

Priority Companies and Your Fund

The table below highlights the companies on our annual priority engagement list with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. Priority companies are selected through a detailed analysis of client holdings, proprietary ESG risk scores, engagement history and the Responsible Investment team's judgement and expertise. Each priority company has defined engagement objectives set at the beginning of each year. Engagement activity levels for priority companies are more intensive than for companies where we engage more reactively. For full details of our engagements with companies please refer to the online **reo**® client portal.

Name	Sector	ESG Rating	Response to engagement	Themes engaged							
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance	
AbbVie Inc	Health Care	●	Good						●		
Amazon.com Inc	Consumer Discretionary	●	Poor			●	●			●	
Anglo American PLC	Materials	●	Good						●		
Bayer AG	Health Care	●	Good		●					●	
BHP Group Ltd	Materials	●	Good	●			●		●		
BP PLC	Energy	●	Good	●	●						
Capital One Financial Corp	Financials	●	Poor	●							●
Carnival PLC	Consumer Discretionary	●	Good						●		●
China Mengniu Dairy Co Ltd	Consumer Staples	●	Good						●	●	
Dominion Energy Inc	Utilities	●	Good	●							●
Eagle Materials Inc	Materials	●		●							
Exxon Mobil Corp	Energy	●	Good						●		
Fresenius SE & Co KGaA	Health Care	●	Good						●		
Keyence Corp	Information Technology	●	Good				●		●		●
LyondellBasell Industries NV	Materials	●	Adequate	●	●					●	●
Mondelez International Inc	Consumer Staples	●	Good	●	●					●	
Peloton Interactive Inc	Consumer Discretionary	●					●		●		
Phillips 66	Energy	●		●	●						●
Procter & Gamble Co/The	Consumer Staples	●		●	●				●		
Rio Tinto Ltd	Materials	●	Good						●		
Shell PLC	Energy	●	Good	●							

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Name	Sector	ESG Rating	Response to engagement	Themes engaged							
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance	
Singapore Airlines Ltd	Industrials	●		●							●
SITC International Holdings Co Ltd	Industrials	●	Good	●							●
Solvay SA	Materials	●	Adequate		●					●	
Tesla Inc	Consumer Discretionary	●					●	●			
TJX Cos Inc/The	Consumer Discretionary	●			●		●			●	

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Engagements and Your Fund: **Red rated**

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**® client portal.

Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Airbnb Inc	United States	Consumer Discretionary					●			
Ajanta Pharma Ltd	India	Health Care								●
American Airlines Group Inc	United States	Industrials		●	●					●
Berkshire Hathaway Inc	United States	Financials		●	●					●
Carnival PLC	United States	Consumer Discretionary	✓					●		●
Ford Motor Co	United States	Consumer Discretionary		●			●			
Japan Tobacco Inc	Japan	Consumer Staples		●	●					
JD.com Inc	China	Consumer Discretionary					●	●		
Lee & Man Paper Manufacturing Ltd	Hong Kong	Materials		●	●					
Meta Platforms Inc	United States	Information Technology				●		●		
Minerva SA/Brazil	Brazil	Consumer Staples								●
Peloton Interactive Inc	United States	Consumer Discretionary	✓				●	●		
Sanderson Farms Inc	United States	Consumer Staples								●
Seaboard Corp	United States	Consumer Staples								●
SITC International Holdings Co Ltd	Hong Kong	Industrials	✓	●						●
Triumph Bancorp Inc	United States	Financials		●						●

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Engagements and Your Fund: Orange rated

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**® client portal.

Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Alphabet Inc	United States	Information Technology				●		●		
AT&T Inc	United States	Communication Services				●	●	●		
Boeing Co/The	United States	Industrials		●						●
boohoo Group PLC	United Kingdom	Consumer Discretionary						●		
Canadian Pacific Railway Ltd	Canada	Industrials		●	●			●		●
Canopy Growth Corp	Canada	Health Care		●	●					
Capri Holdings Ltd	United Kingdom	Consumer Discretionary					●	●		
Cargojet Inc	Canada	Industrials		●						
CenterPoint Energy Inc	United States	Utilities		●	●					
Choice Properties Real Estate Investment Trust	Canada	Real Estate		●						
CME Group Inc	United States	Financials		●						●
Cracker Barrel Old Country Store Inc	United States	Consumer Discretionary							●	
CSX Corp	United States	Industrials		●	●					●
Deutsche Telekom AG	Germany	Communication Services						●		
Dollar General Corp	United States	Consumer Discretionary						●		
Dollar Tree Inc	United States	Consumer Discretionary						●		
Eagle Materials Inc	United States	Materials	✓	●						
Eastman Chemical Co	United States	Materials			●				●	
GEO Group Inc/The	United States	Real Estate					●	●		●
Hankook Tire & Technology Co Ltd	South Korea	Consumer Discretionary		●	●					●
Invitation Homes Inc	United States	Real Estate		●	●					
Irish Residential Properties REIT PLC	Ireland	Real Estate		●	●					
Keyence Corp	Japan	Information Technology	✓				●	●		●
LXI REIT plc	United Kingdom	Real Estate		●						
Marfrig Global Foods SA	Brazil	Consumer Staples							●	

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Maruha Nichiro Corp	Japan	Consumer Staples								●
Mohawk Industries Inc	United States	Consumer Discretionary					●	●		
Old Dominion Freight Line Inc	United States	Industrials		●						●
Orpea SA	France	Health Care				●				●
Power Assets Holdings Ltd	Hong Kong	Utilities		●						
Ross Stores Inc	United States	Consumer Discretionary					●			
TJX Cos Inc/The	United States	Consumer Discretionary	✓		●		●			●
United Airlines Holdings Inc	United States	Industrials								●
Walmart Inc	United States	Consumer Staples						●		
Westlake Corp	United States	Materials			●					●

Governance

Social

Environmental

Introduction

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Engagements and Your Fund: Yellow rated

The table below highlights the companies with which we have engaged on your behalf in the past quarter and which you currently hold within your portfolio. The table is split by ESG risk rating. For full details of our engagements with companies please refer to the online **reo**® client portal.

Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Abbott Laboratories	United States	Health Care							●	
ADLER Group SA	Luxembourg	Real Estate		●	●					
Air Liquide SA	France	Materials			●				●	
Air Products and Chemicals Inc	United States	Materials			●				●	
Air Water Inc	Japan	Materials			●				●	
Alibaba Group Holding Ltd	China	Information Technology								●
Amazon.com Inc	United States	Consumer Discretionary	✓			●	●		●	
Apple Inc	United States	Information Technology				●		●		
Aramark	United States	Consumer Discretionary							●	
Avery Dennison Corp	United States	Materials			●				●	
Barrick Gold Corp	Canada	Materials			●		●			
Bayer AG	Germany	Health Care	✓		●				●	
Beiersdorf AG	Germany	Consumer Staples						●		
Bloomin' Brands Inc	United States	Consumer Discretionary							●	
Booking Holdings Inc	United States	Consumer Discretionary				●	●			
BP PLC	United Kingdom	Energy	✓	●	●					
Canadian National Railway Co	Canada	Industrials		●	●					
Canadian Utilities Ltd	Canada	Utilities		●						
Capital One Financial Corp	United States	Financials	✓	●						●
CECONOMY AG	Germany	Consumer Discretionary						●		
Cheesecake Factory Inc/The	United States	Consumer Discretionary							●	
China Mengniu Dairy Co Ltd	Hong Kong	Consumer Staples	✓					●	●	
Continental AG	Germany	Consumer Discretionary			●		●	●		●
Corteva Inc	United States	Materials			●				●	
Costco Wholesale Corp	United States	Consumer Staples						●		

ESG Risk Rating:

