

ESG ENGAGEMENTS SUMMARY 2023

2023 SUMMARY RESULTS

During 2023 we recorded engagements with 219 companies on 298 ESG topics. The most common ESG pillar was Governance (40% of engagements) followed by Environmental (32% of engagements). The most common ESG topic was climate change and greenhouse gas emissions. Three other notable topics were selling practices, compensation and capital allocation matters.



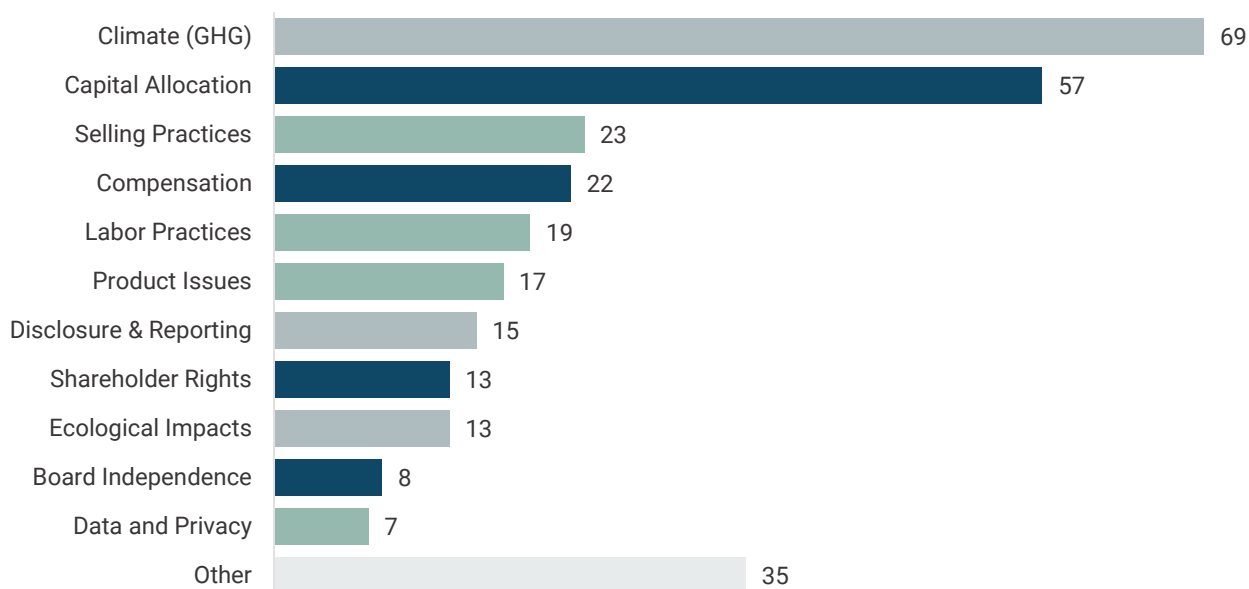
COMPANIES ENGAGED - 219

Engagements	Mix	Most Common ESG Topics
Environmental Pillar	96 32%	Climate/ GHG Emissions
Social Pillar	84 28%	Selling, Labor, and Product Issues
Governance Pillar	118 40%	Compensation Capital Allocation
Total Engagements	298 100%	

2024 GOALS

In a typical year, our investment analyst team meets with more than 700 companies. In 2023, we made significant progress towards capturing our ESG engagements with companies. Our capture ratio improved from 10% of firm wide meetings to 31%. We will continue to improve our recording process to make sure we are capturing our engagement activity.

