

engagementreport

Overview of all activities conducted by Raiffeisen KAG in implementation of its engagement policy



2021

Responsibility as an investor



“Engagement” is a broad term that covers corporate dialogue and the exercise of voting rights. But it is also often simply used as a synonym for dialogue with companies. Corporate dialogue and the exercise of voting rights are intended to make use of all rights and opportunities that a shareholder has in respect of a company in which he has invested. This is called “active ownership”. Engagement can take the form of informal conversations, often called “soft engagement”, standardised dialogues, or the use of formal channels by way of voting at annual general meetings. Which specific form of engagement is most likely to lead to success depends on the particular situation. If soft engagement and mere dialogue do not bear fruit, investors still have the option of having a public effect on the company by exercising their voting rights and speaking at the annual general meeting.

As one of Austria’s leading asset managers, Raiffeisen Kapitalanlage-Gesellschaft (Raiffeisen KAG) is conscious of its fiduciary responsibility to its customers. As part of this, it actively engages with companies in order to best preserve its customers’ interests. Engagement can serve different purposes: on the one hand, it is used for a more careful assessment of companies’ financial situation and development. This provides a look behind the scenes, so to speak. On the other hand, in conjunction with a proactive approach, engagement on ESG* issues helps companies move towards improvement in corporate social responsibility (CSR) and sustainability. For the company and ultimately for the owners as well, this improvement should lead to “sustainable” benefits, which are reflected over the long term in better operating results.

In terms of corporate dialogue, Raiffeisen KAG makes a distinction between proactive engagement and responsive engagement. Proactive, constructive dialogue with companies serves to identify potential financial and non-financial opportunities and risks, and addressing current events in a targeted manner via responsive dialogue allows for an accurate assessment of the company in the context of its environment and potential risks. The exercise of shareholders’ voting rights occurs either directly or indirectly via proxy. Raiffeisen KAG acts according to internal principles which are based on a transparent, sustainable corporate governance policy and cover significant topics that regularly arise at annual general meetings.

“Engagement” is a broad term that covers corporate dialogue and the exercise of voting rights.

* ESG stands for environment (E), social (S) and corporate governance (G).



Dieter Aigner
Member of the
Management Board

Rainer Schnabl
Chief Executive Officer

Michal Kustra
Member of the
Management Board

*Proactive, constructive
dialogue with companies
serves to identify potential
opportunities and risks.*

Corporate dialogue

» In addition to primary and secondary research, Raiffeisen KAG uses corporate dialogue to get a clearer picture of the financial situation of companies and to ascertain to what extent ESG aspects are taken into account in the company. Corporate dialogue can take the form of direct and indirect contact, company visits, conferences, and conference calls. Corporate dialogue plays a particularly important role in the context of sustainability. This is often initiated on the basis of relevant current topics such as electromobility, palm oil, and microplastic. In such cases, Raiffeisen KAG takes a thematic approach to several companies from the same sector so as to be able to compare the engagement results.

Fundamentally speaking, Raiffeisen KAG distinguishes between three forms of corporate dialogue:

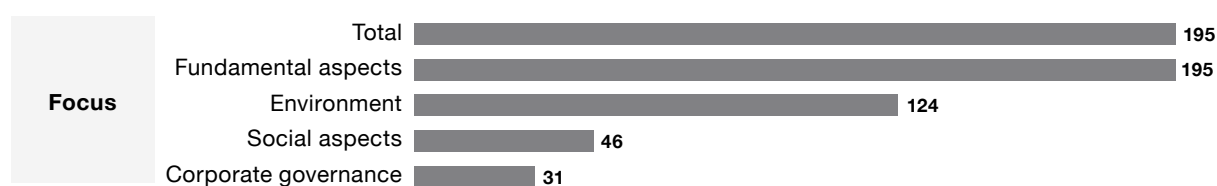
- a) Direct corporate dialogue in the form of individual conversations or group meetings, with a focus on the company and its specific efforts in ESG issues.
- b) Direct corporate dialogue as part of thematic or sectoral research, with a focus on the theme or sector-specific ESG factors.
- c) Direct and indirect corporate dialogue are part of the collaborative engagement process, in the course of which we work together with other ESG-minded investors and broadly address a certain thematic area of focus. Generally, the relevant topics are defined by the PRI and its initiatives for collaborative engagement. In this process, a company can function as the “Lead Investor” or as a “Supporting Investor”. Lead Investors prepare the corporate dialogue in detail and arrange contacts with companies; Supporting Investors are integrated into the dialogue and also support the process with content to some extent.

The results of engagement in various different topics are published regularly in the NACHHALTIG INVESTIEREN sustainability newsletters.

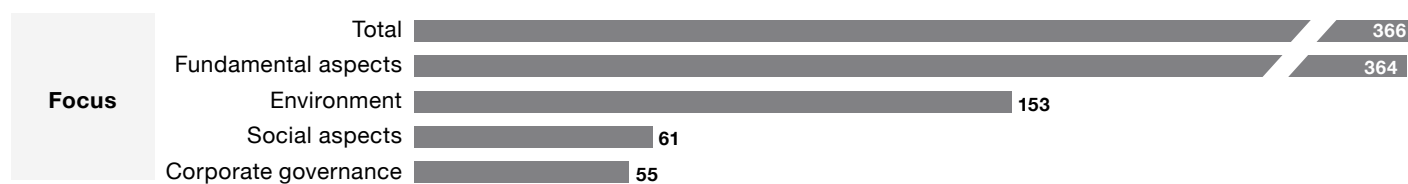


Corporate dialogue activities conducted by Raiffeisen KAG in 2021:

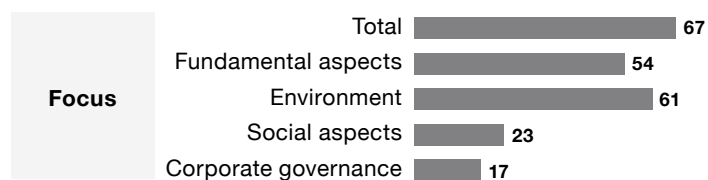
Individual conversations



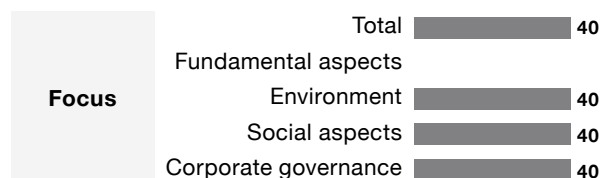
Group meetings



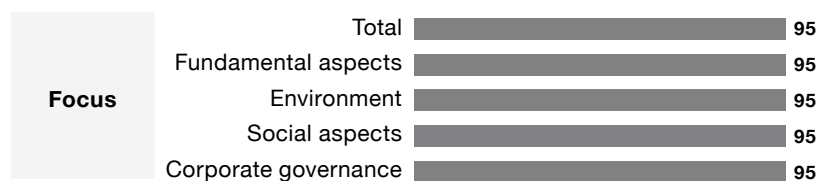
Thematic research



Impact research



Collaborative corporate dialogue



Note: Topics from multiple areas can be discussed at the same time during a single corporate dialogue meeting.

Some examples of our activities:

Bayer

The company was founded in Wuppertal, Germany, in 1863 and is one of the world's largest chemical and pharmaceutical enterprises with turnover of EUR 43.5 billion in 2021 and 104,000 employees. In 2016, the acquisition of US company Monsanto, which is known primarily for its production of fertilisers, was viewed by many investors as highly controversial. But the fertiliser segment – which is harmful to the environment to a certain extent – has not been the only cause for concern for Bayer since then; the associated production of white phosphorus also creates difficulties. ISS ESG has added white phosphorus munitions to the categories of weapons covered by its Controversial Weapons Research, because many investors consider them to be controversial weapons. Although these weapons are not controversial per se because they can be deployed carefully without presenting a risk due to their incendiary effects, they have in fact been used as incendiary weapons in conflicts, for instance in 2016 by the Israeli army against the civilian population. White phosphorus is not prohibited by the Geneva Convention. However, this weapon causes horrific injuries when used against people and results in a long and painful death. We discussed this topic with high-ranking representatives of Bayer, and expressed our concern.

According to Bayer, Monsanto operates the world's largest phosphorus mine in Sulphur Springs, USA. The ore that is extracted forms the main component of glyphosate fertiliser. Due to the relatively low turnover from that segment as seen from a company-wide perspective, this has been a niche business for Bayer until now. In general, there are significant differences between Europe and the USA when it comes to weapons. Long-term supply contracts are in place between Monsanto and the US Department of Defense.

However, the topic of white phosphorus is being discussed internally at the company more and more often, in part thanks to pressure from sustainable investors and the resulting sale of many positions. In the discussion with the company, Raiffeisen Capital Management also expressly stated that this segment should be sold off. At the same time, the Sustainability Office at Bayer is calling for a rapid solution to this matter. The topic has thus been prioritised and will be solved one way or another before the end of 2022 according to statements from Bayer. Further discussions with Bayer are planned for 2022 in order to remain up to date regarding the white phosphorus issue in particular.

Essity

Founded in 1927, the Swedish company Essity is an important player in the hygiene and health products segment, with turnover of EUR 11.6 billion and 46,000 employees. Its shares have been traded on the Stockholm stock exchange since 2017 and the company considers itself a leading enterprise in the area of sustainability. In addition to several other topics, we primarily discussed the issue of FSC certification in our engagement (which included a discussion with President and CEO Magnus Groth as well as other activities). FSC stands for Forest Stewardship Council, which is an international certification system for more sustainable forest management. Wood used for furniture, toys, books, exercise books, and pencils with the FSC seal is derived from forests which are

managed more responsibly. As 100% of the wood used by Essity is obtained from certified forests, the company is consequently limited to around 10% of the global fibre supply. Regionally, the greatest problem arises in Russia, but Essity compensates for this by sourcing materials from Nordic countries and Brazil. Intense work is being done to develop alternative fibre materials, for example by the so-called Mannheim Project, in which fibres are produced from wheat straw. For Essity, this means diversifying input materials and noticeably reducing greenhouse gas emissions. Our question about chemicals management apparently hit a blind spot at the company, as we were redirected to future meetings in this regard.

Hannover Rück

Hannover Rück is the third largest reinsurance group in the world, with gross premiums of around EUR 24 billion. Its headquarters are located in Hanover, Germany. Founded in 1966, the company is active in all segments of non-life and life reinsurance. It has a network of more than 170 subsidiaries, branches, and representative offices on all five continents with a total of more than 3,000 staff. We conducted engagement activities with this company in 2021 and covered several topics; the communication took place via e-mail, direct personal contact, and small group meetings. Hannover Rück responded with extensive answers on the topic of Sustainable Develop-

ment Goals (SDGs). The company supports a number of SDGs that are all viewed as equally important. To be precise, Hannover Rück supplied details in connection with SDGs 1, 2, 5, 7, 9, and 10. ESG criteria are increasingly being taken into account in underwriting policies. In 2021, the company pledged not to enter into new business with coal power stations and coal mines. Hannover Rück aims to reduce the overall greenhouse gas footprint of its investment portfolio by 10% already in 2023. Diversity among staff is an important group-wide topic. Here, initiatives are under way to further increase the diversity at the company, promote equal opportunities, and improve staff training.

