

ESG ENGAGEMENTS SUMMARY 2025

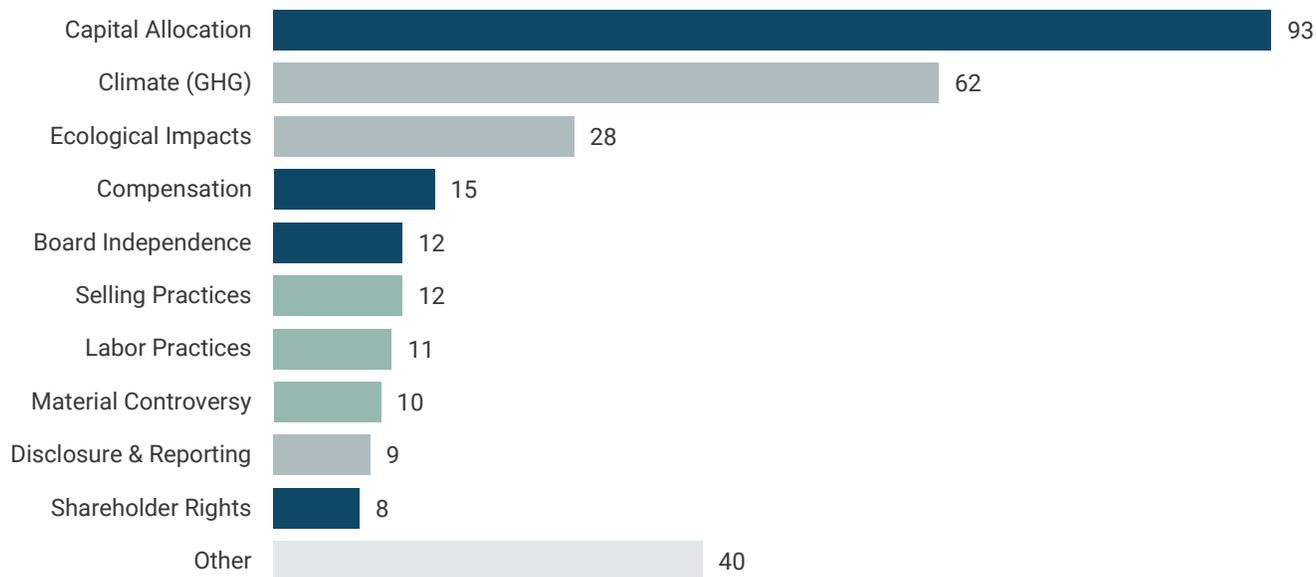
2025 SUMMARY RESULTS

During 2025 we recorded engagements with 220 companies on 300 ESG Topics. The most common ESG pillar was Governance (49% of engagements) followed by Environmental (33% of engagements). The most common ESG Topic was Capital Allocation. Three other notable topics were Climate (GHG), Ecological Impacts, and Compensation.



COMPANIES ENGAGED - 220			
Engagements		Mix	Most Common ESG Topics
Environmental Pillar	100	33%	Climate (GHG) Ecological Impacts
Social Pillar	54	18%	Selling Practices Labor Practices
Governance Pillar	146	49%	Capital Allocation Compensation
Total Engagements	300	100%	