MOST COMMON ESG ENGAGEMENT TOPICS 2023



COMPANY ENGAGEMENTS IN 2023

Ticker	Company Name	ESG Pillar	ESG Subtopic
AGCO US	AGCO Corp	Environmental	Climate (GHG)
AIR FP	Airbus SE	Environmental	Climate (GHG)
AKZA NA	Akzo Nobel NV	Environmental	Climate (GHG)
ALTO US	Alto Ingredients Inc	Environmental	Climate (GHG)
APA US	APA Corp	Environmental	Climate (GHG)
ADSK US	Autodesk Inc	Environmental	Climate (GHG)
BAESY US	BAE Systems PLC	Environmental	Climate (GHG)
BKR US	Baker Hughes Co	Environmental	Climate (GHG)
BECN US	Beacon Roofing Supply Inc	Environmental	Climate (GHG)
BXC US	BlueLinx Holdings Inc	Environmental	Climate (GHG)
BA US	Boeing Co/The	Environmental	Climate (GHG)
BWA US	BorgWarner Inc	Environmental	Climate (GHG)
BP/ LN	BP PLC	Environmental	Climate (GHG)
BCO US	Brink's Co/The	Environmental	Climate (GHG)
BCO US	Brink's Co/The	Environmental	Climate (GHG)
CRC US	California Resources Corp	Environmental	Climate (GHG)
CCL US	Carnival Corp	Environmental	Climate (GHG)
CCL US	Carnival Corp	Environmental	Climate (GHG)
CHK US	Chesapeake Energy Corp	Environmental	Climate (GHG)
CVX US	Chevron Corp	Environmental	Climate (GHG)
BN FP	Danone SA	Environmental	Climate (GHG)
DAR US	Darling Ingredients Inc	Environmental	Climate (GHG)
EON BB	E.ON SE	Environmental	Climate (GHG)
ENI IM	Eni SpA	Environmental	Climate (GHG)
ETR US	Entergy Corp	Environmental	Climate (GHG)
EQNR NO	Equinor ASA	Environmental	Climate (GHG)
XOM US	Exxon Mobil Corp	Environmental	Climate (GHG)
FLR US	Fluor Corp	Environmental	Climate (GHG)
FBIN US	Fortune Brands Innovations Inc	Environmental	Climate (GHG)
6702 JP	Fujitsu Ltd	Environmental	Climate (GHG)
GNRC US	Generac Holdings Inc	Environmental	Climate (GHG)
GBX US	Greenbrier Cos Inc/The	Environmental	Climate (GHG)
HAL US	Halliburton Co	Environmental	Climate (GHG)
HAL US	Halliburton Co	Environmental	Climate (GHG)
HAL US	Halliburton Co	Environmental	Climate (GHG)
HIG US	Hartford Financial Services Gr	Environmental	Climate (GHG)
HIG US	Hartford Financial Services Group Inc/The	Environmental	Climate (GHG)
FUL US	HB Fuller Co	Environmental	Climate (GHG)
HSX LN	Hiscox Ltd	Environmental	Climate (GHG)
IAG LN	International Consolidated Airlines Group SA	Environmental	Climate (GHG)
J US	Jacobs Solutions Inc	Environmental	Climate (GHG)
WG/ LN	John Wood Group PLC	Environmental	Climate (GHG)
WG/ LN	John Wood Group PLC	Environmental	Climate (GHG)
MGA US	Magna International Inc	Environmental	Climate (GHG)
MPC US	Marathon Petroleum Corp	Environmental	Climate (GHG)
MLM US	Martin Marietta Materials Inc	Environmental	Climate (GHG)
MUSA US	Murphy USA Inc	Environmental	Climate (GHG)