Flughafen Wien

Flughafen Wien AG operates Vienna International Airport, which is the largest and most well-known Austrian airport. It serves as the home airport and hub for Austrian Airlines, Ryanair, EasyJet, Eurowings, and Wizz Air. In addition to being the biggest employer in eastern Austria, the airport is a gateway particularly for flights to Eastern Europe and the Middle East. In 2019, the airport was connected to 217 destinations in 68 countries around the world by 77 airlines.

Especially in times of the coronavirus pandemic, it was very interesting for us to learn about the current state of business and the company's future prospects from management board members. Flughafen Wien informed us of a drop in turnover by two-thirds in comparison to 2019. A return to pre-crisis levels is expected by 2025, with the Asian markets playing a leading role in this.

With regard to the construction of the third

runway, it was noted that this will most definitely be based on the results of a feasibility analysis; currently, this project is about five years behind schedule.

Despite the current environment, the company strives not to reduce staff levels.

The objective remains to position Vienna International Airport as the first carbon neutral airport in the world. To this end, the biggest photovoltaic park in Austria is to be built, capable of producing up to 30 megawatts. Further expansion is easily possible as enough space is available around the airport for this.

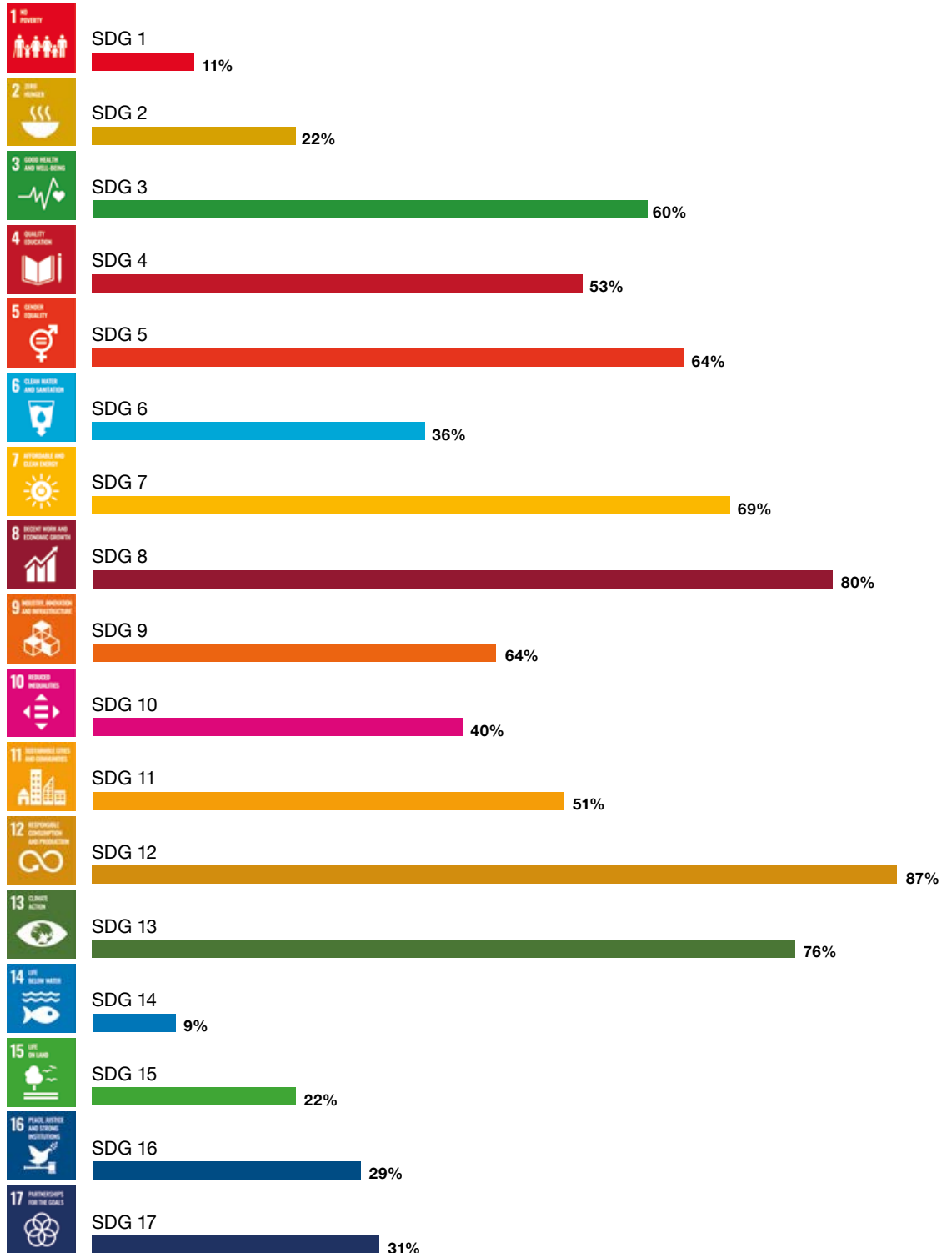
When questioned about the harmful impact on the environment by air transport in general, the board members were optimistic that significant contributions can be made towards climate protection through the use of synthetic kerosene. However, the necessary political framework still needs to be created by the EU in this connection.

Sustainable Development Goals (SDGs) Impact research

As in the past three years, one of our objectives this year was to assess the relevance of the 17 United Nations Sustainable Development Goals (SDGs) for the companies in our funds and to ask the companies about their contributions towards the achievement of these goals. The 17 SDGs entered into force in early 2016 and are intended to promote

sustainable development at the economic, social, and environmental levels. In order to perform this assessment, we developed a special questionnaire and sent it to more than 120 firms from our funds. The following chart shows how relevant the respective SDGs are for the companies that responded to our questions.

Relevance of the SDGs



Topic-specific engagement

Raiffeisen Capital Management publishes a quarterly sustainability newsletter that always examines one specific topic from the area of sustainability in greater detail. The exchange of views with companies on the given topic forms part of this more detailed analysis. The following topics were featured in 2021, and the companies were asked the following questions with regard to them:

Biodiversity:

- Is the negative impact of our global food systems on biodiversity a problem that you consider relevant for your company?
- Are you actively monitoring your positive/negative impact on biodiversity? What are the results?
- How can your company contribute towards achieving SDG 15? Have you set specific objectives?
- The world's population is predicted to increase by another two billion by 2050. Will it be possible to feed all these people in a sustainable manner? What role could your company play in this?

Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
governance (G)		X		
Campbell Soup Co		X		
Campbell Soup Co		X		
Kellogg Co		X		
Nestlé SA		X		
Novozymes A/S		X		
Unilever NV		X		

Demographic change:

- How does demographic change impact your company? To what degree are you benefiting from this, and what positive impacts can you generate?
- Do you see any significant differences that you must take into consideration?
- Demographic change has an influence on the required employee qualifications. How are you addressing this risk for current and future staff?

Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
Coloplast A/S			X	
Koninklijke Philips N.V.			X	

Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
Smith & Nephew plc			X	
Sonova Holding AG			X	
Stryker Corp.			X	
Zimmer Biomet Holdings Inc.			X	

Energy transition:

- In your planning for upcoming projects, what is your assumption for future energy prices? In your opinion, what will the energy market of the future look like in general?
- In your view, what is the correct capital structure for a project in the field of renewable energy and how does this structure change during the course of the project?
- In our opinion, pressure on profit margins may arise due to the market entry of numerous large energy companies in the field of renewables. How significant do you believe this risk is?
- How can your company contribute positively towards achieving SDG 11? Do you have specific objectives in this area?
- What investments are planned at your company or are currently being made to reduce greenhouse gas emissions? How do you measure the success of these measures?

Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
AKER OFFSHORE WIND AS	X	X	X	X
ENCAVIS AG	X	X	X	X
FALCK RENEWABLES SPA	X	X	X	X
NATIONAL GRID PLC	X	X	X	X
ORSTED A/S	X	X	X	X
SCATEC ASA	X	X	X	X
SIEMENS GAMESA	X	X	X	X
SOLARIA ENERGIA Y MEDIO AMBI	X	X	X	X
AZURE POWER GLOBAL LTD	X	X	X	X
BORALEX INC. A	X	X	X	X
BROOKFIELD RENEWABLE PARTNER	X	X	X	X
ENPHASE ENERGY	X	X	X	X
FIRST SOLAR INC	X	X	X	X
INNERGEX RENEWABLE ENERGY	X	X	X	X
ORMAT TECHNOLOGIES INC	X	X	X	X
SUNNOVA ENERGY INTERNATIONAL	X	X	X	X
SUNRUN INC	X	X	X	X

Carbon pricing:

- Is your company currently obligated to pay a carbon tax and do you participate in certificate trading?
- If so, has this pricing had an influence on the reduction of carbon emissions by your company and do you strive to achieve climate neutrality?
- Which greenhouse gases are emitted by your company and to what extent?
- What investments are being considered or implemented by your company in order to reduce its carbon footprint, and how is this measured?
- How is your company preparing for the future pricing of greenhouse gases?
- Which pricing method for greenhouse gases do you see as most sensible for your sector?
- What contribution does your company make to SDG 13, and how is this measured?

Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
AGRANA BETEILIGUNGS AG	X	X		
AMAG AUSTRIA METALL AG	X	X		
AMS AG	X	X		
ANDRITZ AG	X	X		
AUSTRIA TECHNOLOGIE SYSTEM	X	X		
BAYERISCHE MOTOREN WERKE AG	X	X		
DEUTSCHE BOERSE AG	X	X		
DELIVERY HERO SE	X	X		
DEUTSCHE POST AG	X	X		
INFINEON TECHNOLOGIES AG	X	X		
LANDIS+GYR GROUP AG	X	X		
LENZING AG	X	X		
LONZA GROUP AG	X	X		
MAYR-MELNHOF KARTON AG	X	X		
MERCK KGAA	X	X		
MUENCHENER RUECK-VER AG	X	X		
NORDEX SE	X	X		
PALFINGER AG	X	X		
PORR AG	X	X		
OESTERREICHISCHE POST AG	X	X		
RAIFFEISEN BANK INTERNATIONAL AG	X	X		
ROCHE HOLDING AG	X	X		
SAP SE	X	X		

Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
SWISSCOM AG	X	X		
SEMPERIT AG HOLDING	X	X		
SIEMENS AG	X	X		
SONOVA HOLDING AG	X	X		
TELEKOM AUSTRIA AG	X	X		
TEAMVIEWER AG	X	X		
UBM DEVELOPMENT AG	X	X		
VERBUND AG	X	X		
VOESTALPINE AG	X	X		
WIENERBERGER AG	X	X		
ZALANDO SE	X	X		
E.ON SE	X	X		
RWE AG	X	X		
OMV AG	X	X		

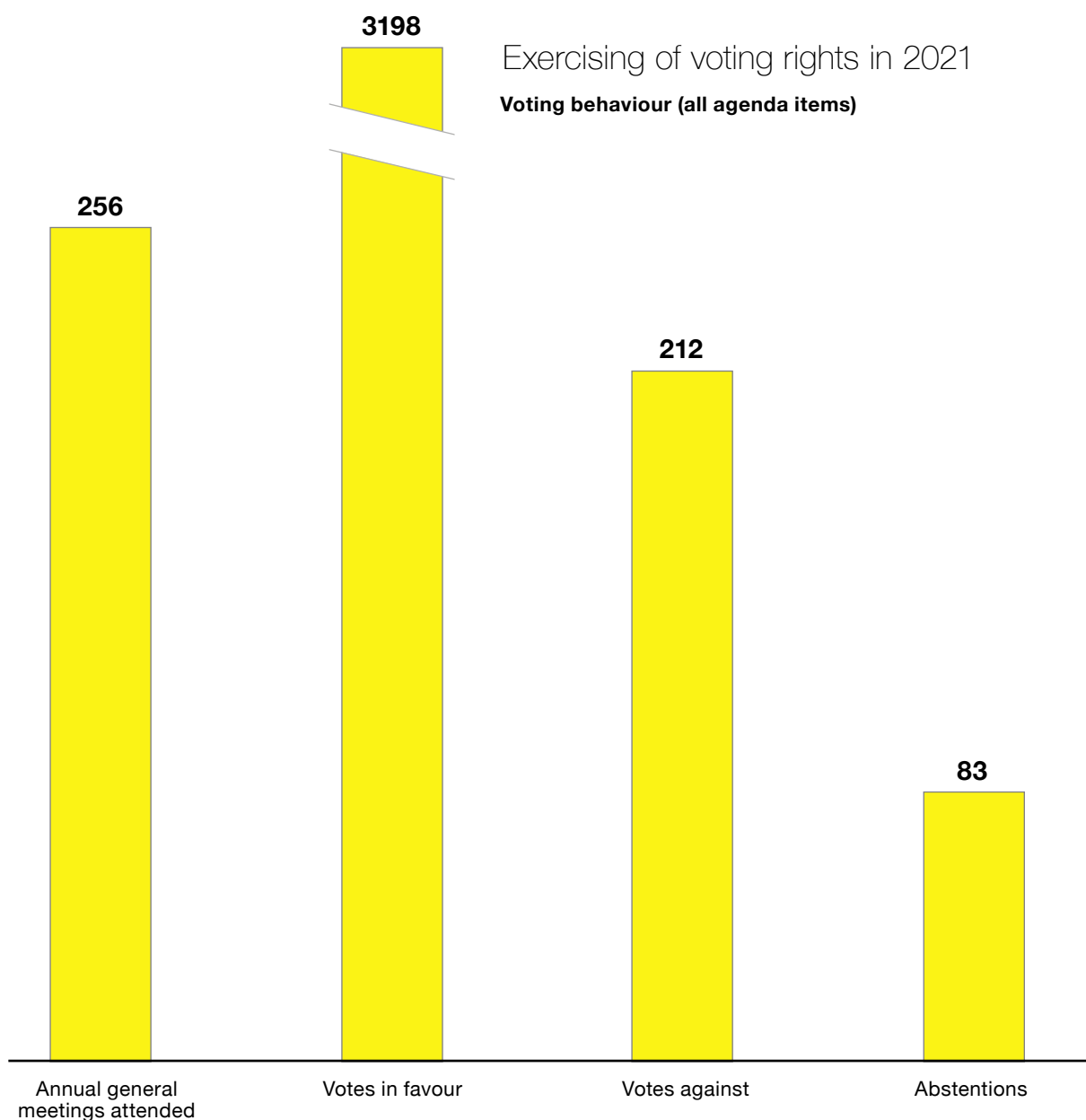
Exercising voting rights



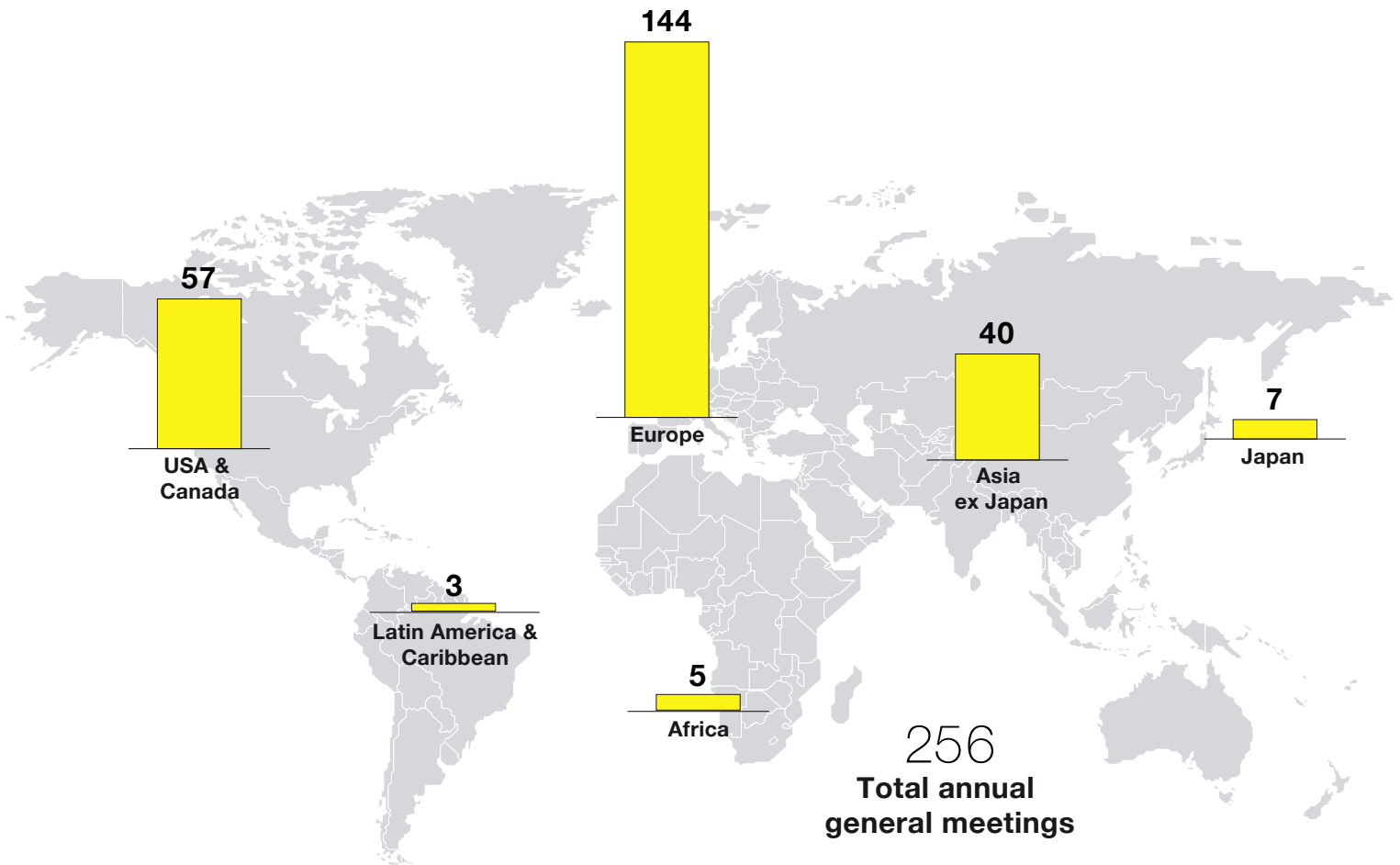
For Raiffeisen KAG, one of its key responsibilities as an asset manager is to exercise its shareholder voting rights. These rights are exercised personally at the respective annual general meetings or by way of proxy voting. Raiffeisen KAG has selected the independent firm IVOX Glass Lewis (IGL) for its proxy voting needs. Raiffeisen KAG's principles for exercising voting rights are based on a transparent,

sustainable corporate governance policy and are intended to cover significant topics that regularly arise at annual general meetings.

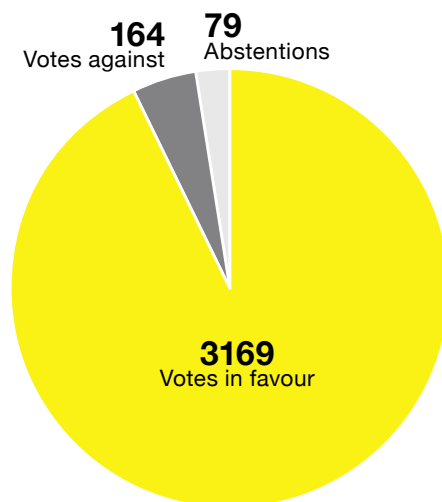
Some examples illustrate our approach. The annex contains a detailed depiction of our voting behaviour at the five most important annual general meetings as measured by the percentage share held in the respective company.



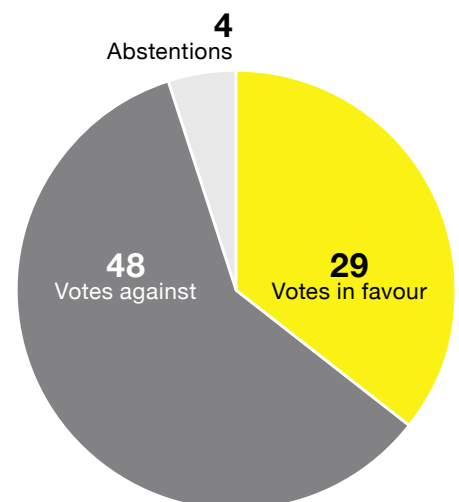
Annual general meetings by region



Management proposals and shareholder proposals



Management proposals



Shareholder proposals

Collaboration with other shareholders

Signatory of:



As a signatory to the United Nations Principles for Responsible Investment (PRI), Raiffeisen KAG has undertaken to collaborate with other shareholders to enhance its effectiveness in implementing these principles. One possible form of this joining of forces is the PRI Collaboration Platform, a platform for collaborative engagement. The objective of this collaborative engagement is to initiate a change in thinking at the target companies so as to achieve greater transparency, and to ideally bring about actual changes in the behaviour of the companies.

The FAIRR Initiative, which Raiffeisen KAG supports, believes industrial livestock farming to be a material risk for financial invest-

tors and to be incompatible with the principles of sustainable food production and development. FAIRR sees itself as the coordinator of an international network of investors aiming to minimise the medium- and long-term risks to ensuring an adequate food supply for the population. The animal suffering associated with industrial farming is to be reduced at the same time.

The annex contains a list of the companies addressed under these two initiatives under "Engagement activities in 2021".

