



Sustainability Solutions



NORM-BASED ENGAGEMENT



Q1 2026 Progress Report

April 2026



TABLE OF CONTENTS

INTRODUCTION.....3

ISS SUSTAINABILITY SOLUTIONS’ NORM-BASED ENGAGEMENT APPROACH.....4

 Engagement Scope.....4

 Engagement Process.....5

 Engagement Outcomes.....5

ENGAGEMENTS INITIATED IN Q1 2026.....6

STATISTICS FOR ENGAGEMENT ACTIVITIES IN Q1 20269

ENGAGEMENT HIGHLIGHTS IN Q1 2026.....11

APPENDIX.....14

 ENGAGEMENT DIALOGUES IN Q1 2026.....14

INTRODUCTION

The Norm-Based Engagement Quarterly Report for Q1 2026 consists of four 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 31st March 2026 related to engagements initiated in Q1 2026.
- The third part presents statistics for engagement activities carried out in Q1 2026.
- The fourth part highlights notable engagements conducted in Q1 2026.
- The appendix contains details of engagement dialogues in Q1 2026.

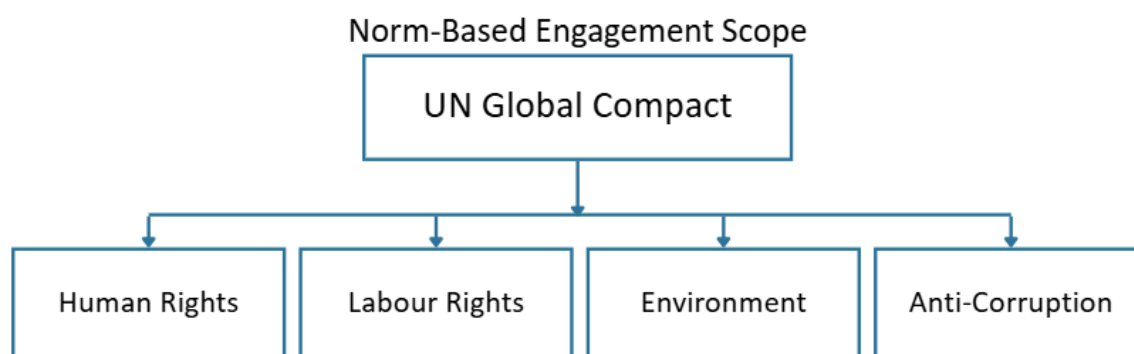
The detailed engagement reports, timelines and documentation for the individual companies listed in the report are available to Norm-Based Engagement clients online via the [Pooled Engagement Tool](#).

ISS SUSTAINABILITY SOLUTIONS' NORM-BASED ENGAGEMENT 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.

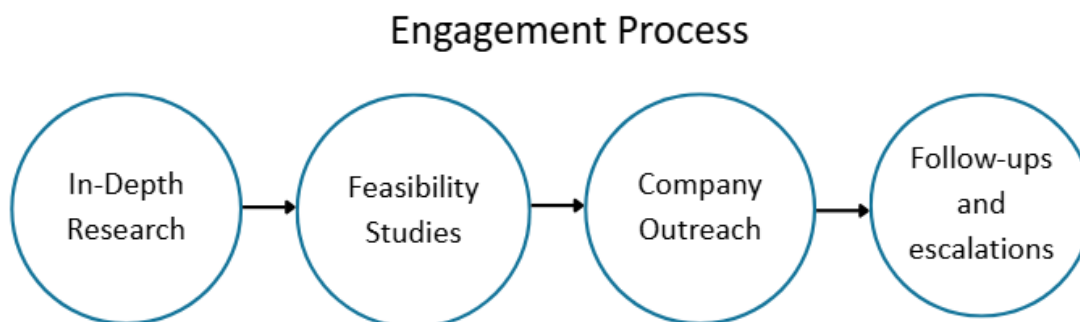
Engagement Scope

Norm-Based Engagement enables participating investors to engage with companies identified by ISS Sustainability Solutions' Norm-Based Research as being involved in alleged or verified severe, systematic, or systemic breaches of international norms. Engagements are aligned with the four United Nations Global Compact areas—human rights, labour rights, environment, and anti-corruption—and may cover one or more specific topics within these areas. Investors may opt in or out of individual company engagements based on their priorities.