MOST COMMON ESG ENGAGEMENT TOPICS 2025



COMPANY ENGAGEMENTS IN 2025

Ticker	Company Name	ESG Pillar	ESG Subtopic
ADNT US	Adient PLC	Environmental	Climate (GHG)
AIR FP	Airbus Se	Environmental	Climate (GHG)
AIR FP	Airbus Se	Environmental	Climate (GHG)
AAL US	American Airlines Group Inc.	Environmental	Climate (GHG)
APTV US	Aptiv PLC	Environmental	Climate (GHG)
ALV US	Autoliv Inc.	Environmental	Climate (GHG)
AVA US	Avista Corp.	Environmental	Climate (GHG)
BKR US	Baker Hughes Co.	Environmental	Climate (GHG)
BMW3 GR	Bayerische Motoren Werke-Prf	Environmental	Climate (GHG)
BWA US	BorgWarner Inc.	Environmental	Climate (GHG)
CCL US	Carnival Corp.	Environmental	Climate (GHG)
COQ QT	Coca-Cola HBC AG-Di	Environmental	Climate (GHG)
CMI US	Cummins Inc.	Environmental	Climate (GHG)
CMI US	Cummins Inc.	Environmental	Climate (GHG)
CMI US	Cummins Inc.	Environmental	Climate (GHG)
DTG GY	Daimler Truck Holding AG	Environmental	Climate (GHG)
DTG GY	Daimler Truck Holding AG	Environmental	Climate (GHG)
DANO IX	Danone	Environmental	Climate (GHG)
DE US	Deere & Co.	Environmental	Climate (GHG)
DOWB34 BZ	Dow Chemical Co.-Bdr	Environmental	Climate (GHG)
EZJ LN	easyJet PLC	Environmental	Climate (GHG)
EZJ LN	easyJet PLC	Environmental	Climate (GHG)
ENTG US	Entegris Inc.	Environmental	Climate (GHG)
FDX US	FedEx Corp.	Environmental	Climate (GHG)
FLOC US	Flowco Holdings Inc.-CI A	Environmental	Climate (GHG)
FLR US	Fluor Corp.	Environmental	Climate (GHG)
GTES US	Gates Industrial Corp. PLC	Environmental	Climate (GHG)
GD US	General Dynamics Corp.	Environmental	Climate (GHG)
GM US	General Motors Co.	Environmental	Climate (GHG)
GM US	General Motors Co.	Environmental	Climate (GHG)
GM US	General Motors Co.	Environmental	Climate (GHG)
GPC US	Genuine Parts Co.	Environmental	Climate (GHG)
GT US	Goodyear Tire & Rubber Co.	Environmental	Climate (GHG)
GT US	Goodyear Tire & Rubber Co.	Environmental	Climate (GHG)
HXL US	Hexcel Corp.	Environmental	Climate (GHG)
IAG LN	Int'l Consolidated Airline-Di	Environmental	Climate (GHG)
KEY CN	Keyera Corp.	Environmental	Climate (GHG)
KXS CN	Kinaxis Inc.	Environmental	Climate (GHG)
6301 JP	Komatsu Ltd.	Environmental	Climate (GHG)
LAD US	Lithia Motors Inc.-CI A	Environmental	Climate (GHG)
LAD US	Lithia Motors Inc.-CI A	Environmental	Climate (GHG)
MG CN	Magna International Inc.	Environmental	Climate (GHG)
MBG GR	Mercedes-Benz Group AG	Environmental	Climate (GHG)
NXT US	Nextracker Inc.	Environmental	Climate (GHG)
PCAR US	Paccar Inc.	Environmental	Climate (GHG)
PPG US	PPG Industries Inc.	Environmental	Climate (GHG)
PPG US	PPG Industries Inc.	Environmental	Climate (GHG)
PPL US	PPL Corp.	Environmental	Climate (GHG)