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Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Darden Restaurants Inc	United States	Consumer Discretionary		●	●				●	
Dollarama Inc	Canada	Consumer Discretionary						●		
Domino's Pizza Inc	United States	Consumer Discretionary		●	●					
eBay Inc	United States	Information Technology				●	●	●		
Elior Group SA	France	Consumer Discretionary							●	
EOG Resources Inc	United States	Energy		●			●			
Equity Residential	United States	Real Estate		●	●					
Etablissements Franz Colruyt NV	Belgium	Consumer Staples							●	
Exxon Mobil Corp	United States	Energy	✓					●		
Foot Locker Inc	United States	Consumer Discretionary					●			●
Freeport-McMoRan Inc	United States	Materials			●					
Fresenius SE & Co KGaA	Germany	Health Care	✓					●		
Glencore PLC	Switzerland	Materials		●	●		●			
Goodyear Tire & Rubber Co/The	United States	Consumer Discretionary		●	●					
Hanwha Solutions Corp	South Korea	Materials			●				●	
Hershey Co/The	United States	Consumer Staples							●	
Imperial Oil Ltd	Canada	Energy		●	●		●			
Intuitive Surgical Inc	United States	Health Care				●			●	●
Japan Exchange Group Inc	Japan	Financials						●		●
JB Hunt Transport Services Inc	United States	Industrials		●						●
Jeronimo Martins SGPS SA	Portugal	Consumer Staples							●	
Johnson & Johnson	United States	Health Care						●		
Kinder Morgan Inc	United States	Energy		●						
Kingspan Group PLC	Ireland	Industrials		●						
Kontoor Brands Inc	United States	Consumer Discretionary					●	●		
LG Chem Ltd	South Korea	Materials			●				●	
Linde PLC	United Kingdom	Materials			●				●	
Loblaw Cos Ltd	Canada	Consumer Staples						●	●	
LondonMetric Property PLC	United Kingdom	Real Estate		●						
Lotte Chemical Corp	South Korea	Materials			●				●	
McDonald's Corp	United States	Consumer Discretionary							●	
MEIJI Holdings Co Ltd	Japan	Consumer Staples							●	
Mitchells & Butlers PLC	United Kingdom	Consumer Discretionary							●	
Mitsubishi UFJ Financial Group Inc	Japan	Financials								●
Mitsui OSK Lines Ltd	Japan	Industrials		●	●					
Moncler SpA	Italy	Consumer Discretionary						●		
Mondelez International Inc	United States	Consumer Staples	✓	●	●				●	

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Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
NIKE Inc	United States	Consumer Discretionary					●	●		●
Nippon Steel Corp	Japan	Materials		●						
Origin Enterprises PLC	Ireland	Consumer Staples		●	●					
Pfizer Inc	United States	Health Care						●		
PG&E Corp	United States	Utilities		●						●
Phibro Animal Health Corp	United States	Health Care								●
POSCO Holdings Inc	South Korea	Materials		●						
Ralph Lauren Corp	United States	Consumer Discretionary						●		
Renault SA	France	Consumer Discretionary		●			●			
RWE AG	Germany	Utilities		●	●			●		●
Safaricom PLC	Kenya	Communication Services						●		
Samsung Electronics Co Ltd	South Korea	Information Technology				●				●
Saputo Inc	Canada	Consumer Staples								●
Shin-Etsu Chemical Co Ltd	Japan	Materials			●					●
Showa Denko KK	Japan	Materials			●					●
Singapore Airlines Ltd	Singapore	Industrials	✓	●						●
Smurfit Kappa Group PLC	Ireland	Materials		●	●		●			
South32 Ltd	Australia	Materials		●	●		●	●		
Southern Co/The	United States	Utilities		●						●
Sumitomo Rubber Industries Ltd	Japan	Consumer Discretionary		●	●					●
Sysco Corp	United States	Consumer Staples						●		●
TC Energy Corp	Canada	Energy			●					
Tesla Inc	United States	Consumer Discretionary	✓				●	●		
Tosoh Corp	Japan	Materials			●					●
Treasury Wine Estates Ltd	Australia	Consumer Staples		●	●					
Tritax Big Box REIT PLC	United Kingdom	Real Estate						●		●
Tyson Foods Inc	United States	Consumer Staples						●		●
United Utilities Group PLC	United Kingdom	Utilities		●	●					●
Vitasoy International Holdings Ltd	Hong Kong	Consumer Staples								●
Waste Connections Inc	United States	Industrials		●	●			●		
WH Group Ltd	Hong Kong	Consumer Staples		●	●					●
Whitbread PLC	United Kingdom	Consumer Discretionary								●
Williams Cos Inc/The	United States	Energy		●	●					
Woolworths Group Ltd	Australia	Consumer Staples								●

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Engagements and Your Fund: **Green rated**