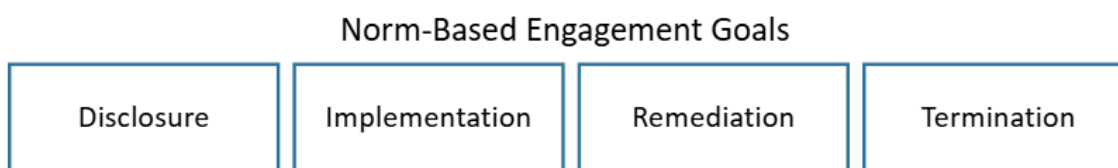
Engagement Process

Engagements are informed by Norm-Based Research, including in-depth analysis and fact-finding dialogues with companies and relevant stakeholders. Companies linked to material controversies are considered for engagement on a rolling quarterly basis, following feasibility assessments that evaluate disclosure gaps, company responsibility, and the potential effectiveness of investor dialogue. Engagements are initiated through written outreach and may include meetings, follow-ups, and escalation to senior management or the board where necessary. Engagement feasibility is reassessed if companies remain unresponsive.



Engagement Outcomes

Each engagement is guided by clearly defined goals across four outcome categories: the disclosure of information, the implementation of relevant policies, remediation, and the termination of the problematic practice. A company's response and quality of participation is assessed against these goals throughout the engagement. Engagements are closed when the controversy and the associated risks are resolved; suspended when the available information is insufficient, pending developments in the case or further disclosure by the company; or discontinued when the prospects for progress are limited.

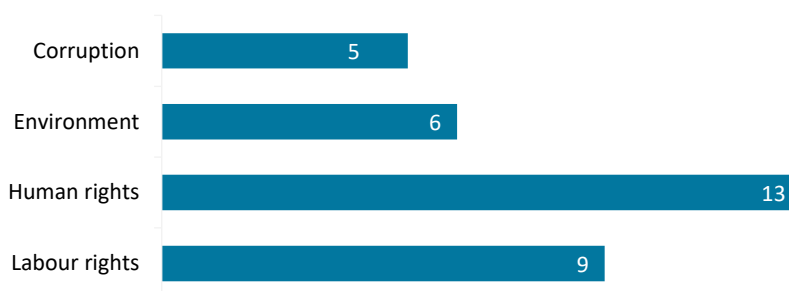


ENGAGEMENTS INITIATED IN Q1 2026

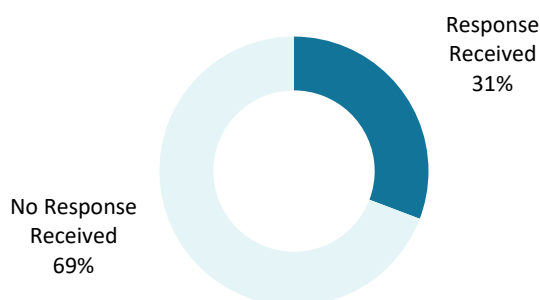
In Q1 2026, ISS Sustainability Solutions initiated Norm-Based Engagement on behalf of signatory investors with 26 companies, covering 33 individual topics. By 31st March 2026, ISS Sustainability Solutions had received responses from 8 of these companies.

Charts 1-3. Statistics for engagements initiated in Q1 2026.

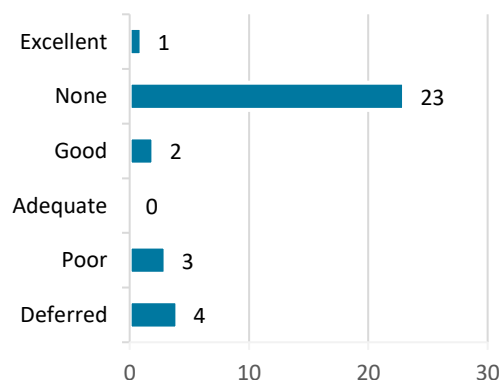
Norm Area Breakdown



Response Rate



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.

The following table provides information on companies' responsiveness to the Q1 2026 engagements from sending the letters on 16th February 2026 until 31st March 2026. Companies that had yet to respond to the initial engagement letters were sent reminders on 16th April 2026.

