report and/or material may be a client of ISS STOXX, or the parent of, or affiliated with, a client of ISS STOXX. One or more of the proponents of a shareholder proposal at an upcoming meeting may be a client of ISS STOXX, or the parent of, or affiliated with, a client of ISS STOXX. None of the sponsors of any shareholder proposal(s) played a role in preparing this report.

ISS STOXX is majority owned by Deutsche Börse AG ("DB"), an international exchange organization. Both ISS STOXX and DB have established standards and procedures to protect the integrity and independence of the research, recommendations, ratings and other analytical offerings ("Research Offerings") produced by ISS STOXX.

Further information about conflict mitigation can be found [here](#).