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Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
3M Co	United States	Industrials			●					●
AbbVie Inc	United States	Health Care	✓					●		
adidas AG	Germany	Consumer Discretionary					●	●		
Adobe Inc	United States	Information Technology				●		●		
Advanced Micro Devices Inc	United States	Information Technology					●	●		●
Aeon Co Ltd	Japan	Consumer Staples								●
Akzo Nobel NV	Netherlands	Materials			●					●
Alaska Air Group Inc	United States	Industrials		●						
Analog Devices Inc	United States	Information Technology					●	●		●
Anglo American PLC	United Kingdom	Materials	✓					●		
Antofagasta PLC	Chile	Materials		●	●		●			
Arkema SA	France	Materials			●					●
Asahi Kasei Corp	Japan	Materials			●					●
ASM International NV	Netherlands	Information Technology		●				●		●
Associated British Foods PLC	United Kingdom	Consumer Staples								●
AstraZeneca PLC	United Kingdom	Health Care						●		
Autogrill SpA	Italy	Consumer Discretionary								●
AvalonBay Communities Inc	United States	Real Estate		●	●					
BASF SE	Germany	Materials			●					●
BHP Group Ltd	Australia	Materials	✓	●			●	●		
BlueScope Steel Ltd	Australia	Materials		●						
Breedon Group PLC	United Kingdom	Materials		●						
Bridgestone Corp	Japan	Consumer Discretionary		●	●					●
Burberry Group PLC	United Kingdom	Consumer Discretionary						●		
Campbell Soup Co	United States	Consumer Staples								●

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Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Carlsberg AS	Denmark	Consumer Staples					●	●		
Carrefour SA	France	Consumer Staples							●	
Casino Guichard Perrachon SA	France	Consumer Staples							●	
Caterpillar Inc	United States	Industrials		●	●		●			
Cenovus Energy Inc/CA	Canada	Energy		●						
Chipotle Mexican Grill Inc	United States	Consumer Discretionary							●	
Cie Generale des Etablissements Michelin SCA	France	Consumer Discretionary		●	●					●
Cisco Systems Inc/California	United States	Information Technology				●	●	●		●
Coca-Cola Europacific Partners PLC	United Kingdom	Consumer Staples		●	●					
Coles Group Ltd	Australia	Consumer Staples							●	
Compass Group PLC	United Kingdom	Consumer Discretionary							●	
Covestro AG	Germany	Materials			●				●	
Cranswick PLC	United Kingdom	Consumer Staples						●	●	
CRH PLC	Ireland	Materials		●	●					
CSL Ltd	Australia	Health Care		●	●				●	
Danone SA	France	Consumer Staples							●	
Dechra Pharmaceuticals PLC	United Kingdom	Health Care							●	
Delta Air Lines Inc	United States	Industrials		●						●
Descartes Systems Group Inc/The	Canada	Information Technology		●				●		●
DIC Corp	Japan	Materials			●				●	
Dominion Energy Inc	United States	Utilities	✓	●						●
Domino's Pizza Group PLC	United Kingdom	Consumer Discretionary							●	
Dow Inc	United States	Materials			●				●	
DuPont de Nemours Inc	United States	Materials			●				●	
Ecolab Inc	United States	Materials			●				●	
Edison International	United States	Utilities		●	●					
Elanco Animal Health Inc	United States	Health Care							●	
Encompass Health Corp	United States	Health Care						●		
Evonik Industries AG	Germany	Materials			●				●	
First Republic Bank/CA	United States	Financials		●	●					
Gap Inc/The	United States	Consumer Discretionary						●		
General Mills Inc	United States	Consumer Staples							●	
Greggs PLC	United Kingdom	Consumer Discretionary							●	
HDFC Bank Ltd	India	Financials		●				●		
HeidelbergCement AG	Germany	Materials		●	●					
Henkel AG & Co KGaA	Germany	Consumer Staples						●		
Holcim AG	Switzerland	Materials		●	●	●				●