ISSUER	ISIN	NORM AREA BREAKDOWN	RESPONSE RECEIVED
Aboitiz Equity Ventures, Inc.	PHY0001Z1040	Labour rights	No
Bayer AG	DE000BAY0017	Environment	Yes
Caterpillar, Inc.	US1491231015	Human rights	No
Coca-Cola Europacific Partners plc	GB00BDCPN049	Labour rights	No
Dabur India Limited	INE016A01026	Human rights	No
Delta Air Lines, Inc.	US2473617023	Labour rights	No
EDP SA	PTEDPOAM0009	Human rights	Yes
eHealth, Inc.	US28238P1093	Corruption	Yes
Elevance Health, Inc.	US0367521038	Corruption	No
Enel Americas SA	CLP371861061	Human rights	No
Enel SpA	IT0003128367	Human rights	Yes
Eni SpA	IT0003132476	Environment, Labour rights	No
Fortescue Ltd.	AU000000FMG4	Labour rights	Yes
Godrej Consumer Products Limited	INE102D01028	Human rights	No
GoHealth, Inc.	US38046W2044	Corruption	No
Humana Inc.	US4448591028	Corruption	No
L'Oreal SA	FR0000120321	Human rights	No
Mattel, Inc.	US5770811025	Human rights	No
McDonald's Corporation	US5801351017	Labour rights	Yes
Pan American Silver Corp.	CA6979001089	Human rights	Yes
Repsol SA	ES0173516115	Environment, Human rights	Yes

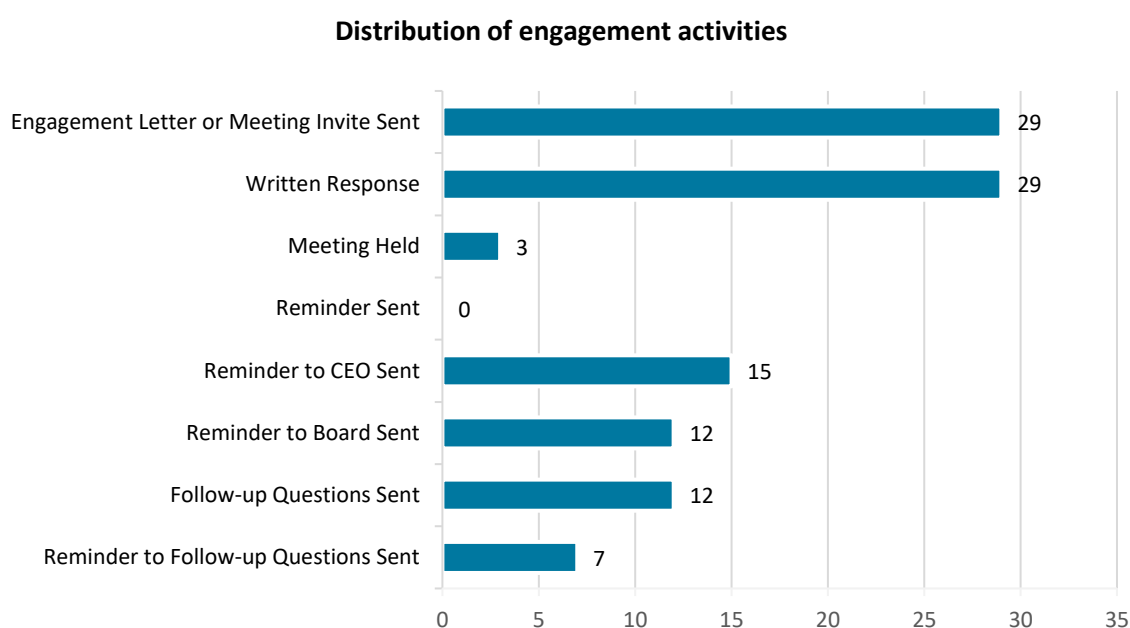
SelectQuote, Inc.	US8163073005	Corruption	No
Tesla, Inc.	US88160R1014	Human rights, Labour rights	No
The Coca-Cola Company	US1912161007	Human rights	No
Tokyo Electric Power Co. Holdings, Inc.	JP3585800000	Environment	No
TotalEnergies SE	FR0000120271	Environment, Human rights, Labour rights	No