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Ticker	Company Name	ESG Pillar	ESG Subtopic
QAN AU	Qantas Airways	Environmental	Climate (GHG)
SAH US	Sonic Automotive Inc.-CI A	Environmental	Climate (GHG)
SARO US	StandardAero Inc.	Environmental	Climate (GHG)
7270 JP	Subaru Corp.	Environmental	Climate (GHG)
4091 JP	Taiyo Nippon Sanso Corp.	Environmental	Climate (GHG)
TEL US	TE Connectivity Ltd.	Environmental	Climate (GHG)
TE FP	Technip Energies Nv	Environmental	Climate (GHG)
TE FP	Technip Energies Nv	Environmental	Climate (GHG)
TITN US	Titan Machinery Inc.	Environmental	Climate (GHG)
TWIN US	Twin Disc Inc.	Environmental	Climate (GHG)
VNT US	Vontier Corp.	Environmental	Climate (GHG)
VNT US	Vontier Corp.	Environmental	Climate (GHG)
WEC US	WEC Energy Group Inc.	Environmental	Climate (GHG)
WLK US	Westlake Chemical Corp.	Environmental	Climate (GHG)
C US	Citigroup Inc.	Environmental	Disclosure & Reporting
CNX US	Consol Energy Inc.	Environmental	Disclosure & Reporting
IE US	Ivanhoe Electric Inc. / US	Environmental	Disclosure & Reporting
NEXT US	Nextdecade Corp.	Environmental	Disclosure & Reporting
RR/ EU	Rolls-Royce Holdings PLC	Environmental	Disclosure & Reporting
TGA LN	Thungela Resources Ltd.	Environmental	Disclosure & Reporting
TGA LN	Thungela Resources Ltd.	Environmental	Disclosure & Reporting
UEC US	Uranium Energy Corp.	Environmental	Disclosure & Reporting
WK US	Workiva Inc.	Environmental	Disclosure & Reporting
AESI US	Atlas Energy Solutions Inc.	Environmental	Ecological Impacts
ALV US	Autoliv Inc.	Environmental	Ecological Impacts
BORR US	Borr Drilling Ltd.	Environmental	Ecological Impacts
CEU CN	CES Energy Solutions Corp.	Environmental	Ecological Impacts
SGO TE	Compagnie De Saint Gobain	Environmental	Ecological Impacts
CRDA S1	Croda International PLC	Environmental	Ecological Impacts
GEL US	Genesis Energy L.P.	Environmental	Ecological Impacts
GEI CN	Gibson Energy Inc.	Environmental	Ecological Impacts
HAL US	Halliburton Co.	Environmental	Ecological Impacts
IPCO CN	International Petroleum Corp.	Environmental	Ecological Impacts
IVPAF US	Ivanhoe Mines Ltd.-CI A	Environmental	Ecological Impacts
LXS GR	Lanxess AG	Environmental	Ecological Impacts
LEA US	Lear Corp.	Environmental	Ecological Impacts
LYB US	Lyondellbasell Indu-CI A	Environmental	Ecological Impacts
NG/ LN	National Grid PLC	Environmental	Ecological Impacts
NOV US	National Oilwell Varco Inc.	Environmental	Ecological Impacts
NXT US	Nextracker Inc.	Environmental	Ecological Impacts
OLN US	Olin Corp.	Environmental	Ecological Impacts
PTEN US	Patterson-UTI Energy Inc.	Environmental	Ecological Impacts
PBF US	PBF Energy Inc.-CL A	Environmental	Ecological Impacts
ACDC US	Profrac Holding Corp.-A	Environmental	Ecological Impacts
WTTR US	Select Energy Services Inc.-A	Environmental	Ecological Impacts
SOBO CN	South Bow Corp.	Environmental	Ecological Impacts
SY1 GR	Symrise AG	Environmental	Ecological Impacts
FTI US	Technipfmc PLC	Environmental	Ecological Impacts

COMPANY ENGAGEMENTS IN 2025

Ticker	Company Name	ESG Pillar	ESG Subtopic
TTI US	Tetra Technologies Inc.	Environmental	Ecological Impacts
VIE SW	Veolia Environnement	Environmental	Ecological Impacts
WBI US	Waterbridge Infrastruc-CI A	Environmental	Ecological Impacts
SAH US	Sonic Automotive Inc.-CL A	Environmental	Electric Vehicles
BWA US	BorgWarner Inc.	Governance	Artificial Intelligence
LNC US	Lincoln National Corp.	Governance	Board composition & term length
ADNOC DRI UH	Adnoc Drilling Co. Pjsc	Governance	Board Independence
ANET US	Arista Networks Inc.	Governance	Board Independence
BIIB US	Biogen Inc.	Governance	Board Independence
CRBG US	Corebridge Financial Inc.	Governance	Board Independence
DCBO CN	Docebo Inc.	Governance	Board Independence
FDX US	FedEx Corp.	Governance	Board Independence
GD US	General Dynamics Corp.	Governance	Board Independence
GLNG US	Golar LNG Ltd.	Governance	Board Independence
OIS US	Oil States International Inc.	Governance	Board Independence
WPP LN	WPP PLC	Governance	Board Independence
WPP LN	WPP PLC	Governance	Board Independence
ZM US	Zoom Video Communications-A	Governance	Board Independence
ARW US	Arrow Electronics Inc.	Governance	Business segment turnaround
ATEN US	A10 Networks Inc.	Governance	Capital Allocation
ACIW US	ACI Worldwide Inc.	Governance	Capital Allocation
ARE US	Alexandria Real Estate Equity	Governance	Capital Allocation
ALLY US	Ally Financial Inc.	Governance	Capital Allocation
AMAT US	Applied Materials Inc.	Governance	Capital Allocation
AZN SW	AstraZeneca PLC	Governance	Capital Allocation
AESI US	Atlas Energy Solutions Inc.	Governance	Capital Allocation
AVT US	Avnet Inc.	Governance	Capital Allocation
AVOL SW	Avolta AG	Governance	Capital Allocation
BNP FP	BNP Paribas	Governance	Capital Allocation
CAP FP	Capgemini SE	Governance	Capital Allocation
CE US	Celanese Corp.-Series A	Governance	Capital Allocation
C US	Citigroup Inc.	Governance	Capital Allocation
COQ QT	Coca-Cola HBC AG-Di	Governance	Capital Allocation
CRBG US	Corebridge Financial Inc.	Governance	Capital Allocation
DK US	Delek US Holdings Inc.	Governance	Capital Allocation
FFIV US	F5 Networks Inc.	Governance	Capital Allocation
FDX US	FedEx Corp.	Governance	Capital Allocation
FG US	FGL Holdings	Governance	Capital Allocation
FIS US	Fidelity National Info Serv	Governance	Capital Allocation
FHN US	First Horizon National Corp.	Governance	Capital Allocation
FNF US	FNF Group	Governance	Capital Allocation
FTV US	Fortive Corp.	Governance	Capital Allocation
GEHC US	GE Healthcare Technology	Governance	Capital Allocation
GM US	General Motors Co.	Governance	Capital Allocation
HP US	Helmerich & Payne	Governance	Capital Allocation
HENKY US	Henkel AG & Co.- Spons ADR	Governance	Capital Allocation
HI US	Hillenbrand Inc.	Governance	Capital Allocation
HRL US	Hormel Foods Corp.	Governance	Capital Allocation