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Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Hormel Foods Corp	United States	Consumer Staples								●
Imperial Brands PLC	United Kingdom	Consumer Staples		●	●					
Infineon Technologies AG	Germany	Information Technology		●			●	●		
Intel Corp	United States	Information Technology								●
International Flavors & Fragrances Inc	United States	Materials						●		
Intertek Group PLC	United Kingdom	Industrials					●	●	●	
J D Wetherspoon PLC	United Kingdom	Consumer Discretionary							●	●
J Sainsbury PLC	United Kingdom	Consumer Staples							●	
John Wood Group PLC	United Kingdom	Energy						●		
Johnson Matthey PLC	United Kingdom	Materials			●				●	
Just Eat Takeaway.com NV	Netherlands	Information Technology						●		
Kerry Group PLC	Ireland	Consumer Staples							●	
Kimberly-Clark Corp	United States	Consumer Staples					●	●		
Kojamo Oyj	Finland	Real Estate		●	●					
Koninklijke Ahold Delhaize NV	Netherlands	Consumer Staples							●	●
Koninklijke DSM NV	Netherlands	Materials			●				●	
Koninklijke KPN NV	Netherlands	Communication Services			●	●		●		
Kraft Heinz Co/The	United States	Consumer Staples							●	
Kroger Co/The	United States	Consumer Staples							●	●
LANXESS AG	Germany	Materials			●				●	
Levi Strauss & Co	United States	Consumer Discretionary						●		
LVMH Moët Hennessy Louis Vuitton SE	France	Consumer Discretionary						●		
LyondellBasell Industries NV	United States	Materials	✓	●	●				●	●
Maple Leaf Foods Inc	Canada	Consumer Staples							●	
Marks & Spencer Group PLC	United Kingdom	Consumer Discretionary						●		
Martin Marietta Materials Inc	United States	Materials		●						
Mercedes-Benz Group AG	Germany	Consumer Discretionary		●			●	●		●
Merck & Co Inc	United States	Health Care						●	●	
METRO AG	Germany	Consumer Staples						●	●	
Microsoft Corp	United States	Information Technology				●				
Mitsubishi Chemical Group Corp	Japan	Materials			●				●	
Mitsui Chemicals Inc	Japan	Materials			●				●	
Mosaic Co/The	United States	Materials			●				●	
Mowi ASA	Norway	Consumer Staples		●	●			●	●	
NAVER Corp	South Korea	Information Technology		●			●	●		●
Nestlé SA	Switzerland	Consumer Staples							●	
Network International Holdings PLC	United Arab Emirates	Information Technology				●				●

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Governance

Social

Environmental

Introduction

Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
NextEra Energy Inc	United States	Utilities		●						●
Nintendo Co Ltd	Japan	Communication Services				●	●	●		●
Nippon Paint Holdings Co Ltd	Japan	Materials			●					●
Nitto Denko Corp	Japan	Materials			●					●
Nokia Oyj	Finland	Information Technology		●						
Norsk Hydro ASA	Norway	Materials		●						
Nucor Corp	United States	Materials		●						●
Nutrien Ltd	Canada	Materials			●					●
Panasonic Holdings Corp	Japan	Consumer Discretionary		●			●	●		●
Pandora A/S	Denmark	Consumer Discretionary					●	●		
Paragon Banking Group PLC	United Kingdom	Financials								●
Pennon Group PLC	United Kingdom	Utilities		●	●					●
Phillips 66	United States	Energy	✓	●	●					●
Pirelli & C SpA	Italy	Consumer Discretionary			●		●			●
PPG Industries Inc	United States	Materials			●					●
Premier Foods PLC	United Kingdom	Consumer Staples								●
Procter & Gamble Co/The	United States	Consumer Staples	✓	●	●			●		
Puma SE	Germany	Consumer Discretionary						●		
PVH Corp	United States	Consumer Discretionary						●		
Reliance Steel & Aluminum Co	United States	Materials		●						●
Renesas Electronics Corp	Japan	Information Technology		●						
Restaurant Brands International Inc	Canada	Consumer Discretionary								●
Rio Tinto Ltd	Australia	Materials	✓					●		
Roche Holding AG	Switzerland	Health Care						●		
Samhallsbyggnadsbolaget i Norden AB	Sweden	Real Estate		●	●					
Sanofi	France	Health Care			●	●				●
SAP SE	Germany	Information Technology						●		
Seven & i Holdings Co Ltd	Japan	Consumer Staples								●
Severn Trent PLC	United Kingdom	Utilities		●	●					
Shell PLC	United Kingdom	Energy	✓	●						
Sherwin-Williams Co/The	United States	Materials			●					●
Sika AG	Switzerland	Materials			●					●
Sodexo SA	France	Consumer Discretionary								●
Solvay SA	Belgium	Materials	✓		●					●
Starbucks Corp	United States	Consumer Discretionary						●		●
Steel Dynamics Inc	United States	Materials		●						
STERIS PLC	United States	Health Care		●	●			●		