STATISTICS FOR ENGAGEMENT ACTIVITIES IN Q1 2026

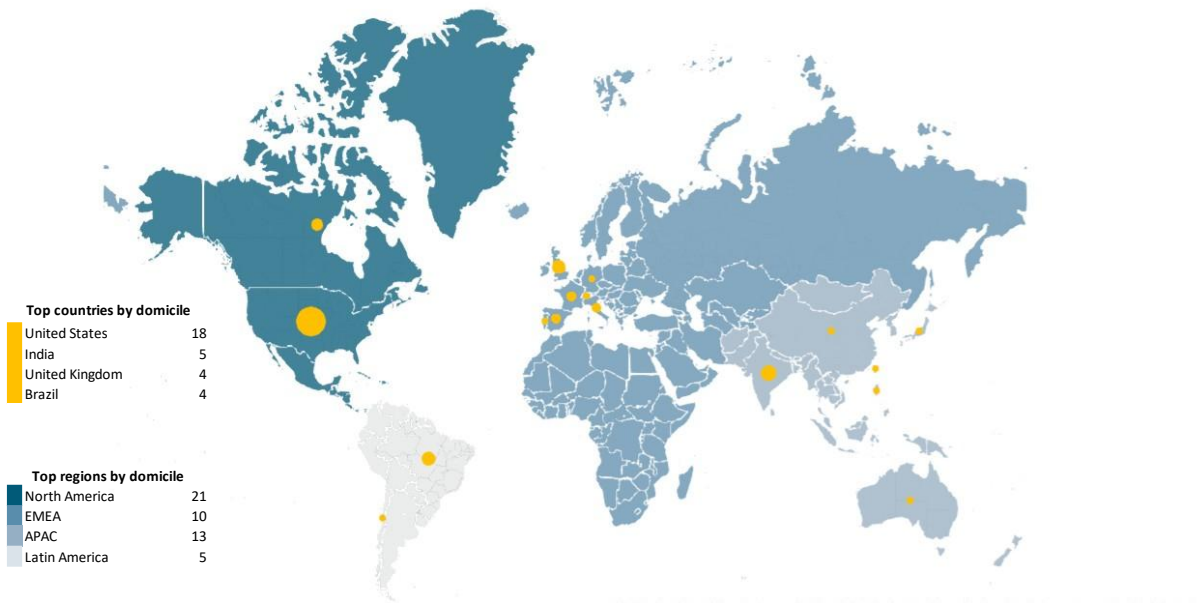
In Q1 2026, ISS Sustainability Solutions conducted Norm-Based Engagement on behalf of signatory investors with 49 companies, covering 71 topics. Since the start of 2026, ISS Sustainability Solutions has received responses from 23 companies, covering 37 individual topics for engagements initiated in Q1 2026 or earlier under Norm-Based Engagement on behalf of participating investors.

The statistics and maps presented below represent activities in Q1 2026 for engagement dialogues that were initiated in Q1 2026 or earlier.

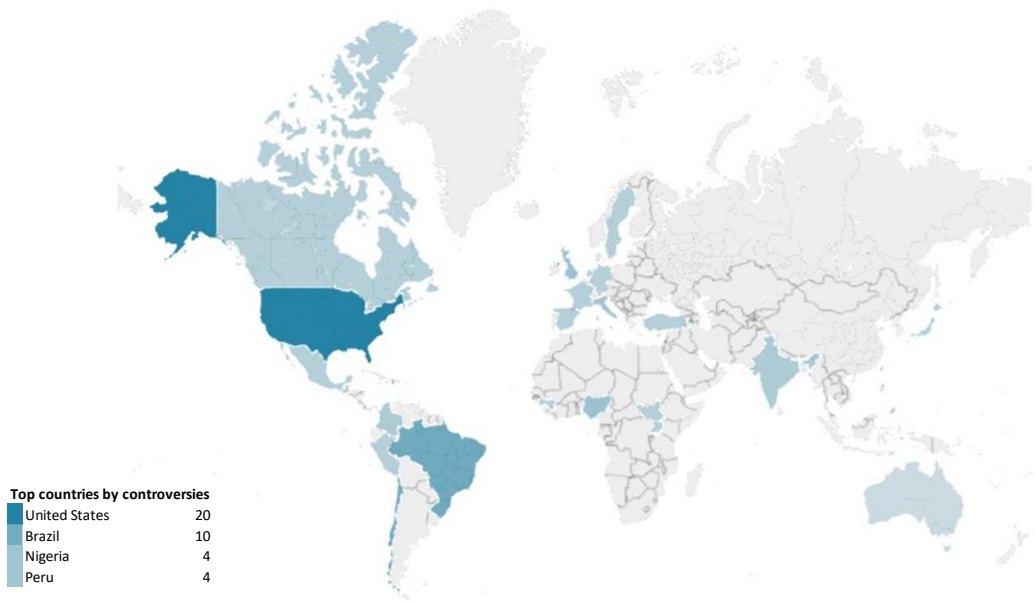
Chart 4. Number and type of engagement activities conducted between 1st January 2026 and 31st March 2026.