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Ticker	Company Name	ESG Pillar	ESG Subtopic
BOSSCHF EU	Hugo Boss AG -Ord	Governance	Capital Allocation
ICLR US	Icon PLC	Governance	Capital Allocation
INVX US	Innovex International Inc.	Governance	Capital Allocation
IGT US	International Game Technology	Governance	Capital Allocation
JBSAY US	JBS SA-Sponsored ADR	Governance	Capital Allocation
SJM US	JM Smucker Co.	Governance	Capital Allocation
SJM US	JM Smucker Co.	Governance	Capital Allocation
SJM US	JM Smucker Co.	Governance	Capital Allocation
KER TE	Kering	Governance	Capital Allocation
KEY US	Keycorp	Governance	Capital Allocation
KNTK US	Kinetik Holdings Inc.	Governance	Capital Allocation
KHC US	Kraft Heinz Co.	Governance	Capital Allocation
KHC US	Kraft Heinz Co.	Governance	Capital Allocation
LRCX US	Lam Research Corp.	Governance	Capital Allocation
LCII US	LCI Industries	Governance	Capital Allocation
LDOS US	Leidos Holdings Inc.	Governance	Capital Allocation
LSPD CN	Lightspeed Commerce Inc.	Governance	Capital Allocation
OR TE	L'Oreal	Governance	Capital Allocation
LTMC IM	Lottomatica Group Spa	Governance	Capital Allocation
LUN CN	Lundin Mining Corp.	Governance	Capital Allocation
AZN LN	AstraZeneca PLC	Governance	Capital Allocation
VAC US	Marriott Vacations World	Governance	Capital Allocation
MU US	Micron Technology Inc.	Governance	Capital Allocation
MDLZ US	Mondelez International Inc.-A	Governance	Capital Allocation
NWG LN	NatWest Group PLC	Governance	Capital Allocation
OIS US	Oil States International Inc.	Governance	Capital Allocation
OLN US	Olin Corp.	Governance	Capital Allocation
OLN US	Olin Corp.	Governance	Capital Allocation
ASGN US	On Assignment Inc.	Governance	Capital Allocation
PAYC US	Paycom Software Inc.	Governance	Capital Allocation
PRU LN	Prudential PLC	Governance	Capital Allocation
PUIG SM	Puig Brands Sa-B	Governance	Capital Allocation
RAND NA	Randstad Holding Nv	Governance	Capital Allocation
RAND NA	Randstad Holding Nv	Governance	Capital Allocation
RAND NA	Randstad Holding Nv	Governance	Capital Allocation
RES US	RPC Inc.	Governance	Capital Allocation
CRM US	Salesforce.Com Inc.	Governance	Capital Allocation
SDZ SW	Sandoz Group AG	Governance	Capital Allocation
FOUR US	Shift4 Payments Inc.-CL A	Governance	Capital Allocation
4063 JP	Shin-Etsu Chemical Co. Ltd.	Governance	Capital Allocation
SHLS US	Shoals Technologies Group -A	Governance	Capital Allocation
SIE GR	Siemens AG-Reg	Governance	Capital Allocation
SIG US	Signet Jewelers Ltd.	Governance	Capital Allocation
SMPL US	Simply Good Foods Co.	Governance	Capital Allocation
SLM US	SLM Corp.	Governance	Capital Allocation
SMIN LN	Smiths Group PLC	Governance	Capital Allocation
SMIN LN	Smiths Group PLC	Governance	Capital Allocation
GLE FP	Societe Generale Sa	Governance	Capital Allocation