COMPANY ENGAGEMENTS IN 2023

Ticker	Company Name	ESG Pillar	ESG Subtopic
NRG US	NRG Energy Inc	Environmental	Climate (GHG)
SMR US	NuScale Power Corp	Environmental	Climate (GHG)
PARR US	Par Pacific Holdings Inc	Environmental	Climate (GHG)
PTEN US	Patterson-UTI Energy Inc	Environmental	Climate (GHG)
PPL CN	Pembina Pipeline Corp	Environmental	Climate (GHG)
PSX US	Phillips 66	Environmental	Climate (GHG)
PD CN	Precision Drilling Corp	Environmental	Climate (GHG)
PTC US	PTC Inc	Environmental	Climate (GHG)
RRC US	Range Resources Corp	Environmental	Climate (GHG)
SRE US	Sempra	Environmental	Climate (GHG)
SHEL US	Shell PLC	Environmental	Climate (GHG)
SNOW US	Snowflake Inc	Environmental	Climate (GHG)
TALO US	Talos Energy Inc	Environmental	Climate (GHG)
TALO US	Talos Energy Inc	Environmental	Climate (GHG)
TEX US	Terex Corp	Environmental	Climate (GHG)
TDW US	Tidewater Inc	Environmental	Climate (GHG)
TTE FP	TotalEnergies SE	Environmental	Climate (GHG)
TTE FP	TotalEnergies SE	Environmental	Climate (GHG)
TTE FP	TotalEnergies SE	Environmental	Climate (GHG)
TRV US	Travelers Cos Inc/The	Environmental	Climate (GHG)
TBI US	TrueBlue Inc	Environmental	Climate (GHG)
WCH GR	Wacker Chemie AG	Environmental	Climate (GHG)
ATMU US	Atmus Filtration Technologies Inc	Environmental	Disclosure & Reporting
CMI US	Cummins Inc	Environmental	Disclosure & Reporting
GEHC US	GE HealthCare Technologies Inc	Environmental	Disclosure & Reporting
GE US	General Electric Co	Environmental	Disclosure & Reporting
GE US	General Electric Co	Environmental	Disclosure & Reporting
PCAR US	PACCAR Inc	Environmental	Disclosure & Reporting
PUMP US	ProPetro Holding Corp	Environmental	Disclosure & Reporting
SWK US	Stanley Black & Decker Inc	Environmental	Disclosure & Reporting
VALE US	Vale SA	Environmental	Disclosure & Reporting
WK US	Workiva Inc	Environmental	Disclosure & Reporting
ABI BB	Anheuser-Busch InBev SA/NV	Environmental	Ecological Impacts
AXTA US	Axalta Coating Systems Ltd	Environmental	Ecological Impacts
CRL US	Charles River Laboratories International Inc	Environmental	Ecological Impacts
CC US	Chemours Co/The	Environmental	Ecological Impacts
CEG US	Constellation Energy Corp	Environmental	Ecological Impacts
GEHC US	GE HealthCare Technologies Inc	Environmental	Ecological Impacts
IBP US	Installed Building Products Inc	Environmental	Ecological Impacts
OR FP	L'Oreal SA	Environmental	Ecological Impacts
OR FP	L'Oreal SA	Environmental	Ecological Impacts
NR US	Newpark Resources Inc	Environmental	Ecological Impacts
WTRR US	Select Water Solutions Inc	Environmental	Ecological Impacts
SPB US	Spectrum Brands Holdings Inc	Environmental	Ecological Impacts
VEEV US	Veeva Systems Inc	Environmental	Ecological Impacts
CAP FP	Capgemini SE	Environmental	Energy Efficiency
BN FP	Danone SA	Environmental	General view of ESG practices & motivation