Map 1. Global distribution of companies engaged in Q1 2026.



Map 2. Location of controversies engaged on in Q1 2026.



ENGAGEMENT HIGHLIGHTS IN Q1 2026

The cases below are examples of notable Norm-Based Engagement dialogues carried out on behalf of participating investors in Q1 2026. These activities relate to engagement dialogues that were initiated in Q1 2026 or earlier.

Pan American Silver Corp.

Q1 2026

THEMES

- Indigenous rights, Stakeholder consultation

ENGAGEMENT GOALS

- Disclosing information on the status of ILO 169 consultation process with the Xinka people.
- Details of the measures implemented in line with the ILO 169 consultation process.
- Adopting policies and measures, such as grievance mechanisms, to ensure that indigenous people are consulted with and consent to the company's operations at the Escobal Mine.
- Demonstrating that the company is respecting the right to consultation and indigenous rights by obtaining the free, prior and informed consent for its mining operations in Guatemala.

NOTABLE ACTIVITIES



SUMMARY

Pan American Silver Corp. is a precious metals company headquartered in Canada. In Q1 2026, ISS Sustainability Solutions shared a letter with Pan American Silver Corp. on behalf of participating investors regarding the company's **indigenous rights controversy at the El Escobal Mine in Guatemala**.

In an engagement meeting, the company stated that responsibility for leading the consultation process under ILO Convention 169 rests with Guatemala's Ministry of Mines and Energy (MEM), and that the government met with the Xinka Parliament in July 2025 and subsequently requested the company to submit an updated proposal addressing concerns related to water, blasting, cultural heritage sites, and participation mechanisms. The company added that the Xinka Parliament independently organises its meetings with the government and noted that MEM published a position document in December 2025. It reiterated that the consultation process remains ongoing, with no defined timeline, and stated that a further MEM update is expected in May 2026.

The company also shared that mitigation and monitoring programmes are in place at the site, including water monitoring overseen by MEM and the Ministry of Environment and Natural Resources (MARN). It also highlighted changes to its security approach following the acquisition of the project, including demilitarising the project's security, banning the use of firearms, and alignment with the Voluntary Principles on Security and Human Rights. It further noted multiple listening and grievance channels for the project and ongoing collaboration with the United Nations Development Programme to support dialogue structures.

Based on the information Pan American Silver Corp. provided in this engagement dialogue, **the company was assessed as having made positive progress on all the engagement goals**, and to have a quality of participation of 'Excellent'. ISS Sustainability Solutions continues to monitor the efficacy of the company's remediation measures.

Petroleo Brasileiro SA

Q4 2025

THEMES

- Oil spill, Pollution, Waste management, Water pollution

ENGAGEMENT GOALS

- Disclosing the measures in place to prevent and remediate oil spills across the company's operations.
- Ensuring the implementation of relevant environmental policies to prevent and remediate oil spills.
- Demonstrating that the company has remediated past and present oil spills, and that it has an effective spill management system in place across its operations.
- Providing a third-party assessment attesting the efficacy of the company's policies to ensure oil spills are contained, treated, and prevented across its operations.

NOTABLE ACTIVITIES



SUMMARY

Petroleo Brasileiro SA is an integrated oil company headquartered in Brazil. In Q4 2025, ISS Sustainability Solutions shared a letter with Petroleo Brasileiro SA on behalf of participating investors regarding the company's **pollution controversy in Brazil**.

In written responses, the company stated that oil spill prevention is managed through corporate standards covering asset integrity, maintenance, root-cause investigations, and the implementation of preventive and corrective measures to avoid recurrence. It highlighted initiatives referenced in its 2024 Sustainability Report, including a dynamic process safety barrier monitoring project and a safety capability enhancement programme, which it said are designed to prevent high-potential accidents and support risk-based decision-making. The company added that produced water treatment is conducted in line with strict environmental standards, supported by ongoing investments in technologies and processes to minimise environmental impacts.