Conflicts of interest

Raiffeisen KAG strives to prevent conflicts of interest relating to its engagement or to solve or handle such conflicts in the interests of its investors (for example conflicting voting behaviour between it and a company associated with it by way of direct or indirect control). To achieve this goal, Raiffeisen KAG acted in accordance with its conflicts of interest policy, which can be viewed at www.rcm.at/corporategovernance, when conducting its engagement activities.

UNPRI COLLABORATIVE ENGAGEMENT

	Company	Headquarter country
1.	Ahold Delhaize	Netherlands
2.	Alimentation Couche-Tard	Canada
3.	Amphenol Corporation	USA
4.	Analog Devices	USA
5.	Anhui Conch Cement Company	China
6.	ANTA Sports Products	China
7.	Applied Materials	USA
8.	ArcelorMittal	Luxembourg
9.	ASML Holding	Netherlands
10.	BOE Technology Group	China
11.	BRF	Brazil
12.	Broadcom	USA
13.	Brown-Forman Corporation	USA
14.	Canadian Natural Resources	Canada
15.	Canon Inc.	Japan
16.	Capri Holdings	United Kingdom
17.	Carlsberg	Denmark
18.	Carter's	USA
19.	China Petroleum & Chemical	China
20.	China Shenhua Energy	China
21.	CNOOC	Hongkong
22.	Conagra Brands	USA
23.	Constellation Brands	USA
24.	Costco Wholesale	USA
25.	Devon Energy	USA
26.	EOG Resources	USA
27.	Falabella	Chile
28.	FamilyMart Co., Ltd	Japan
29.	Foot Locker	USA
30.	Gazprom	Russia
31.	Gildan Activewear	Canada
32.	Grupo Mexico	Mexico
33.	Heilan Home	China

UNPRI COLLABORATIVE ENGAGEMENT

	Company	Headquarter country
34.	Hon Hai Precision Industry Co., Ltd. (Foxconn)	Taiwan
35.	Hormel Foods Corporation	USA
36.	HOYA Corporation	Japan
37.	Infineon Technologies AG	Germany
38.	INPEX Corporation	Japan
39.	JXTG Holdings	Japan
40.	Keyence Corp	Japan
41.	Kohl's	USA
42.	Kraft Heinz	USA
43.	Kweichow Moutai	China
44.	Kyocera	Japan
45.	Largan Precision	Taiwan
46.	Loblaw Companies	Canada
47.	LPP	Poland
48.	Lukoil	Russia
49.	Macy's	USA
50.	Marathon Petroleum	USA
51.	McCormick & Company	USA
52.	Microchip Technology	USA
53.	Monster Beverage	USA
54.	Mr Price	South Africa
55.	Nippon Steel Corporation	Japan
56.	Norilsk Nickel	Russia
57.	Novolipetsk Steel	Russia
58.	NVIDIA Corporation	USA
59.	Oil & Natural Gas Corporation	India
60.	Page Industries	India
61.	PetroChina	China
62.	Phillips 66	USA
63.	Prada	Italy
64.	PVH	USA
65.	Qualcomm	USA
66.	Ralph Lauren	USA

UNPRI COLLABORATIVE ENGAGEMENT

	Company	Headquarter country
67.	Rosneft Oil	Russia
68.	Ross Stores	USA
69.	Salvatore Ferragamo	Italy
70.	Sasol	South Africa
71.	Seven & I Holdings	Japan
72.	Severstal	Russia
73.	Shenzhou International Group Holdings	Hongkong
74.	Shoprite	South Africa
75.	SK Hynix	South Korea
76.	Skechers	USA
77.	Skyworks Solutions	USA
78.	Starbucks	USA
79.	Suncor Energy	Canada
80.	Suntory Beverage & Food	Japan
81.	Surgutneftegas	Russia
82.	Tapestry	USA
83.	Target	USA
84.	TATNEFT	Russia
85.	TE Connectivity	Switzerland
86.	TJX Companies	USA
87.	Tyson Foods	USA
88.	Vulcan Materials	USA
89.	Western Digital	USA
90.	Woodside Petroleum	Australia
91.	Yili Group	China
92.	Youngor	China
93.	Yue Yuen	Hongkong
94.	Yum! Brands	USA
95.	Zhejiang Semir Garment	China

Annex

Engagement activities in 2021

INDIVIDUAL CONVERSATIONS	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
ABU DHABI NATIONAL OIL CO FOR DISTRIBUTION PJSC	X	X		
ARENA HOSPITALITY GROUP DD	X	X	X	
ARENA HOSPITALITY GROUP DD	X			
ARION BANKI HF	X			X
BANCA TRANSILVANIA SA	X			X
BANK MILLENNIUM SA	X			X
FONDUL PROPRIETATEA SA	X	X		X
GRUPA LOTOS SA	X			
ISLANDSBANKI HF	X	X		
MOL HUNGARIAN OIL & GAS PLC	X	X		
NEPI ROCKCASTLE PLC	X	X		
NOVA LJUBLJANSKA BANKA DD	X	X	X	
ORANGE POLSKA SA	X			
PGE POLSKA GRUPA ENERGETYCZNA SA	X	X		
PODRAVKA PREHRAMBENA IND DD	X			X
POLSKI KONCERN NAFTOWY ORLEN SA	X	X		X
POLSKIE GORNICTWO NAFTOWE I GAZOWNICTWO SA	X	X		
RAIFFEISEN BANK INTERNATIONAL AG	X	X		
RAIFFEISEN BANK INTERNATIONAL AG	X	X		X
SOCIETATEA NATIONALA NUCLEARELECTRICA SA	X	X	X	X
SOCIETATEA NATIONALA NUCLEARELECTRICA SA	X			
SOCIETATEA NATIONALA DE GAZE NATURALE ROMGAZ SA	X	X		
TAURON POLSKA ENERGIA SA	X	X		
VALAMAR RIVIERA DD	X			X
WARSAW STOCK EXCHANGE	X	X		
FRESENIUS	X			X
FORTUM	X	X		X
SWISSCOM	X			X
NOVO NORDISK	X		X	X
SIGNA DEVELOPMENT	X	X		X
SCATEC	X	X		X

GROUP MEETINGS	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
AIA ENGINEERING LTD	X			X
AIA ENGINEERING LTD	X			
ABU DHABI COMMERCIAL BANK PJSC	X			
AEROFLOT PJSC	X	X		
AIRPORTS OF THAILAND PCL	X			
ALIOR BANK SA	X			X
ALMARAI CO JSC	X	X		X
ALROSA PJSC	X			
ASTRAL POLYTECHNIK LTD	X			
AYALA CORP	X			
AYALA CORP	X			
BRD-GROUPE SOCIETE GENERALE SA	X	X	X	
BAJAJ AUTO LTD	X	X		
BALKRISHNA INDUSTRIES LTD	X	X		
BANGKOK BANK PCL	X			
BANK CENTRAL ASIA TBK PT	X			X
BANK CENTRAL ASIA TBK PT	X			X
BANK MILLENNIUM SA	X	X		
BANK POLSKA KASA OPIEKI SA	X			
BANK RAKYAT INDONESIA PERSERO TBK PT	X			X
BANQUE SAUDI FRANSI	X	X		X
BHARTI AIRTEL LTD	X			
BOUBYAN BANK KSC	X		X	X
CD PROJEKT SA	X			
CD PROJEKT SA	X			
CEZ AS	X	X		
CP ALL PCL	X			
CAPITEC BANK HOLDINGS LTD	X	X	X	X
CENTRAL PATTANA PCL	X			
COCA-COLA ICECEK AS	X			
COMMERCIAL INTERNATIONAL BANK EGYPT SAE	X			
D&L INDUSTRIES INC	X	X		
DLF LTD	X			
DETSKY MIR PJSC	X	X	X	X

GROUP MEETINGS	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
DR REDDY'S LABORATORIES LTD	X			X
DUBAI ISLAMIC BANK PJSC	X			
DUBAI ISLAMIC BANK PJSC	X	X		X
EMIRATES NBD BANK PJSC	X		X	X
EMLAK KONUT GAYRIMENKUL YATIRIM ORTAKLIGI AS	X	X	X	X
EMLAK KONUT GAYRIMENKUL YATIRIM ORTAKLIGI AS	X			
EREGLI DEMIR VE CELIK FABRIKALARI TAS	X			
ERICSSON NIKOLA TESLA DD	X			X
ERSTE GROUP BANK AG	X	X	X	
EUROCASH SA	X			
FONDUL PROPRIETATEA SA	X			
FORD OTOMOTIV SANAYI AS	X	X		
FORD OTOMOTIV SANAYI AS	X	X		
FORTRESS REIT LTD	X			
GAZPROM PJSC		X	X	X
GAZPROM PJSC	X	X		
GAZPROM PJSC	X	X		
GRASIM INDUSTRIES LTD	X	X		
HCL TECHNOLOGIES LTD	X		X	
HCL TECHNOLOGIES LTD	X		X	
HALYK SAVINGS BANK OF KAZAKHSTAN JSC	X			
HOME PRODUCT CENTER PCL	X	X		
HOUSING DEVELOPMENT FINANCE CORP LTD	X	X	X	X
HOUSING DEVELOPMENT FINANCE CORP LTD	X			
HRVATSKI TELEKOM DD	X			
JASA MARGA PERSERO TBK PT	X			
JASA MARGA PERSERO TBK PT	X	X		
KGHM POLSKA MIEDZ SA	X	X	X	X
KOC HOLDING AS	X	X		
KASIKORNBANK PCL	X	X		
KASPI.KZ JSC	X			
KRKA DD NOVO MESTO	X	X	X	X
LPP SA	X	X		
LUKOIL PJSC	X	X	X	X

GROUP MEETINGS	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
LAND & HOUSES PCL	X			
LARSEN & TOUBRO LTD	X	X		
LARSEN & TOUBRO LTD	X	X		
LENTA LTD	X			
M.VIDEO PJSC	X	X		X
MMC NORILSK NICKEL PJSC	X	X		
MMC NORILSK NICKEL PJSC	X	X		
MOL HUNGARIAN OIL & GAS PLC	X	X		
MAGNIT PJSC	X			
MAGNIT PJSC	X	X	X	X
MAGNITOGORSK IRON & STEEL WORKS PJSC	X	X		
MAGNITOGORSK IRON & STEEL WORKS PJSC	X	X		
MAHINDRA & MAHINDRA LTD	X			
MAHINDRA & MAHINDRA LTD	X	X		
MAIL.RU GROUP LTD	X			X
MANILA WATER CO INC	X	X		
MANILA WATER CO INC	X	X		
MAVI GIYIM SANAYI VE TICARET AS	X			
MAVI GIYIM SANAYI VE TICARET AS	X			
MINOR INTERNATIONAL PCL	X			
MBANK SA	X			X
MITRA KELUARGA KARYASEHAT TBK PT	X		X	
MOBILE TELESYSTEMS PJSC	X	X		X
MONETA MONEY BANK AS	X			
MOSCOW EXCHANGE MICEX-RTS PJSC	X	X	X	X
MOUWASAT MEDICAL SERVICES CO	X	X	X	
NATIONAL COMMERCIAL BANK	X		X	
NOVA LJUBLJANSKA BANKA DD	X			
NOVATEK PJSC	X	X		
NOVOLIPETSK STEEL PJSC	X			
OMV PETROM SA	X			
OPAP SA	X			
OTP BANK NYRT	X			
OOREDOO QPSC	X		X	