COMPANY ENGAGEMENTS IN 2025

Ticker	Company Name	ESG Pillar	ESG Subtopic
SOLV US	Solventum	Governance	Capital Allocation
SOLV US	Solventum	Governance	Capital Allocation
8766 JP	Tokio Marine Holdings Inc.	Governance	Capital Allocation
8035 JP	Tokyo Electron Ltd.	Governance	Capital Allocation
TOL US	Toll Brothers Inc.	Governance	Capital Allocation
TOL US	Toll Brothers Inc.	Governance	Capital Allocation
TFC US	Truist Financial Corp.	Governance	Capital Allocation
TPB US	Turning Point Brands Inc.	Governance	Capital Allocation
UPBD US	Upbound Group Inc.	Governance	Capital Allocation
UPBD US	Upbound Group Inc.	Governance	Capital Allocation
VFCEUR EU	VF Corp.	Governance	Capital Allocation
WFC US	Wells Fargo & Co.	Governance	Capital Allocation
WDC US	Western Digital Corp.	Governance	Capital Allocation
WEX US	Wex Inc.	Governance	Capital Allocation
SLWCHF EU	Wheaton Precious Metals Corp.	Governance	Capital Allocation
WDAY US	Workday Inc.-CL A	Governance	Capital Allocation
CRBG US	Corebridge Financial Inc.	Governance	CEO change
CRBG US	Corebridge Financial Inc.	Governance	CEO transition
AKZA NA	Akzo Nobel N.V.	Governance	Compensation
AIG US	American International Group	Governance	Compensation
AIG US	American International Group	Governance	Compensation
BWA US	BorgWarner Inc.	Governance	Compensation
C US	Citigroup Inc.	Governance	Compensation
DHL GR	DHL Group	Governance	Compensation
DPLM S1	Diploma PLC	Governance	Compensation
FDX US	FedEx Corp.	Governance	Compensation
LEA US	Lear Corp.	Governance	Compensation
TWIN US	Twin Disc Inc.	Governance	Compensation
USB US	US Bancorp	Governance	Compensation
WBD US	Warner Bros Discovery Inc.	Governance	Compensation
WFC US	Wells Fargo & Co.	Governance	Compensation
WDAY	Workday	Governance	Compensation
WDAY US	Workday Inc.-CL A	Governance	Compensation
LEA US	Lear Corp.	Governance	Employment
CNO US	CNO Financial Group Inc.	Governance	investor feedback
OLN US	Olin Corp.	Governance	Liquidity management
9042 JP	Hankyu Hanshin Holdings Inc.	Governance	Management
JDEP NA	JDE Peet's Nv	Governance	management changes/ownership
CFG US	Citizens Financial Group	Governance	Proxy Content
BMPS IM	Banca Monte Dei Paschi Di Siena Spa	Governance	Shareholder Rights
ERICA SS	Ericsson LM-A Shs	Governance	Shareholder Rights
PKI CN	Parkland Fuel Corp.	Governance	Shareholder Rights
FOUR US	Shift4 Payments Inc.-CL A	Governance	Shareholder Rights
TALO US	Talos Energy Inc.	Governance	Shareholder Rights
WBD US	Warner Bros. Discovery Inc.	Governance	Shareholder Rights
WDAY US	Workday Inc.-CL A	Governance	Shareholder Rights
WK US	Workiva Inc.	Governance	Shareholder Rights
SOLV US	Solventum	Governance	Spin-off Risks