The company further shared that, under the 2018 Commitment Agreement (TC) with IBAMA, all adjustment actions related to the 28 oil platforms originally in scope have been completed, with formal discharge pending IBAMA's internal timelines following the submission of discharge requests. It noted that the only remaining obligation, within the agreed deadline, is the delivery of an inspection vessel by November 1, 2026, as set out in the fifth amendment to the TC. The company also stated that it is subject to regular third-party environmental audits and periodic regulatory audits overseen by the National Agency of Petroleum, Natural Gas and Biofuels (ANP), covering operational safety, subsea systems, and well integrity management.

Based on the information provided in this engagement dialogue, **the company was assessed as having made positive progress on all the engagement goals**, and to have a quality of participation of 'Excellent'. ISS Sustainability Solutions continues to monitor the efficacy of the company's remediation measures.

Iberdrola SA

Q4 2025

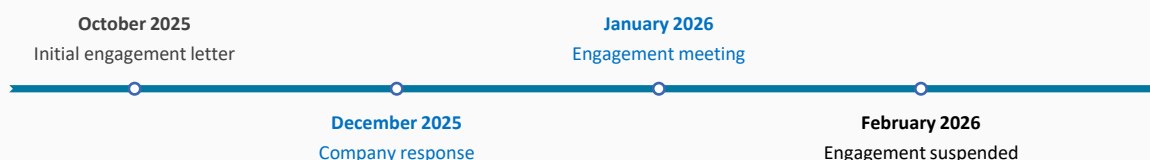
THEMES

- Access to water and sanitation, Forced displacement, Indigenous rights, Living standards, Stakeholder consultation
- Biodiversity, Environmental impacts

ENGAGEMENT GOALS

- Disclosure of information and implementation of the Basic Environment Plan (PBA).
- Elimination of the negative impacts of the Belo Monte Dam's operations on indigenous livelihoods.
- Disclosure of monitoring assessments conducted by third parties demonstrating the sustainability of the dam's operations.
- Implementing adequate environmental policies that apply to all the projects in which the company is involved.
- Adopting a revised hydrograph at the dam that allows to maintain the water level and biodiversity of the Xingu River.

NOTABLE ACTIVITIES



SUMMARY

Iberdrola SA is an electric utilities company headquartered in Spain. In Q4 2025, ISS Sustainability Solutions shared a letter with Iberdrola SA on behalf of participating investors regarding the company's **indigenous rights and biodiversity controversies at the Belo Monte Dam in Brazil**.

In an initial written response, the company explained that Norte Energia has established communication and engagement platforms, channels, and forums with indigenous and riverside communities.

Subsequently, during an engagement meeting facilitated by ISS Sustainability Solutions with Iberdrola SA and Norte Energia, the operator of the dam, the latter provided updates on the dam's operations and socio-environmental initiatives. It stated that an Environmental Commitment Agreement (TCA) was signed with IBAMA following a 2019 drought, with 92% of the agreed actions completed. The company also stated that R\$8 billion has been invested under the Basic Environmental Plan (PBA) and its Indigenous Component (PBA-CI), with an additional R\$2.8 billion provisioned to support ongoing commitments. Norte Energia further shared that its socio-environmental monitoring complies with the right to free, prior, and informed consent (FPIC), and that no human-rights-related complaints were recorded through its compliance mechanisms in 2025.

Norte Energia addressed the hydrograph topic, noting that a court injunction ordering its immediate revision was suspended, and that a December 2025 ruling permits any new hydrograph proposal only after a final, non-appealable decision. The company stated that third-party monitoring has been ongoing since 2012, with quarterly independent reports and audits confirming compliance with IFC Performance Standards. Norte Energia added that biodiversity monitoring indicated that the ecology in the area was maintained and turtle populations in Tabuleiro do Embaubal were stable.

Based on the information Iberdrola SA provided in this engagement dialogue, **the company was assessed as having made positive progress on all the engagement goals except the goal relating to the hydrograph**, and to have a quality of participation of 'Excellent'. ISS Sustainability Solutions continues to monitor the efficacy of the company's remediation measures.