GROUP MEETINGS	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
OZON HOLDINGS PLC	X			
PGE POLSKA GRUPA ENERGETYCZNA SA	X			
PIK GROUP PJSC	X	X	X	
PKP CARGO SA	X			
PTT OIL & RETAIL BUSINESS PCL	X	X		
PEGASUS HAVA TASIMACILIGI AS	X			
POLSKI KONCERN NAFTOWY ORLEN SA	X			
POLSKI KONCERN NAFTOWY ORLEN SA	X			
POLSKI KONCERN NAFTOWY ORLEN SA	X	X		
POLSKIE GORNICTWO NAFTOWE I GAZOWNICTWO SA	X			
POLYMETAL INTERNATIONAL PLC	X	X		
POLYMETAL INTERNATIONAL PLC	X	X		
POLYMETAL INTERNATIONAL PLC	X	X		
POLYUS PJSC	X	X		
POWSZECHNA KASA OSZCZEDNOSCI BANK POLSKI SA	X	X	X	
QATAR NATIONAL BANK QPSC	X	X	X	X
RAIFFEISEN BANK INTERNATIONAL AG	X	X		
ROSNEFT OIL CO PJSC	X	X		
ROSTELECOM OJSC	X	X	X	
SCG PACKAGING PCL	X	X		
SCG PACKAGING PCL	X	X		
SK HYNIX INC	X	X		
SM INVESTMENTS CORP	X		X	
SRF LTD	X	X		
SAMSUNG ELECTRONICS CO LTD	X			
SAN MIGUEL FOOD AND BEVERAGE INC	X	X		
SANTANDER BANK POLSKA SA	X			
SANTANDER BANK POLSKA SA	X			X
SAUDI ARABIAN MINING CO	X	X		X
SAUDI ARABIAN MINING CO	X			X
SAUDI TELECOM CO	X		X	X
SAUDI TELECOM CO	X			X
SBERBANK OF RUSSIA PJSC	X			
SBERBANK OF RUSSIA PJSC	X	X		X

GROUP MEETINGS	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
SEMEN INDONESIA PERSERO TBK PT	X	X		
SEVERSTAL PAO	X	X	X	
SISTEMA PJSFC	X			
SOCIETATEA NATIONALA DE GAZE NATURALE ROMGAZ SA	X			
SRI TRANG GLOVES THAILAND PCL	X			
STATE BANK OF INDIA	X			
SUPREME INDUSTRIES LTD	X		X	
SYMPHONY LTD	X			
TCS GROUP HOLDING PLC	X			
TCS GROUP HOLDING PLC	X			X
TATA CONSULTANCY SERVICES LTD	X		X	
TATNEFT PJSC	X	X		
TELKOM INDONESIA PERSERO TBK PT	X			
TOFAS TURK OTOMOBIL FABRIKASI AS	X			
TURK HAVA YOLLARI AO	X			
TURK HAVA YOLLARI AO	X			
TURKCELL ILETISIM HIZMETLERI AS	X	X		X
TURKCELL ILETISIM HIZMETLERI AS	X			
TURKIYE PETROL RAFINERILERI AS	X	X		X
TURKIYE SISE VE CAM FABRIKALARI AS		X		
TURKIYE SISE VE CAM FABRIKALARI AS	X			
VEON LTD	X			X
VIENNA INSURANCE GROUP AG	X		X	X
X5 RETAIL GROUP NV	X			X

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
ABB	X			
ABB	X	X		
ABB				
ABB	X			
ABIOMED				
ACCESS TO MEDICINE FOUNDATION				
ACCOR				
ACS S.A.	X	X	X	
ADECCO	X		X	
ADIDAS				
ADVANCED ENERGY INDUSTRIES				
ADVENT TECHNOLOGIE				
ADYEN				
AGRANA	X	X		
AGRANA	X	X		
AIR LIQUIDE				
AIR LIQUIDE		X		
AIR LIQUIDE		X		
AIR LIQUIDE		X		
AIXTRON				
AKZONOBEL	X			
ALAMOS GOLD				
ALCOA		X		
ALK-ABELLO		X		
AMADEUS				
AMAG	X	X	X	
AMAG	X	X		
AMAG	X	X	X	
AMERICAN VANGUARD				
AMS OSRAM				
AMUNDI	X			
ANDRITZ	X	X		
ANTOFAGASTA				
APPLIED MATERIALS	X	X		

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus			
Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
APTAR GROUP				
ARCELORMITTAL				
ARCTURUS THERAPEUTICS	X		X	
ASCENDANCE FLIGHT TECHNOLOGIES		X		
ASML HOLDING	X			
ASML HOLDING	X			
ASML HOLDING				
ASSA ABLOY	X		X	
ASTRAZENECA	X			
ASTRAZENECA		X	X	
AT&S	X	X	X	X
AT&S	X	X		
AT&T				
ATLASSIAN				
ATOS		X	X	
ATOS		X		
ATOS		X		X
ATOS				
ATOS		X		X
AURUBIS	X	X	X	
AURUBIS		X		
AUTO CHIP SHORTAGES				
AVEVA				
AXALTA COATING SYSTEMS	X	X		
AXWAY SOFTWARE	X	X		X
AZURE POWER	X	X	X	
BABYLON				
BALLARD POWER		X		
BARCLAYS	X	X	X	X
BARCO N.V.	X		X	
BARRATT				
BASF	X	X	X	
BB BIOTECH				
BE SEMICONDUCTOR				

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus				
	Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
BHP			X		
BLOOM ENERGY			X		
BLUENALU			X		
BMW	X		X	X	X
BORREGAARD	X		X		
BP					
BRENTAG			X		
BRISTOL-MYERS					
BUNGE			X		
BURCON NUTRASCIENCE			X		
CAMECO			X		
CAPGEMINI			X		
CAPGEMINI					
CAPGEMINI					
CARBIOS			X		
CARGOTEC	X		X		
CARREFOUR					
CD Projekt					
CERES					
CERES					
CHART INDUSTRIES			X		
CHR. HANSEN			X		
CITI'S 5G AND THE ENTERPRISE OPPORTUNITY					
CLARIANT	X		X	X	
CLEAN TECH			X		
COLOPLAST	X		X	X	
COLOPLAST			X	X	
COMMERZBANK	X		X		
CONSTRUCTION PARTNERS					
CONTEXTLOGIC					
CREDIT AGRICOLE					
CUMMINS					
CUMMINS					

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus				
	Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
DAIMLER TRUCKS			X		
DARLING INGREDIENTS	X		X	X	
DASSAULT SYSTEMES	X		X		
DASSAULT SYSTEMES					
DASSAULT SYSTEMES					
DELTA AIRLINES					
DEUTSCHE POST					
DEUTSCHE POST					
DEUTSCHE POST	X		X		
DO & CO	X		X	X	X
EASYJET	X		X		
ECOLAB	X		X	X	X
EDENRED	X				
EDF			X		
ENCAVIS	X				
ENCAVIS	X		X		
ENDEAVOUR MINING					
ENEL	X		X		
ENGIE	X		X		
ENI SpA	X		X		
ENPHASE ENERGY	X		X		
ENVISTA HOLDINGS CORP	X				
EQUINOR			X	X	X
EQUINOR	X		X		
EQUINOR			X		
EQUITY SPRING TRAINING - US MACRO					
ESG ENERGY FOCUS 2021: ESG perspectives across the subsectors			X	X	X
ESG ENERGY FOCUS 2021: Integrating ESG into Strategy and Accountability			X	X	X
ESG ENERGY FOCUS 2021: Keynote: The Route to Net Zero			X	X	X
ESSILORLUXOTICA				X	
ESSITY AB	X		X		
EU Commission: FARM TO FORK					
EUROPA BUILDING & CONSTRUCTION			X		

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus				
	Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
EUROPA CHEMICALS:HYDROGEN			X		
EUROPA UTILITIES			X		
EVERFUEL	X		X	X	X
EVERTEC					
EVGO			X		
EVOQUIA WATER					
EVOTEC AG			X		
EXCLUSIVE NETWORKS					
EXCLUSIVE NETWORKS					
FARADAY FUTURE					
FIRST SOLAR	X		X		
FLUGHAFEN WIEN	X		X	X	
FLUIDRA	X		X		
FORD					
FORTECUE METALS					
FORTUNE BRANDS HOME & SECURITY					
FRAPORT	X		X	X	
FREQUENTIS	X		X	X	X
FRESENIUS MEDICAL CARE	X				
GENERALI	X		X	X	
GIVAUDAN	X				
GIVAUDAN	X		X		
GLENCORE					
GLOBAL STRATEGY CONFERENCE					
GREAT PORTLAND ESTATES			X		
GREEN PLAINS					
GREENERGY	X		X		
GREENERGY RENOVABLES					
HANNON ARMSTRONG Sustainable Infrastructure Capital	X		X		
HANNOVER RÜCK	X		X		
HANNOVER RÜCK	X		X	X	
HEIDELBERGER CEMENT					
HENKEL	X		X		
HESS			X	X	X

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus				
	Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
HOFFMANN GREEN CEMENT TECHNOLOGIES			X		
HOLOGIC INC	X			X	
HOLOGIC INC					
HYATT					
IAMGOLD					
IBERDROLA			X		
ICICI	x				
IDEXX					
II-VI INCORPORATED					
INDRA	X		X		
INDRA			X		
INFINEON	X		X		
INFINEON					
INFINEON			X	X	X
INFINEON TECHNOLOGIES AG			X		
IONIS PHARMA					
IPO AUTO1					
IRIDIUM					
ITM POWER					
ITM POWER			X		
ITRON			X	X	
JC DECAUX	X		X	X	X
JOHNSON & JOHNSON					
JOHSON MATTHEY	X		X		
KBC GROEP NV	X		X	X	
KERRY	X		X	X	
KERRY	X		X		
KINGFISHER	X		X	X	
KINGSPAN	X		X	X	X
KINGSPAN	X				
KINGSPAN					
KINROSS GOLD					
KIRKLAND LAKE GOLD					
KPN	X				X