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Name	Country	Sector	Priority Company	Themes engaged						
				Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Sumitomo Chemical Co Ltd	Japan	Materials			●					●
Suntory Beverage & Food Ltd	Japan	Consumer Staples		●	●					
Target Corp	United States	Consumer Discretionary								●
Teck Resources Ltd	Canada	Materials		●	●					
Teijin Ltd	Japan	Materials			●					●
Tesco PLC	United Kingdom	Consumer Staples								●
Texas Instruments Inc	United States	Information Technology					●			
Toray Industries Inc	Japan	Materials			●					●
Umicore SA	Belgium	Materials			●					●
Unilever PLC	United Kingdom	Consumer Staples								●
UNITE Group PLC/The	United Kingdom	Real Estate		●	●					
UPM-Kymmene Oyj	Finland	Materials		●	●					
VF Corp	United States	Consumer Discretionary					●	●		
Virbac SA	France	Health Care								●
Wendy's Co/The	United States	Consumer Discretionary								●
Wickes Group PLC	United Kingdom	Consumer Discretionary		●	●		●	●		
Xcel Energy Inc	United States	Utilities		●						
Yara International ASA	Norway	Materials			●					●
Yum! Brands Inc	United States	Consumer Discretionary								●
Zalando SE	Germany	Consumer Discretionary						●		
Zoetis Inc	United States	Health Care			●					●

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Milestones and Your Fund

The table below highlights the companies with which we have recorded milestones on your behalf in the past quarter and which you currently hold within your portfolio. Milestones are engagement outcomes which we have identified and is rated on the extent to which it protects or enhances investor value. For full details of our engagements which led to one star milestones please refer to the online **reo**® client portal.

Name	Country	Sector	Priority Company	ESG Rating	Themes engaged						
					Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
★ ★ ★											
Shimadzu Corp	Japan	Information Technology		●	●						
★ ★											
AMETEK Inc	United States	Industrials		●		●					
Bachem Holding AG	Switzerland	Health Care		●		●					
Bunge Ltd	United States	Consumer Staples		●		●					
Choice Properties Real Estate Investment Trust	Canada	Real Estate		●		●					
Cooper Cos Inc/The	United States	Health Care		●		●					
Costco Wholesale Corp	United States	Consumer Staples		●		●					
easyJet PLC	United Kingdom	Industrials		●	●						
Erste Group Bank AG	Austria	Financials		●		●					
EssilorLuxottica SA	France	Health Care		●		●					
Genmab A/S	Denmark	Health Care		●		●					
Imperial Brands PLC	United Kingdom	Consumer Staples		●		●					
Imperial Oil Ltd	Canada	Energy		●	●						
Kuehne + Nagel International AG	Switzerland	Industrials		●		●					
LG Electronics Inc	South Korea	Consumer Discretionary		●		●					
Mettler-Toledo International Inc	United States	Health Care		●		●					
NAVER Corp	South Korea	Information Technology		●		●					
NCSOFT Corp	South Korea	Communication Services		●		●					
Nissin Foods Holdings Co Ltd	Japan	Consumer Staples		●		●					
Norfolk Southern Corp	United States	Industrials		●	●						
QIAGEN NV	Netherlands	Health Care		●		●					
ResMed Inc	United States	Health Care		●		●					
Roper Technologies Inc	United States	Information Technology		●	●	●					
Samsung Life Insurance Co Ltd	South Korea	Financials		●		●					
Samsung SDI Co Ltd	South Korea	Information Technology		●		●					

ESG Risk Rating: Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.
 Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●

Name	Country	Sector	Priority Company	ESG Rating	Themes engaged						
					Climate Change	Environmental Stewardship	Business Conduct	Human Rights	Labour Standards	Public Health	Corporate Governance
Skyworks Solutions Inc	United States	Information Technology		●		●					
South32 Ltd	Australia	Materials		●	●						
Stanley Electric Co Ltd	Japan	Consumer Discretionary		●		●					
Suntory Beverage & Food Ltd	Japan	Consumer Staples		●		●					
Svenska Cellulosa AB SCA	Sweden	Materials		●		●					
TotalEnergies SE	France	Energy		●		●					
Universal Health Services Inc	United States	Health Care		●		●					
Veeva Systems Inc	United States	Health Care		●		●					
Victrex PLC	United Kingdom	Materials		●		●					
★											
Devon Energy Corp	United States	Energy		●	●						
TC Energy Corp	Canada	Energy		●		●					

ESG Risk Rating:

Rating of a company's ESG risk exposure and risk management compared to industry peers. Source: MSCI ESG Research Inc.

Top quartile: ● Second quartile: ● Third quartile: ● Bottom quartile: ●