COMPANY ENGAGEMENTS IN 2023

Ticker	Company Name	ESG Pillar	ESG Subtopic
CCL US	Carnival Corp	Environmental	Pollution (non-GHG)
CCL US	Carnival Corp	Environmental	Pollution (non-GHG)
EEFT US	Euronet Worldwide Inc	Governance	Board Diversity
HAL US	Halliburton Co	Governance	Board Diversity
HAL US	Halliburton Co	Governance	Board Diversity
NOV US	NOV Inc	Governance	Board Diversity
HO FP	Thales SA	Governance	Board Diversity
APA US	APA Corp	Governance	Board E&S Oversight
VOD LN	Vodafone Group PLC	Governance	Board hiring new CEO
DOMO US	Domo Inc	Governance	Board Independence
IPN FP	Ipsen SA	Governance	Board Independence
KGX GY	KION Group AG	Governance	Board Independence
PARR US	Par Pacific Holdings Inc	Governance	Board Independence
PARR US	Par Pacific Holdings Inc	Governance	Board Independence
TPC US	Tutor Perini Corp	Governance	Board Independence
PATH US	UiPath Inc	Governance	Board Independence
VTRS US	Viatis Inc	Governance	Board Independence
ABN NA	ABN AMRO Bank NV	Governance	Capital Allocation
ADBE US	Adobe Inc	Governance	Capital Allocation
AGCO US	AGCO Corp	Governance	Capital Allocation
AKAM US	Akamai Technologies Inc	Governance	Capital Allocation
ALKS US	Alkermes PLC	Governance	Capital Allocation
AYX US	Alteryx Inc	Governance	Capital Allocation
APA US	APA Corp	Governance	Capital Allocation
AVPT US	AvePoint Inc	Governance	Capital Allocation
BAESY US	BAE Systems PLC	Governance	Capital Allocation
BKR US	Baker Hughes Co	Governance	Capital Allocation
BP/ LN	BP PLC	Governance	Capital Allocation
CAP FP	Capgemini SE	Governance	Capital Allocation
CE US	Celanese Corp	Governance	Capital Allocation
CVX US	Chevron Corp	Governance	Capital Allocation
CFG US	Citizens Financial Group Inc	Governance	Capital Allocation
CVLT US	CommVault Systems Inc	Governance	Capital Allocation
DFIN US	Donnelley Financial Solutions Inc	Governance	Capital Allocation
ESTE US	Earthstone Energy Inc	Governance	Capital Allocation
ENTG US	Entegris Inc	Governance	Capital Allocation
EQNR NO	Equinor ASA	Governance	Capital Allocation
EEFT US	Euronet Worldwide Inc	Governance	Capital Allocation
FFIV US	F5 Inc	Governance	Capital Allocation
FFIV US	F5 Inc	Governance	Capital Allocation
FIS US	Fidelity National Information	Governance	Capital Allocation
FIS US	Fidelity National Information Services Inc	Governance	Capital Allocation
GPN US	Global Payments Inc	Governance	Capital Allocation
GBX US	Greenbrier Cos Inc/The	Governance	Capital Allocation
HAL US	Halliburton Co	Governance	Capital Allocation
HBR LN	Harbour Energy PLC	Governance	Capital Allocation
INFA US	Informatica Inc	Governance	Capital Allocation

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Ticker	Company Name	ESG Pillar	ESG Subtopic
KFY US	Korn Ferry	Governance	Capital Allocation
LLOY LN	Lloyds Banking Group PLC	Governance	Capital Allocation
MQ US	Marqeta Inc	Governance	Capital Allocation
MU US	Micron Technology Inc	Governance	Capital Allocation
MUR US	Murphy Oil Corp	Governance	Capital Allocation
NWG LN	NatWest Group PLC	Governance	Capital Allocation
6701 JP	NEC Corp	Governance	Capital Allocation
ODP US	ODP Corp/The	Governance	Capital Allocation
OLN US	Olin Corp	Governance	Capital Allocation
OLN US	Olin Corp	Governance	Capital Allocation
OTEX CN	Open Text Corp	Governance	Capital Allocation
ORCL US	Oracle Corp	Governance	Capital Allocation
OVV US	Ovintiv Inc	Governance	Capital Allocation
OVV US	Ovintiv Inc	Governance	Capital Allocation
OVV US	Ovintiv Inc	Governance	Capital Allocation
PAYC US	Paycom Software Inc	Governance	Capital Allocation
PDCE US	PDC Energy Inc	Governance	Capital Allocation
PR US	Permian Resources Corp	Governance	Capital Allocation
RDWR US	Radware Ltd	Governance	Capital Allocation
ROTH FP	Rothschild & Co	Governance	Capital Allocation
SHEL US	Shell PLC	Governance	Capital Allocation
SPLK US	Splunk Inc	Governance	Capital Allocation
SNV US	Synovus Financial Corp	Governance	Capital Allocation
TTE FP	TotalEnergies SE	Governance	Capital Allocation
TWLO US	Twilio Inc	Governance	Capital Allocation
ZM US	Zoom Video Communications Inc	Governance	Capital Allocation
ZS US	Zscaler Inc	Governance	Capital Allocation
TEMN SW	Temenos AG	Governance	CEO transition/search
CVX US	Chevron Corp	Governance	CFO succession
AIG US	American International Group I	Governance	Chairman/CEO separation
ATEN US	A10 Networks Inc	Governance	Compensation
AIG US	American International Group I	Governance	Compensation
BXC US	BlueLinx Holdings Inc	Governance	Compensation
BA US	Boeing Co/The	Governance	Compensation
C US	Citigroup Inc	Governance	Compensation
BN FP	Danone SA	Governance	Compensation
ELAN US	Elanco Animal Health Inc	Governance	Compensation
FFIV US	F5 Inc	Governance	Compensation
FFIV US	F5 Inc	Governance	Compensation
FIS US	Fidelity National Information	Governance	Compensation
GEHC US	GE HealthCare Technologies Inc	Governance	Compensation
GE US	General Electric Co	Governance	Compensation
HAL US	Halliburton Co	Governance	Compensation
HAL US	Halliburton Co	Governance	Compensation
NOV US	NOV Inc	Governance	Compensation
ORCL US	Oracle Corp	Governance	Compensation

