Liontrust Sustainable Investment

ENGAGEMENT AND VOTING:

Annual Review 2022

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Contents

Harriet Parker leads and manages the engagement and screening activities of the Sustainable Investment team and liaises on engagement with clients.

Our approach to engagement and voting

Active ownership is integral to how our Sustainable Investment team ensures it invests in high-quality companies. Engaging with companies gives us greater insight and helps identify leading companies, and in our experience, raising ESG issues, making specific requests for change and voting all help to challenge and encourage companies to proactively manage their business for the benefit of long-term shareholder value.

This Annual Review shows how our engagement covered a broad range of topics, from company-specific issues to driving ongoing improvements in areas such as companies' responses to the ongoing climate crisis and increasing gender diversity on boards.

Engagement is a resource-intensive process, and our team conducts sustainability research alongside traditional financial and business fundamental analysis. This approach enables us to better target engagement on material issues and integrate it into our financial assessment of a company, maximising the information advantage that engagement can bring to analysis.

We meet companies face to face but also correspond directly through emails, calls, and letters. Depending on the specific issue, our interaction with a company might include senior management, sustainability teams or experts within the organisation. Typically, direct engagement with companies is initiated at our request and most often arises from questions or concerns we have as a result of our initial analysis of environmental, social and governance (ESG) issues, from ongoing monitoring of holdings on key sustainability issues or metrics, or relating to emerging issues, trends or controversies. We make specific requests for change where appropriate and aligned with the interests of the company, society and shareholders and routinely discuss traditional business strategy and financial topics with investee companies.

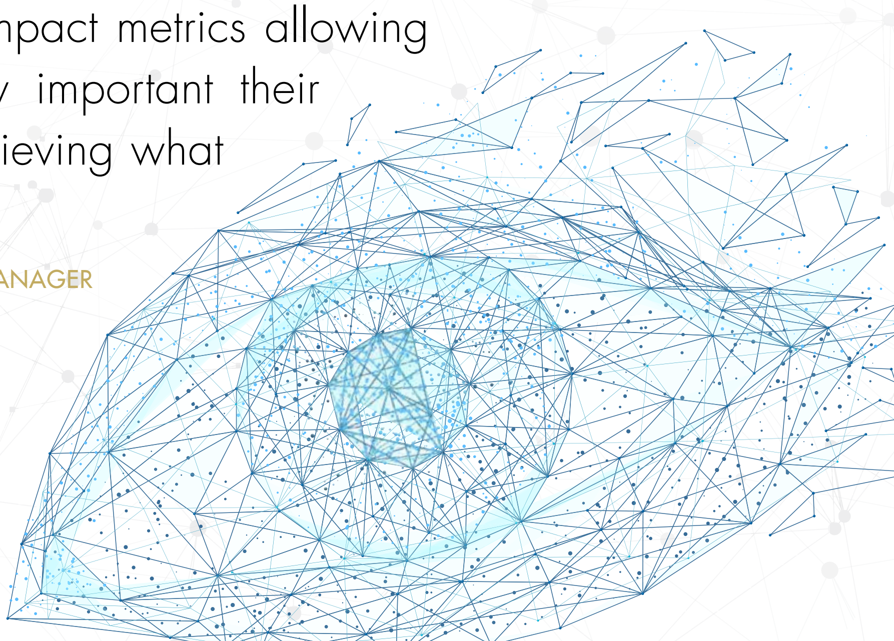
Companies we hold within the Sustainable Future funds are analysed at least once a year, although in practice this is done more frequently in line with our ongoing review of a stock's investment thesis and valuation. We actively engage with companies to encourage better management of ESG issues and assess all controversies using data from external research providers, and, when necessary, engage on issues of concern. Engagement also arises at the request of a company when we are invited to offer feedback or guidance on ESG policies and initiatives.

We engage collaboratively with other investors on initiatives that are aligned with the team's priorities and where we believe we are more likely to succeed collectively. In some instances, we lend our support to collaborative initiatives that can include targeting companies not held in our portfolios.

Finally, the team conducts considered annual voting for companies held in the portfolios and we are very active owners. Our voting policy is publicly available, and our voting decisions and rationale are also disclosed.

"It's hugely rewarding when a company releases its annual report and we see the issues we've been asking to be addressed, there in print, for all to see – and even better when a company has gone that extra mile, like adding impact metrics allowing us to see just how important their products are in achieving what our society needs."