APPENDIX

ENGAGEMENT DIALOGUES IN Q1 2026

Albemarle Corporation								ISIN
								US0126531013
QUARTER Q4 2025								
THEME								LOCATION
Environmental impacts								Chile
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Commitment expressed	PROGRESSED	Yes
	REMEDIAL ACTION	Commitment expressed	PROGRESSED	Yes	TERMINATION OF PRACTICE	Commitment expressed	PROGRESSED	Yes
THEME								LOCATION
Access to water / sanitation, Indigenous rights, Living standards								Chile
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Commitment expressed	PROGRESSED	Yes
	REMEDIAL ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No

Amazon.com, Inc.								ISIN
								US0231351067
QUARTER Q4 2025								
THEME								LOCATION
Union rights, Working conditions								Germany
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Commitment expressed	PROGRESSED	Yes
	REMEDIATION ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	Commitment expressed	PROGRESSED	Yes
THEME								LOCATION
Union rights								United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Commitment expressed	PROGRESSED	Yes
	REMEDIATION ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No
THEME								LOCATION
Union rights, Working conditions, Workplace health and safety								United Kingdom
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	No measures announced	PROGRESSED	No
	REMEDIATION ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No
THEME								LOCATION
Union rights, Working conditions, Workplace health and safety								Italy
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	No measures announced	PROGRESSED	No
	REMEDIATION ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No
THEME								LOCATION
Union rights, Working conditions, Workplace health and safety								Spain
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	No measures announced	PROGRESSED	No
	REMEDIATION ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No
THEME								LOCATION
Anti-competitive behaviour								Italy
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	No measures announced	PROGRESSED	No	IMPLEMENTATION OF POLICIES	No measures announced	PROGRESSED	No
	REMEDIATION ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No
THEME								LOCATION
Tax irregularities								Italy
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	No measures announced	PROGRESSED	No	IMPLEMENTATION OF POLICIES	No measures announced	PROGRESSED	No
	REMEDIATION ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No

Anglogold Ashanti Plc								
								ISIN
								GB00BRXH2664
QUARTER Q4 2025								
THEME								LOCATION
Access to water / sanitation, Forced displacement, Human rights due diligence, Living standards, Stakeholder consultation								Guinea
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	Measures initiated	PROGRESSED	Yes

AXIA Energia SA								
								ISIN
								BRAXIAACNPB1
QUARTER Q4 2025								
THEME								LOCATION
Access to water / sanitation, Indigenous rights, Living standards, Right to health								Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Commitment expressed	PROGRESSED	Yes	TERMINATION OF PRACTICE	Commitment expressed	PROGRESSED	Yes
THEME								
Biodiversity, Environmental impacts								Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Commitment expressed	PROGRESSED	Yes
	REMEDIAL ACTION	Commitment expressed	PROGRESSED	Yes	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No

Companhia Energetica de Minas Gerais SA								
								ISIN
								BRCMIGACNPR3
QUARTER Q4 2025								
THEME								LOCATION
Access to water / sanitation, Forced displacement, Indigenous rights, Living standards, Stakeholder consultation								Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	Measures initiated	PROGRESSED	Yes
THEME								
Biodiversity, Environmental impacts								Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	No measures announced	PROGRESSED	No
	REMEDIAL ACTION	Commitment expressed	PROGRESSED	Yes	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No

EDP SA								ISIN
								PTEDP0AM0009
QUARTER Q1 2026								
THEME								LOCATION
Forced displacement, Indigenous rights, Living standards, Stakeholder consultation								Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Commitment expressed	PROGRESSED	Yes	TERMINATION OF PRACTICE	Commitment expressed	PROGRESSED	Yes

eHealth, Inc.								ISIN
								US28238P1093
QUARTER Q1 2026								
THEME								LOCATION
Bribery								United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	No measures announced	PROGRESSED	No	IMPLEMENTATION OF POLICIES	No measures announced	PROGRESSED	No
	REMEDIAL ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	NA	PROGRESSED	NA

Enel SpA								ISIN
								IT0003128367
QUARTER Q1 2026								
THEME								LOCATION
Forced displacement, Living standards, Right to health, Stakeholder consultation								Colombia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Commitment expressed	PROGRESSED	Yes	TERMINATION OF PRACTICE	Measures initiated	PROGRESSED	Yes