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
L'OREAL	X	X	X	
LANDIS & GYR	X			
LANXESS	X	X		
LENZING			X	X
LENZING	X	X	X	
LOGITECH				
LONZA	X	X	X	X
MASIMO				
MAXEON SOLAR TECHNOLOGIES	X	X		
MAYR MELNHOF KARTON	X	X		
MEYER BURGER	X	X		X
MongoDB, Inc.				
MONTANA AEROSPACE IPO BRIEFING				
MS ESG Webcast: Clean Tech - Buying the Dip ?				
MSA SAFETY INC	X		X	
MUSTI	X			
NEXI				
NIDEC	X	X		
NIKOLA CORPORATION		X		
NOKIA				
NOMURA TECH-ANALYST				
NORDEX SE	X	X		
NOVARTIS		X		
NOVARTIS			X	
NUCOR		X		
NVIDIA		X		
NVIDIA				
OCADO	X			X
OKTA				
OMV	X	X		
OMV	X	X		
OMV	X	X		
OMV		X		
ORMAT TECHNOLOGIES	X		X	

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
ORPEA	X	X		
ORSTED	X	X		
ÖSSTERREICHISCHE POST	X	X	X	X
ÖSTERREICHISCHE POST	X	X	X	X
OVH CLOUD				
PALFINGER	X	X		
PANASONIC	X			
PAYLOCITY	X			
PHARMA MAR	X	X	X	
PLANET FITNESS				
PLANET FITNESS				
POWER & RENEWABLES ENERGY CONFERENCE: How to decarbonize the economy				
PROSIEBENSAT.1 MEDIA SE		X		
PURE STORAGE				
PURECYCLE TECHNOLOGIES				
PYRUM	X	X		
QUALYS, INC.				
QUANTAFUEL	X	X		
RENAULT	X	X		
RENESOLA		X		
RENESOLA	X			
RENEWCELL		X	X	
RIO TINTO		X		
RIO TINTO		X		
ROCHE	X	X		
ROCHE	X			
ROCHE	X			
ROCHE	X		X	
ROCHE				
ROCHE			X	
ROYAL DUTCH SHELL	X	X		
ROYAL MAIL	X	X		
RYAN AIR	X	X	X	
S&P GLOBAL				

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
SAINT-GOBAIN				
SAINT-GOBAIN		X		
SANOFI	X			X
SAP				
SAP				
SARTORIUS	X	X		
SCATEC		X	X	X
SCHNEIDER ELECTRIC	X	X		
SCHÖLLER BLECKMANN				
SECTOR HEAD ROUNDTABLE: Responsible Sourcing and Consumer Demand				
SECTOR HEAD ROUNDTABLE: Sustainable Food				
SECTOR HEAD ROUNDTABLE: The Transition to Net-Zero				
SEMPERIT	X	X	X	
SGS	X			
SGS	X	X	X	
SHELL		X		
SHERWIN WILLIAMS				
SIEMENS GAMESA RENEWABLE ENERGY	X	X		
SIEMENS GAMESA RENEWABLE ENERGY, S.A.		X		
SIEMENS HEALTHINEERS	X		X	
SIG COMBIBLOCK				
SIGNIFY	X	X	X	X
SIKA	X	X		
SILTRONIC AG		X		
SIXT		X		
SMURFIT KAPPA		X		
SOFTBANK	X			
SoftwareONE				
SOITEC	X	X		
SOITEC				
SOLARIA				
SONOCO PRODUCTS CO	X	X		
SONOVA	X			
SOUTHERN COPPER		X		

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus				
	Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
SPIRIT AIRLINES					
SSE	X	X	X		
STANDARD CHARTERED	X	X			
STMicro					
STMMICRO		X			
Strabag	X	X	X		
Straumann	X		X		
SUNNOVA ENERGY	X	X	X		X
SUNPOWER		X	X		
SUPERDRY	X	X	X		
SWITCH					
TECHNOGYM	X	X	X		
TELADOC					
TELEFONICA DEUTSCHLAND					
TELEKOM AUSTRIA	X	X			
TEMENOS	X				
TEMENOS					
TENCENT	X	X			
THE FUTURE OF FOOD		X	X		
THE HYDROGEN MOMENT: IMPLICATION FOR INDUSTRY					
TINKOFF	X	X	X		X
TOTAL ENERGIES					
TOTAL ENERGIES		X			
TPI COMPOSITES		X			
TUI		X			
TUI AG	X	X			
UBISOFT					
UBM Development	X				
UBM Development	X	X	X		X
UMICORE		X			
UNILEVER		X	X		
UPM-KYMMENE	X	X			
UPM-KYMMENE	x	x			
US CONSUMER					

OTHER MEETINGS/RESEARCH/ IMPACT ENGAGEMENT	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
US FINANCIALS				
US HEALTHCARE				
US INDUSTRIALS				
US TECHNOLOGY MEDIA & TELECOM				
US/EUROPA HEALTHCARE				
US/EUROPA TECHNOLOGY				
VA-Q-TEC	X			
VA-Q-TECH	X			
VALEO	X			
VALMET	X	X		
VEGANZ	X	X	X	
VEGANZ				
VEOLIA ENVIRONMENT	X			
VERBUND	X	X		
VERISK ANALYTICS INC	X	X		
VERIZON				
VOESTALPINE	X	X		
VOLVO		X		
VONOVIA				
WALMART				
WEST LAKE CHEMICAL				
WISE				
WORLD GREEN BUILDING COUNCIL				
WORLDLINE	X			
WORLDLINE	X	X		
WORLDLINE		X		X
WORLDLINE				
WRAP		X		
WWF Fund				
ZSCALER				
ZUMTOBEL AG	X	X	X	

FAIRR SUPPORTING INVESTOR	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
AHOLD DELHAIZE	x	x	x	x
ALMARAI CO JSC	x	x	x	x
AMAZON (WHOLE FOODS)	x	x	x	x
ASTRAL FOODS LTD	x	x	x	x
AUSTRALIAN AGRICULTURAL CO LTD	x	x	x	x
BAKKAFROST P/F	x	x	x	x
BEIJING SANYUAN FOODS CO LTD	x	x	x	x
BEIJING SHUNXIN AGRICULTURE CO LTD	x	x	x	x
BELL FOOD GROUP AG	x	x	x	x
BLOOMIN' BRANDS	x	x	x	x
BRF SA	x	x	x	x
BRINKER INTERNATIONAL	x	x	x	x
CAL-MAINE FOODS INC	x	x	x	x
CARREFOUR	x	x	x	x
CHAROEN POKPHAND FOODS PCL	x	x	x	x
CHERKIZOVO GROUP PJSC	x	x	x	x
CHINA MENGNIU DAIRY CO LTD	x	x	x	x
CHINA MODERN DAIRY HOLDINGS LTD	x	x	x	x
CHIPOTLE MEXICAN GRILL INC.	x	x	x	x
COFCO MEAT HOLDINGS LTD	x	x	x	x
COLES SUPERMARKET	x	x	x	x
CONAGRA BRANDS INC	x	x	x	x
COSTCO	x	x	x	x
CRANSWICK PLC	x	x	x	x
DARDEN RESTAURANTS	x	x	x	x
DECHRA PHARAMCEUTICALS PLC	x	x	x	x
DENNY'S	x	x	x	x
DINE BRANDS	x	x	x	x
DOMINO'S PIZZA GROUP	x	x	x	x
DOMINO'S PIZZA INC	x	x	x	x
ELANCO	x	x	x	x
EMMI AG	x	x	x	x
FONTERRA CO-OPERATIVE GROUP LTD	x	x	x	x
FORTUNE NG FUNG FOOD HEBEI CO LTD	x	x	x	x

FAIRR SUPPORTING INVESTOR	Focus			
Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
FUJIAN SUNNER DEVELOPMENT CO LTD	x	x	x	x
GENERAL MILLS	x	x	x	x
GFPT PCL	x	x	x	x
GREAT WALL ENTERPRISES CO LTD	x	x	x	x
GREENE KING	x	x	x	x
GRIEG SEAFOOD ASA	x	x	x	x
GROUPE CASINO	x	x	x	x
GRUPO BAFAR SAB DE CV	x	x	x	x
GRUPO NUTRESA SA	x	x	x	x
HORMEL FOODS CORP	x	x	x	x
INDUSTRIAS BACHOCO SAB DE CV	x	x	x	x
INGHAMS GROUP LTD	x	x	x	x
INNER MONGOLIA YILI INDUSTRIAL GROUP CO LTD	x	x	x	x
JAPFA LTD	x	x	x	x
JBS S.A.	x	x	x	x
JD WETHERSPOON	x	x	x	x
JINHE BIOTECHNOLOGY	x	x	x	x
KERRY GROUP PLC	x	x	x	x
KRAFT HEINZ	x	x	x	x
KROGER	x	x	x	x
LDC SA	x	x	x	x
LEROY SEAFOOD GROUP ASA	x	x	x	x
LOBLAW COMPANIES LIMITED	x	x	x	x
MAPLE LEAF FOODS INC	x	x	x	x
MARFRIG GLOBAL FOODS SA	x	x	x	x
MARKS & SPENCER	x	x	x	x
MARSTON'S PLC	x	x	x	x
MARUHA NICHIRO CORPORATION	x	x	x	x
MCDONALD'S CORPORATION	x	x	x	x
MERCK & CO., INC.	x	x	x	x
MERCK ANIMAL HEALTH	x	x	x	x
MHP SE	x	x	x	x
MINERVA SA	x	x	x	x
MITCHELLS & BUTLERS	x	x	x	x

FAIRR SUPPORTING INVESTOR	Focus			
	Company	Fundamental aspects	Environment (E)	Social (S)
MONDELEZ	x	x	x	x
MOWI ASA	x	x	x	x
MULTIEXPORT FOODS SA	x	x	x	x
MUYUAN FOODSTUFF CO LTD	x	x	x	x
NESTLE	x	x	x	x
NEW HOPE LIUHE CO LTD	x	x	x	x
NH FOODS LTD	x	x	x	x
NIPPON SUISAN KAISHA LTD	x	x	x	x
ORION OYJ	x	x	x	x
PAPA JOHN'S INTERNATIONAL	x	x	x	x
PHIBRO ANIMAL HEALTH CORPORATION	x	x	x	x
PRIMA MEAT PACKERS LTD	x	x	x	x
QL RESOURCES BERHAD	x	x	x	x
RCL FOODS LTD/SOUTH AFRICA	x	x	x	x
RESTAURANT BRANDS INTERNATIONAL	x	x	x	x
SAINSBURY'S	x	x	x	x
SALMAR ASA	x	x	x	x
SALMONES CAMANCHACA SA	x	x	x	x
SAN MIGUEL FOOD AND BEVERAGE INC	x	x	x	x
SANDERSON FARMS INC	x	x	x	x
SAPUTO INC	x	x	x	x
SCANDI STANDARD AB	x	x	x	x
SEABOARD CORPORATION	x	x	x	x
SONIC CORPORATION	x	x	x	x
TASSAL GROUP LTD	x	x	x	x
TESCO	x	x	x	x
TEXAS ROADHOUSE	x	x	x	x
THAI UNION GROUP PCL	x	x	x	x
THAIFOODS GROUP PCL	x	x	x	x
THE CHEESECAKE FACTORY	x	x	x	x
THE HERSHEY COMPANY	x	x	x	x
THE RESTAURANT GROUP	x	x	x	x
THE WENDY'S COMPANY	x	x	x	x
TYSON FOODS INC	x	x	x	x