HARRIET PARKER, INVESTMENT MANAGER



Meet the team

We have a 17-strong investment team that has been managing funds in this way for 21 years, with a mix of experience and youth. On the latter, our four graduates that joined in 2021 were promoted to full-time investment analysts in 2022. A key differentiator is the fact that all the sustainable elements are fully integrated within a single team. We do not have separate fund management and ESG divisions; for example, instead, every member is responsible for all aspects of financial and ESG analysis relating to an investment decision. Because of this approach, our team engages with companies across a broad range of issues relating to different stages in our investment process, including screening criteria, sustainable themes and company-specific ESG issues (details of which can be found throughout this Annual Review).

We also have a four-strong external Advisory Committee to provide another layer of expertise in key areas of social and environmental impact: Tony Greenham, Tim Jackson, Valborg Lie and Ivana Gazibara (who was the latest member to join in 2021).

Equities

Peter Michaelis
Head of Sustainable Investment team

- *Better monitoring of supply chains and quality control*
- *Building better cities*
- *Enhancing digital security*
- *Improving the efficiency of energy use*

- MA in Physics from Oxford University
- MSc in Energy & Environmental Engineering from Sussex University
- PhD in Environmental Economics from the University of Surrey

- 23 years / 22 years

Simon Clements
Investment Manager

- *Improving the management of water*
- *Improving the resource efficiency of industrial and agricultural processes*
- *Making transportation more efficient or safer*

- BSc in Economics from the University of Newcastle, Australia
- Graduate Diploma in Applied Finance & Investment from Securities Institute of Australia
- CFA Charterholder

- 27 years / 14 years

Mike Appleby
Investment Manager

- *Delivering a circular materials economy*
- *Increasing electricity generation from renewable sources*
- Business development

- BSc (Hons) in Biological Sciences from the University of Edinburgh
- MSc in Environmental Management from Imperial College London

- 23 years / 19 years

Harriet Parker
Investment Manager

- *Connecting people*
- Leading engagement activities

- BSc in Economics & Management from the University of Bristol

- 19 years / 19 years

Laurie Don
Investment Manager

- *Enabling innovation in healthcare*
- *Providing affordable healthcare*

- BSc (Hons) in Computer Science from Durham University
- CFA Charterholder

- 15 years / 8 years

Martyn Jones
Investment Manager

- *Delivering healthier foods*
- *Enabling healthier lifestyles*
- *Encouraging sustainable leisure*
- *Providing education*

- MA in Management from The University of Glasgow
- CFA Charterholder
- MSt in Sustainability from the University of Cambridge

- 11 years / 9 years

Theme and other responsibility | Academic background | Industry tenure / Team tenure

Harriet Parker leads and manages the engagement and screening activities of the Sustainable Investment team and liaises with the team on engagement with clients. Mingming Huang assists in gathering and analysing engagement and voting data for the team. All team members conduct engagement and annual voting for companies under their coverage, and many are part of internal working groups that set objectives and company engagement targets for our proactive initiatives.

Equities (continued)

Chris Foster
Investment Manager

- *Increasing financial resilience*
- *Insuring a sustainable economy*
- *Leading ESG management*
- *Saving for the future*

- MA in Economics and Mathematics from the University of Edinburgh
- CFA Charterholder

- 10 years / 8 years

Mingming Huang
Portfolio Manager Assistant

- Analytical support for thematic analysis and engagement

- BSc Mathematics with Business Management from Queen Mary University of London

- 4 years / 4 years

Sarah Nottle
Trainee Analyst

- Equities and Sustainable investment

- BCom in Finance and Commercial Law and BA in International Relations from University of Sydney
- IMC

- 5 years / 2 years

Ed Phelps
Trainee Analyst

- Equities and Sustainable investment

- BSc (Hons) Economics from University of Nottingham
- Studying for the IMC

- 2 years / 2 years

"A rewarding aspect of our team is our integrated approach which leads us to hone in on the ESG issues that have the most relevance, so we engage with management of companies we invest in with a real sense of credibility. It takes time to do this extra analysis as well as to build trust with management teams; whether that's having difficult conversations with companies that until that point had a great track record, or when it is understanding the nuances of a particular vote before going against the grain to vote in a way that benefits long-term investors. It can be a challenge at times, but it is an incredibly important aspect of what we do and – personally – it's often one of the most satisfying too