COMPANY ENGAGEMENTS IN 2025

Ticker	Company Name	ESG Pillar	ESG Subtopic
7270 JP	Subaru Corp.	Governance	Stakeholder Priority
ASGN US	On Assignment Inc.	Governance	Strategy and performance review
AIG US	American International Group	Governance	Succession
AIG US	American International Group	Governance	Succession Planning
SKWD US	Skyward Specialty Insurance	Governance	Underwriting culture
CS FP	AXA SA	Governance	Underwriting culture and governance
7270 JP	Subaru Corp.	Social	Charitable Givings
ACGL US	Arch Capital Group Ltd.	Social	Culture
JKHY US	Jack Henry & Associates Inc.	Social	Culture
FFIV US	F5 Networks Inc.	Social	Data and Privacy
MSFT US	Microsoft Corp.	Social	Data and Privacy
BKR US	Baker Hughes Co.	Social	Diversity & Inclusion
ERICB SS	Ericsson LM-B Shs	Social	Diversity & Inclusion
NEXT US	Nextdecade Corp.	Social	Diversity & Inclusion
ULVR LN	Unilever PLC	Social	Diversity & Inclusion
SAN FP	Sanofi	Social	Drug Pricing/Access
THG US	Hanover Insurance Group Inc.	Social	Insurance availability and affordability
ADNT US	Adient PLC	Social	Labor Practices
TEAM US	Atlassian Corp. PLC-CL A	Social	Labor Practices
ALV US	Autoliv Inc.	Social	Labor Practices
CSCO US	Cisco Systems Inc.	Social	Labor Practices
XPRO US	Expro Group Holdings Nv	Social	Labor Practices
FDX US	FedEx Corp.	Social	Labor Practices
GM US	General Motors Co.	Social	Labor Practices
LXS TH	Lanxess AG	Social	Labor Practices
MBG GY	Mercedes-Benz Group AG	Social	Labor Practices
MBG GY	Mercedes-Benz Group AG	Social	Labor Practices
TRN US	Trinity Industries Inc.	Social	Labor Practices
BAB LN	Babcock Intl Group PLC	Social	Material Controversy
BMW3 GR	Bayerische Motoren Werke-Prf	Social	Material Controversy
CDNS US	Cadence Design Sys Inc.	Social	Material Controversy
FNF US	FNF Group	Social	Material Controversy
LHX US	L3Harris Technologies Inc.	Social	Material Controversy
LIVN US	Livanova PLC	Social	Material Controversy
LIVN US	Livanova PLC	Social	Material Controversy
TIGO US	Millicom Intl Cellular SA	Social	Material Controversy
RBGLY US	Reckitt Benckiser-Spon ADR	Social	Material Controversy
SOLV US	Solvantum	Social	Material Controversy
AZN US	AstraZeneca PLC-Spons ADR	Social	New Products/Drug Access
RBGPF US	Reckitt Benckiser Group PLC	Social	Product Issues
LUV US	Southwest Airlines Co.	Social	Product Issues
TPB US	Turning Point Brands Inc.	Social	Product Issues
VZ US	Verizon Communications Inc.	Social	Product Issues
AZN US	AstraZeneca PLC-Spons ADR	Social	R&D and New Drug Discovery
CI US	Cigna Corp.	Social	Regulatory Issues
GSK LN	GlaxoSmithKline PLC	Social	Research & Development
AZN SW	AstraZeneca PLC	Social	Selling Practices
GD US	General Dynamics Corp.	Social	Selling Practices

COMPANY ENGAGEMENTS IN 2025

Ticker	Company Name	ESG Pillar	ESG Subtopic
HIK LN	Hikma Pharmaceuticals PLC	Social	Selling Practices
HKMPY US	Hikma Pharmaceutical-Spn ADR	Social	Selling Practices
INTU US	Intuit Inc.	Social	Selling Practices
LTMC IM	Lottomatica Group Spa	Social	Selling Practices
AZN LN	AstraZeneca PLC	Social	Selling Practices
NWL* MM	Newell Brands Inc.	Social	Selling Practices
NUE US	Nucor Corp.	Social	Selling Practices
PAYC US	Paycom Software Inc.	Social	Selling Practices
HO FP	Thales SA	Social	Selling Practices
KLG US	WK Kellogg Co.	Social	Selling Practices
GEHC US	GE Healthcare Technology	Social	Supplier Issues
KAP KZ	NAC Kazatomprom JSC	Social	Supplier Issues

Repeated company proxies are due to different proposals