FAIRR SUPPORTING INVESTOR	Focus			
Company	Fundamental aspects	Environment (E)	Social (S)	Corporate governance (G)
UNILEVER	x	x	x	x
VENKY'S INDIA LTD	x	x	x	x
VETOQUINOL S.A.	x	x	x	x
VIETNAM DAIRY PRODUCTS JSC	x	x	x	x
VIRBAC S.A.	x	x	x	x
WALMART	x	x	x	x
WENS FOODSTUFF GROUP CO., LTD.	x	x	x	x
WH GROUP LTD	x	x	x	x
WHITBREAD PLC	x	x	x	x
WOOLWORTH GROUP LIMITED	x	x	x	x
YUM! BRANDS	x	x	x	x
ZOETIS	x	x	x	x
ZOETIS INC.	x	x	x	x
ZYDUS CADILA / CADILA HEALTHCARE LTD	x	x	x	x

EXERCISE OF VOTING RIGHTS IN 2021	Voting behaviour (all items on the agenda)		
	Company	For	Abstentions
3I GROUP PLC	20	0	0
3M CO.	15	0	2
AAREAL BANK AG	28	0	6
ACCENTURE PLC	17	0	0
ACCOR	20	0	2
ADIDAS AG	13	0	0
ADOBE INC	14	0	0
AGILENT TECHNOLOGIES INC.	6	0	0
AGRANA BETEILIGUNGS AG	5	0	1
AIR LIQUIDE S.A	19	0	0
AIR PRODUCTS & CHEMICALS INC.	11	0	0
AKZO NOBEL N.V.	12	0	1
ALLIANZ SE	6	0	0
ALSTOM	28	0	0
AMADEUS IT GROUP S.A.	27	0	1
AMAG AUSTRIA METALL AG	9	0	0
AMERICAN EXPRESS CO.	18	0	1
AMS AG	11	0	1
AMUNDI	27	0	3
ANDRITZ AG	9	1	0
APAR INDUSTRIES LTD.	4	0	0
APPLIED MATERIALS INC.	14	0	2
ARENA HOSPITALITY GROUP D.D.	5	0	0
ASE TECHNOLOGY HOLDING CO.LTD	19	0	0
ASML HOLDING NV	16	0	1
ASTELLAS PHARMA INC.	8	0	0
AT & S AUSTRIA TECHNOLOGIE & SYSTEMTECHNIK AKTIENGESELLSCHAFT	9	0	0
AT&T, INC.	13	0	2
AUTODESK INC.	12	0	0
AUTOMATIC DATA PROCESSING INC.	13	0	1
AXA	28	0	0
BANK OF MONTREAL	15	0	1
BANK OF NEW YORK MELLON CORP	15	0	0
BANK OF NOVA SCOTIA	16	0	1

EXERCISE OF VOTING RIGHTS IN 2021	Voting behaviour (all items on the agenda)		
	Company	For	Abstentions
BANK RAKYAT INDONESIA	2	0	0
BAWAG GROUP AG	1	0	0
BAWAG GROUP AG	12	0	1
BAYERISCHE MOTOREN WERKE AG	10	2	1
BECTON, DICKINSON AND CO.	16	0	0
BEIERSDORF AG	5	0	1
BEST BUY CO. INC.	13	0	1
BIOGEN INC	15	0	3
BNP PARIBAS	21	0	3
BNP PARIBAS	2	0	0
BORGWARNER INC	12	0	0
BORREGAARD ASA	18	0	0
BRIGHT HORIZONS FAMILY SOLUTIONS, INC.	7	0	0
BT GROUP	22	0	0
BUNZL PLC	23	0	0
BYD CO	8	0	0
CA IMMOBILIEN ANLAGEN AG	9	0	0
CA IMMOBILIEN ANLAGEN AG	0	0	2
CAMPBELL SOUP CO.	17	0	0
CAPGEMINI	21	0	0
CARE RATINGS LTD.	6	0	0
CARL ZEISS MEDITEC A G	8	0	1
CBRE GROUP INC	13	0	0
CELLAVISION AB	27	0	1
CHINA LIFE INSURANCE CO	20	0	4
CHINA MEDICAL SYSTEM HLDGS LTD	7	0	3
CISCO SYSTEMS, INC.	13	0	1
CLICKS GROUP LIMITED	15	0	0
COMPASS GROUP PLC	23	0	0
CONTINENTAL AG	33	0	0
COROMANDEL INTERNATIONAL LTD	9	0	1
COWAY	1	0	1
CREDICORP LTD	1	0	0
CRODA INTERNATIONAL PLC	20	0	0

EXERCISE OF VOTING RIGHTS IN 2021	Voting behaviour (all items on the agenda)		
Company	For	Abstentions	Against
CUMMINS INC.	15	0	1
CYFROWY POLSAT SA	5	0	0
DASSAULT SYSTEMES SA	21	0	3
DELIVERY HERO SE	16	0	4
DENSO CORPORATION	10	0	1
DETSKYMIR PJSC	14	5	0
DEUTSCHE POST AG	12	0	0
DIALOG GROUP BHD	8	0	1
DIGI COMMUNICATIONS NV	5	0	2
DIGI COMMUNICATIONS NV	1	0	0
ECOLAB, INC.	14	0	2
EDP RENOVAVEIS S.A.	8	0	0
ELISA OYJ	11	0	0
ERSTE GROUP BANK AG	10	0	0
ERSTE GROUP BANK AG	1	0	0
ESSILORLUXOTTICA	29	0	3
EXPERIAN PLC	20	0	0
FORMOSA PLASTIC	15	0	5
GAIL (INDIA) LTD.	4	0	3
GAZPROM	16	6	0
GILDAN ACTIVEWEAR INC	11	0	1
GLAXOSMITHKLINE PLC	22	0	0
GOOGLE INC	14	0	7
GRIFOLS SA	13	0	0
GRUPA AZOTY S.A.	8	0	0
GRUPA LOTOS SA	17	1	0
GRUPA LOTOS SA	10	0	0
HAIN CELESTIAL GROUP INC	10	0	1
HALMA PLC	20	0	1
HANESBRANDS INC	11	0	0
HANNOVER RUCK SE	8	0	0
HARTALEGA HOLDINGS BERHAD	8	0	2
HCL TECHNOLOGIES LTD.	1	0	0
HCL TECHNOLOGIES LTD.	3	0	0

EXERCISE OF VOTING RIGHTS IN 2021	Voting behaviour (all items on the agenda)		
Company	For	Abstentions	Against
HERMAN MILLER INC.	8	0	0
HOEGH LNG HOLDING LTD.	2	0	0
HOME DEPOT, INC.	14	0	3
HONG LEONG BANK BHD	4	0	1
HOWDEN JOINERY GROUP PLC	18	0	0
HP INC	13	0	1
ICICI BANK LTD.	11	0	0
IDEXX LABORATORIES, INC.	6	0	0
INDUS TOWERS LTD.	6	0	5
INFINEON TECHNOLOGIES AG	32	0	0
INNOLUX CORPORATION	7	0	0
INTEL CORP.	11	0	3
INTERNATIONAL BUSINESS MACHINES CORP.	16	0	1
INTERNATIONAL FLAVORS & FRAGRANCES INC.	14	0	2
IPCA LABORATORIES LTD.	5	0	1
JOHNSON CONTROLS INTERNATIONAL PLC	20	0	0
JOHNSON MATTHEY PLC	19	0	0
KEYSIGHT TECHNOLOGIES INC	6	0	0
KGHM POLSKA MIEDZ S.A.	3	1	0
KINGFISHER PLC	20	0	0
KINGSPAN GROUP PLC	19	0	1
KOMERCNI BANKA, A.S.	1	0	0
KONINKLIJKE AHOLD DELHAIZE N.V.	12	0	0
KONINKLIJKE DSM N.V.	16	0	0
KONINKLIJKE KPN NV	12	0	0
KONINKLIJKE PHILIPS N.V.	11	0	1
KRONES AG	9	0	0
KURITA WATER INDUSTRIES LTD	11	0	0
L'OREAL	23	0	0
LARSEN & TOUBRO LTD.	14	0	0
LEGRAND SA	17	0	0
LENZING AG	8	1	2
LG HOUSEHOLD & HEALTHCARE LTD.	4	0	1
LILLY(ELI) & CO	13	0	0

EXERCISE OF VOTING RIGHTS IN 2021	Voting behaviour (all items on the agenda)		
Company	For	Abstentions	Against
LOGITECH INTERNATIONAL S.A.	25	0	0
MAGNIT PJSC	9	8	1
MAGNIT PJSC	5	10	0
MAGNITOGORSK IRON & STEEL	1	0	0
MARSH & MCLENNAN COS., INC.	15	0	0
MAYR-MELNHOF KARTON AG	5	0	1
MEDIA TEK INC	13	0	0
MERCK KGAA	9	0	0
METTLER-TOLEDO INTERNATIONAL, INC.	11	0	0
MICHELIN (CGDE)-B	17	0	0
MICROSOFT CORPORATION	15	0	5
MINING AND METALLURGICAL CO NORILSK NICKEL	17	10	1
MINING AND METALLURGICAL CO NORILSK NICKEL	2	0	0
MOBILE TELESYSTEMS PJSC	18	0	0
MO-BRUK SA	14	0	1
MOLSON COORS BEVERAGE COMPANY	4	0	0
MONDI	20	0	0
MONETA MONEY BANK	2	0	2
MOTOROLA SOLUTIONS INC	9	0	0
MSCI INC	11	0	0
MUENCHENER RUECKVERSICHERUNGS-GESELLSCHAFT AG	10	0	0
NAN YA PLASTICS	5	0	0
NASPERS LTD	32	1	2
NATIONAL GRID PLC	24	1	0
NATIXIS SA	21	5	3
NAVER CO LTD	11	0	2
NOKIA CORP	11	0	0
NORTHERN TRUST CORP.	13	0	2
NOVATEK JSC	1	0	0
NVIDIA CORP	16	0	0
NXP SEMICONDUCTORS NV	20	0	0
OESTERREICHISCHE POST AG	6	0	0
OMRON CORPORATION	12	0	1
OMV AG	10	0	0