Iberdrola SA									ISIN
									ES0144580Y14
QUARTER Q4 2025									
THEME									LOCATION
Access to water / sanitation, Forced displacement, Indigenous rights, Living standards, Stakeholder consultation									Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Credible measures adopted	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Credible measures adopted	PROGRESSED	Yes	
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	Measures initiated	PROGRESSED	Yes	
THEME									LOCATION
Biodiversity, Environmental impacts									Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Credible measures adopted	PROGRESSED	Yes	
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No	

McDonald's Corporation									ISIN
									US5801351017
QUARTER Q12026									
THEME									LOCATION
Gender discrimination (workplace), Sexual harassment (workplace), Workplace discrimination									United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	No measures announced	PROGRESSED	No	IMPLEMENTATION OF POLICIES	No measures announced	PROGRESSED	No	
	REMEDIAL ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No	
THEME									LOCATION
Disability discrimination (workplace), Gender discrimination (workplace), LGBT discrimination (workplace), Racial discrimination (workplace), Sexual harassment (workplace), Workplace discrimination									United Kingdom
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	No measures announced	PROGRESSED	No	IMPLEMENTATION OF POLICIES	No measures announced	PROGRESSED	No	
	REMEDIAL ACTION	No measures announced	PROGRESSED	No	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No	

Neoenergia SA								ISIN
								BRNEOEACNOR3
QUARTER Q4 2025								
THEME								LOCATION
Access to water / sanitation, Forced displacement, Indigenous rights, Living standards, Stakeholder consultation								Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Credible measures adopted	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Credible measures	PROGRESSED	Yes
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	Measures initiated	PROGRESSED	Yes
THEME								LOCATION
Biodiversity, Environmental impacts								Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Credible measures	PROGRESSED	Yes
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No

Norfolk Southern Corporation								ISIN
								US6558441084
QUARTER Q4 2025								
THEME								LOCATION
Air pollution, Biodiversity, Pollution, Soil pollution, Water pollution								United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	Measures initiated	PROGRESSED	Yes

Pan American Silver Corp.								ISIN
								CA6979001089
QUARTER Q1 2026								
THEME								LOCATION
Indigenous rights, Stakeholder consultation								Guatemala
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	Commitment expressed	PROGRESSED	Yes

Petroleo Brasileiro SA								ISIN
								BRPETRACNPR6
QUARTER Q4 2025								
THEME								LOCATION
Oil spill, Pollution, Waste management, Water pollution								Brazil
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	Measures initiated	PROGRESSED	Yes

Shell Plc								ISIN
								GB00BP6MXD84
QUARTER Q4 2025								
THEME								LOCATION
Climate change impacts								Australia
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Commitment expressed	PROGRESSED	Yes	TERMINATION OF PRACTICE	Commitment expressed	PROGRESSED	Yes

Starbucks Corporation								ISIN
								US8552441094
QUARTER Q4 2025								
THEME								LOCATION
Union rights								United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	Commitment expressed	PROGRESSED	Yes

UBS Group AG								ISIN
								CH0244767585
QUARTER Q4 2025								
THEME								LOCATION
Tax irregularities								France
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Measures initiated	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Measures initiated	PROGRESSED	Yes
	REMEDIAL ACTION	Measures initiated	PROGRESSED	Yes	TERMINATION OF PRACTICE	Measures initiated	PROGRESSED	Yes

United Parcel Service, Inc.								ISIN
								US9113121068
QUARTER Q3 2025								
THEME								LOCATION
Accounting / disclosure standards								United States
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Commitment expressed	PROGRESSED	Yes
	REMEDIAL ACTION	Commitment expressed	PROGRESSED	Yes	TERMINATION OF PRACTICE	NA	PROGRESSED	NA

Vedanta Limited								ISIN
								INE205A01025
QUARTER Q4 2025								
THEME								LOCATION
Air pollution, Pollution, Soil pollution, Water pollution								India
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	Commitment expressed	PROGRESSED	Yes
	REMEDIAL ACTION	Commitment expressed	PROGRESSED	Yes	TERMINATION OF PRACTICE	Commitment expressed	PROGRESSED	Yes
THEME								LOCATION
Indigenous rights, Stakeholder consultation								India
GOALS SET & PROGRESS ACHIEVED	DISCLOSURE	Commitment expressed	PROGRESSED	Yes	IMPLEMENTATION OF POLICIES	No measures announced	PROGRESSED	No
	REMEDIAL ACTION	Commitment expressed	PROGRESSED	Yes	TERMINATION OF PRACTICE	No measures announced	PROGRESSED	No

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