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Ticker	Company Name	ESG Pillar	ESG Subtopic
BPOP US	Popular Inc	Governance	Compensation
PD CN	Precision Drilling Corp	Governance	Compensation
PD CN	Precision Drilling Corp	Governance	Compensation
S US	SentinelOne Inc	Governance	Compensation
NOW US	ServiceNow Inc	Governance	Compensation
WDAY US	Workday Inc	Governance	Compensation
9433 JT	KDDI Corp	Governance	Conflicts of Interest
PUMP US	ProPetro Holding Corp	Governance	Conflicts of Interest
NESR US	National Energy Services Reunited Corp	Governance	Disclosure & Reporting
CVE CN	Cenovus Energy Inc	Governance	Overboarding
CVE CN	Cenovus Energy Inc	Governance	Overboarding
CNO US	CNO Financial Group Inc	Governance	Provide investor's perspective of Industry & company
PCTY US	Paycomity Holding Corp	Governance	Roles of co-CEOs
ASAN US	Asana Inc	Governance	Shareholder Rights
CWAN US	Clearwater Analytics Holdings Inc	Governance	Shareholder Rights
CNO US	CNO Financial Group Inc	Governance	Shareholder Rights
CVS US	CVS Health Corp	Governance	Shareholder Rights
DEC LN	Diversified Energy Co PLC	Governance	Shareholder Rights
ECVT US	Ecovyst Inc	Governance	Shareholder Rights
ENI IM	Eni SpA	Governance	Shareholder Rights
MSFT US	Microsoft Corp	Governance	Shareholder Rights
PKI CN	Parkland Corp	Governance	Shareholder Rights
ROTH FP	Rothschild & Co	Governance	Shareholder Rights
FTI US	TechnipFMC PLC	Governance	Shareholder Rights
TKR US	Timken Co/The	Governance	Shareholder Rights
WDAY US	Workday Inc	Governance	Shareholder Rights
ESGR US	Enstar Group Ltd	Governance	Succession planning
JKHY US	Jack Henry & Associates Inc	Social	Culture and human resources
NET US	Cloudflare Inc	Social	Data and Privacy
CRWD US	CrowdStrike Holdings Inc	Social	Data and Privacy
JAMF US	Jamf Holding Corp	Social	Data and Privacy
MSFT US	Microsoft Corp	Social	Data and Privacy
MSFT US	Microsoft Corp	Social	Data and Privacy
NICE IT	Nice Ltd	Social	Data and Privacy
TENB US	Tenable Holdings Inc	Social	Data and Privacy
ALSN US	Allison Transmission Holdings Inc	Social	Disclosure & Reporting
BA US	Boeing Co/The	Social	Disclosure & Reporting
FDX US	FedEx Corp	Social	Disclosure & Reporting
SAH US	Sonic Automotive Inc	Social	Disclosure & Reporting
AVID US	Avid Technology Inc	Social	Diversity & Inclusion
MA US	Mastercard Inc	Social	Diversity & Inclusion
PD CN	Precision Drilling Corp	Social	Diversity & Inclusion
WU US	Western Union Co/The	Social	Diversity & Inclusion
VET CN	Vermilion Energy Inc	Social	Government interaction
ARCB US	ArcBest Corp	Social	Labor Practices
BAB LN	Babcock International Group PLC	Social	Labor Practices
BIIB US	Biogen Inc	Social	Labor Practices