EXERCISE OF VOTING RIGHTS IN 2021	Voting behaviour (all items on the agenda)		
Company	For	Abstentions	Against
ORANGE	30	0	7
ORKLA	16	0	1
ORPEA	29	0	2
OWENS CORNING	12	0	0
PALFINGER AG	8	0	2
PAO SEVERSTAL.	6	7	0
PAO SEVERSTAL.	1	0	0
PHOSAGRO PJSC	1	0	0
PHOSAGRO PJSC	1	0	0
PIERER MOBILITY AG	7	0	0
PING AN INSURANCE (GROUP) CO. OF CHINA, LTD.	26	0	2
PJSC LUKOIL	13	5	0
PORR AG	11	0	3
POWER GRID CORPORATION OF INDIA LTD.	5	0	3
POWSZECHNA KASA OSZCZEDNOSCI BANK POLSKI SA	4	2	0
POWSZECHNY ZAKLAD UBEZPIECZEN SA	17	1	0
PRESS METAL BHD	9	0	4
PROCTER & GAMBLE CO.	14	0	1
RAIFFEISEN BANK INTERNATIONAL AG	6	0	0
RAIFFEISEN BANK INTERNATIONAL AG	1	0	0
RANDSTAD NV	12	0	0
RATIONAL AG	7	0	0
RELX PLC	21	0	0
RESMED INC.	9	0	0
ROSNEFT OIL CO.	15	8	0
S&P GLOBAL INC	15	0	1
SALESFORCE.COM INC	12	0	3
SAP SE	9	0	0
SBERBANK OF RUSSIA	14	7	0
SCATEC ASA	14	0	3
SCHNEIDER ELECTRIC SE	23	0	3
SCHOELLER-BLECKMANN OILFIELD EQUIPMENT AG	6	0	1
SEKISUI CHEMICAL CO. LTD.	12	0	0
SEMEN INDONESIA TBK	4	0	4

EXERCISE OF VOTING RIGHTS IN 2021	Voting behaviour (all items on the agenda)		
Company	For	Abstentions	Against
SEMPERIT AG HOLDING	7	0	2
SHINHAN FINANCIAL GROUP CO. LTD.	16	0	0
SIEMENS AG	37	0	0
SIME DARBY BERHAD	10	0	0
SK HYNIX INC	8	0	0
SK TELECOM CO LTD	3	0	0
SK TELECOM CO LTD	5	0	1
SMITH & NEPHEW PLC	22	0	0
SOCIETATEA ENERGETICA ELECTRICA SA	10	0	0
SODEXO	16	0	0
SODEXO	18	0	3
SPAR GROUP LTD.	14	0	0
SRF LTD.	2	0	0
SUEZ.	15	0	1
SUMITOMO MITSUI TRUST HOLDINGS INC.	16	0	0
SUPERMAX CORPORATION BHD	6	0	4
SUPREME INDUSTRIES LTD.	5	0	1
SYSMEX CORPORATION	10	0	1
TAIWAN MOBILE CO., LTD.	6	0	0
TAIWAN SEMICONDUCTOR MANUFACTURING	13	0	0
TEAMVIEWER AG	6	0	0
TELEKOM AUSTRIA AG	8	0	0
TELEKOM AUSTRIA AG	1	0	0
TEXAS INSTRUMENTS INC.	14	0	0
TOMRA SYSTEMS ASA	12	0	0
TURKIYE GARANTI BANKASI A.S.	8	0	5
UBM DEVELOPMENT AG	5	0	3
UMICORE	12	0	4
UNIBAIL-RODAMCO-WESTFIELD	29	0	0
UNIBAIL-RODAMCO-WESTFIELD	13	0	1
UNILEVER PLC	26	0	0
UNION PACIFIC CORP.	17	0	0
UNITED MICRO ELECTRONICS	11	0	1
UNITED UTILITIES GROUP PLC	21	0	0

EXERCISE OF VOTING RIGHTS IN 2021	Voting behaviour (all items on the agenda)		
	Company	For	Abstentions
VALEO S.A.	26	0	1
VENTAS INC	13	0	0
VERBUND AG	6	0	0
VERISK ANALYTICS INC	7	0	0
VERIZON COMMUNICATIONS INC	11	0	3
VISA INC	16	0	2
VODAFONE GROUP PLC	23	0	0
VOESTALPINE AG	8	0	0
WEG S.A.	5	1	2
WEYERHAEUSER CO.	11	0	0
WHITBREAD PLC	22	0	0
WIENERBERGER AG	8	0	1
WOLTERS KLUWERS NV	13	0	0
WORKDAY INC	6	0	1
WORLDLINE	28	0	3
WUXI BIOLOGICS (CAYMAN) INC.	18	0	0
XYLEM INC	12	0	2
YARA INTERNATIONAL ASA.	11	0	0

Detailed voting behaviour

Detailed depiction of our voting behaviour at the five most important annual general meetings as measured by the percentage share held in the respective company.

MO-BRUK SA		
Proposal Description	Management Recommendation	Vote Decision
Election of Presiding Chair	For	For
Compliance with Rules of Convocation	For	For
Agenda	For	For
Election of Scrutiny Commission	For	For
Presentation of Supervisory Board Report	For	For
Presentation of Management Board Report and Financial Statements	For	For
Presentation of Management Board Report and Financial Statements (Consolidated)	For	For
Supervisory Board Report and Management Board Report	For	For
Financial Statements	For	For
Financial Statements (Consolidated)	For	For
Allocation of Profits/Dividends	For	For
Ratification of Supervisory Board Acts	For	For
Ratification of Management Board Acts	For	For
Remuneration Report	For	For
Transaction of Other Business	For	Against

APAR INDUSTRIES LTD.		
Proposal Description	Management Recommendation	Vote Decision
Accounts and Reports	For	For
Allocation of Profits/Dividends	For	For
Elect Rishabh K. Desai	For	For
Approve Payment of Fees to Cost Auditors	For	For

HAIN CELESTIAL GROUP INC		
Proposal Description	Management Recommendation	Vote Decision
Elect Richard A. Beck	For	For
Elect Celeste A. Clark	For	For
Elect R. Dean Hollis	For	For
Elect Shervin J. Korangy	For	For
Elect Mark Schiller	For	For
Elect Michael B. Sims	For	For
Elect Glenn W. Welling	For	For
Elect Dawn M. Zier	For	For
Advisory Vote on Executive Compensation	For	For
Ratification of Auditor	For	For
Shareholder Proposal Regarding Independent Chair	Against	Against

SCATEC ASA		
Proposal Description	Management Recommendation	Vote Decision
Election of Presiding Chair; Minutes	For	For
Agenda	For	For
Accounts and Reports	For	For
Allocation of Profits/Dividends	For	For
Remuneration Policy	For	For
Directors' Fees	For	For
Elect Gisele Marchand	For	For
Elect Jørgen Kildahl	For	For
Nomination Committee Fees	For	For
Amendments to Articles	For	For
Appointment of Nominating Committee	For	For
Authority to Set Auditor's Fees	For	For
Authority to Repurchase and Reissue Shares	For	For
Authority to Repurchase and Reissue Shares Pursuant to LTIP	For	For
Authority to Repurchase and Reissue Shares for Issuance or Cancellation	For	For
Authority to Issue Shares w/ or w/o Preemptive Rights	For	For
Authority to Issue Shares w/ or w/o Preemptive Rights Pursuant to LTIP	For	For

ARENA HOSPITALITY GROUP D.D.		
Proposal Description	Management Recommendation	Vote Decision
Remuneration Report	For	For
Coverage of Losses	For	For
Ratification of Supervisory Board Acts	For	For
Ratification of Management Acts	For	For
Appointment of Auditor	For	For

Prepared by:

Raiffeisen Kapitalanlage-Gesellschaft m.b.H.

Mooslackengasse 12, A-1190 Vienna

As of 31 December 2021

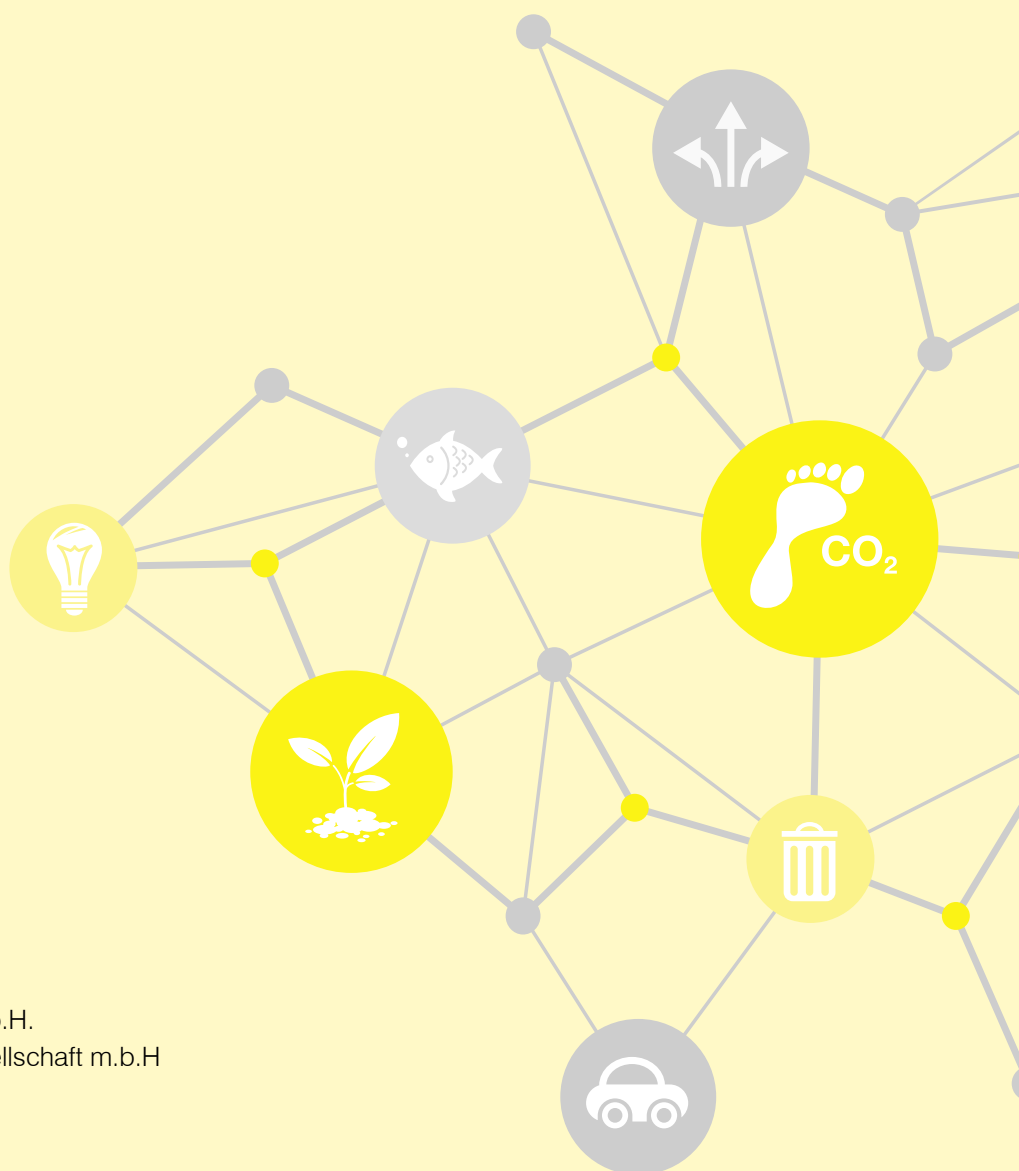
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