COMPANY ENGAGEMENTS IN 2023

Ticker	Company Name	ESG Pillar	ESG Subtopic
CNI US	Canadian National Railway Co	Social	Labor Practices
CSX US	CSX Corp	Social	Labor Practices
XPRO US	Expro Group Holdings NV	Social	Labor Practices
FDX US	FedEx Corp	Social	Labor Practices
F US	Ford Motor Co	Social	Labor Practices
GIVN SW	Givaudan SA	Social	Labor Practices
GBX US	Greenbrier Cos Inc/The	Social	Labor Practices
HIG US	Hartford Financial Services Group Inc/The	Social	Labor Practices
IDS LN	International Distributions Se	Social	Labor Practices
IDS LN	International Distributions Services PLC	Social	Labor Practices
NTAP US	NetApp Inc	Social	Labor Practices
ORCL US	Oracle Corp	Social	Labor Practices
PCTY US	Paylocity Holding Corp	Social	Labor Practices
RPD US	Rapid7 Inc	Social	Labor Practices
RIG US	Transocean Ltd	Social	Labor Practices
WDAY US	Workday Inc	Social	Labor Practices
QAN AU	Qantas Airways Ltd	Social	Material Controversy
CRM US	Salesforce Inc	Social	Material Controversy
TGT US	Target Corp	Social	Material Controversy
WBD US	Warner Bros Discovery Inc	Social	Material Controversy
ALKS US	Alkermes PLC	Social	Product Issues
TEAM US	Atlassian Corp	Social	Product Issues
BAX US	Baxter International Inc	Social	Product Issues
CDNS US	Cadence Design Systems Inc	Social	Product Issues
CLBT US	Cellebrite DI Ltd	Social	Product Issues
GEHC US	GE HealthCare Technologies Inc	Social	Product Issues
LINC US	Lincoln Educational Services C	Social	Product Issues
OLN US	Olin Corp	Social	Product Issues
PM US	Philip Morris International Inc	Social	Product Issues
PM US	Philip Morris International Inc	Social	Product Issues
RRC US	Range Resources Corp	Social	Product Issues
ERIC US	Telefonaktiebolaget LM Ericsson	Social	Product Issues
HO FP	Thales SA	Social	Product Issues
UTHR US	United Therapeutics Corp	Social	Product Issues
VIRP FP	Virbac SA	Social	Product Issues
VOD SJ	Vodacom Group Ltd	Social	Product Issues
VOD LN	Vodafone Group PLC	Social	Product Issues
SLB US	Schlumberger NV	Social	Russia business
ATGE US	Adtalem Global Education Inc	Social	Selling Practices
AMGN US	Amgen Inc	Social	Selling Practices
BMJ US	Bristol-Myers Squibb Co	Social	Selling Practices
CHDN US	Churchill Downs Inc	Social	Selling Practices
ENT LN	Entain PLC	Social	Selling Practices
FLTR LN	Flutter Entertainment PLC	Social	Selling Practices
GLPG NA	Galapagos NV	Social	Selling Practices
GILD US	Gilead Sciences Inc	Social	Selling Practices
GSK LN	GSK PLC	Social	Selling Practices

COMPANY ENGAGEMENTS IN 2023

Ticker	Company Name	ESG Pillar	ESG Subtopic
IGT US	International Game Technology PLC	Social	Selling Practices
INTU US	Intuit Inc	Social	Selling Practices
IPN FP	Ipsen SA	Social	Selling Practices
KRTX US	Karuna Therapeutics Inc	Social	Selling Practices
MGM US	MGM Resorts International	Social	Selling Practices
PENN US	Penn Entertainment Inc	Social	Selling Practices
RI FP	Pernod Ricard SA	Social	Selling Practices
REGN US	Regeneron Pharmaceuticals Inc	Social	Selling Practices
SNY US	Sanofi	Social	Selling Practices
SMG US	Scotts Miracle-Gro Co/The	Social	Selling Practices
SCI US	Service Corp International/US	Social	Selling Practices
UTI US	Universal Technical Institute	Social	Selling Practices
VRTX US	Vertex Pharmaceuticals Inc	Social	Selling Practices
VIR US	Vir Biotechnology Inc	Social	Selling Practices
HLF US	Herbalife Ltd	Social	Supplier Issues
RSI US	Rush Street Interactive Inc	Social	Supplier Issues
RPRX US	Royalty Pharma PLC	Social	Taxes

Repeated company proxies are due to different proposals