CHRIS FOSTER, INVESTMENT MANAGER

Fixed Income

Stuart Steven
Head of Fixed Income

- Portfolio construction
- Banks

- BA in Accountancy from Stirling University
- MSc in Investment Analysis

- 29 years / 13 years

Kenny Watson
Investment Manager

- Credit positioning and high yield
- Utilities, retail, household goods, travel and leisure

- BA in Accounting and Economics from the University of Strathclyde
- Chartered Accountant

- 26 years / 9 years

Aitken Ross
Investment Manager

- Interest rates
- Insurance and financial services

- BSc in Accountancy and Finance from Dundee University
- MA in International Financial Analysis from Newcastle University
- CFA Charterholder

- 13 years / 11 years

Jack Willis
Investment Manager

- Credit positioning
- Telecoms, property, healthcare, industrials, chemicals

- BSc in Mathematics with Finance from the University of Leeds
- MSc in Finance and Investment from the University of Leeds
- CFA Charterholder

- 9 years / 7 years

Hannah Muir
Portfolio Manager Assistant

- Sustainability analysis and portfolio administration

- Studying for the IMC

- 8 years / 6 years

Nancy Kondelidou
Trainee Analyst

- Credit and Sustainable investment

- Bachelor of Laws (Hons) / MSc Law & Finance from Queen Mary University
- CFA Level 1

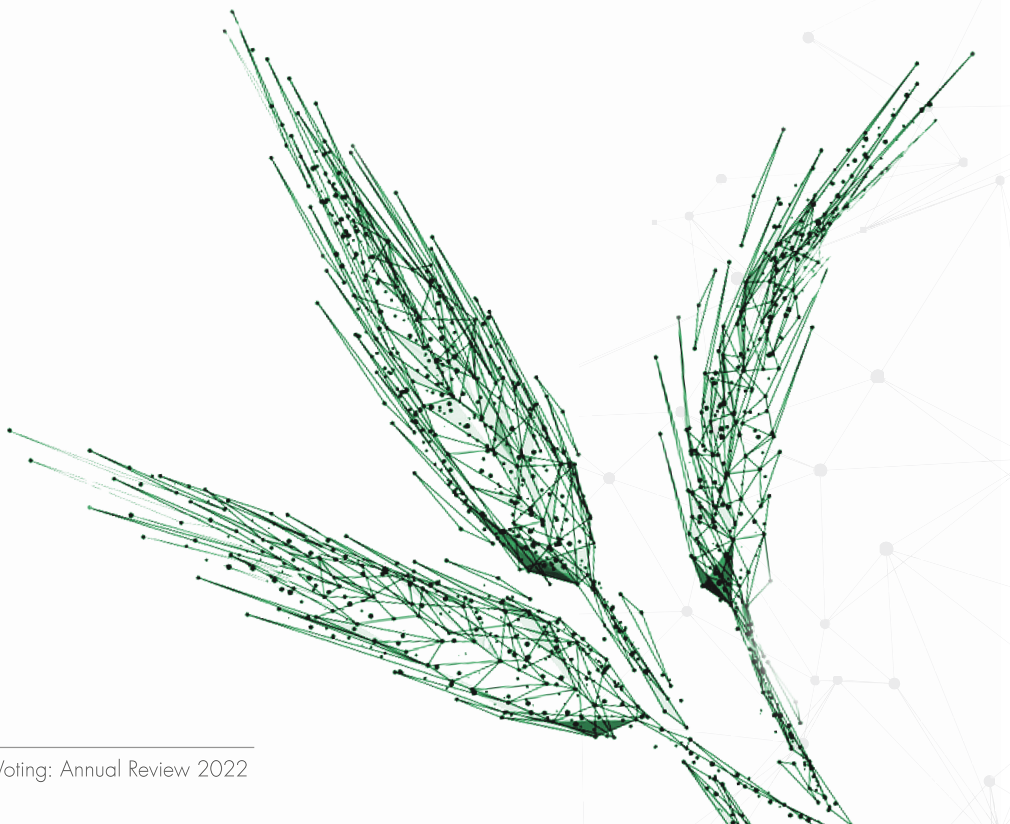
- 2 years / 2 years

Deepesh Marwaha
Trainee Analyst

- Credit and Sustainable investment

- BA (Hons) Economics & Human Resources from University of Strathclyde

- 2 years / 2 years



Responsible Capitalism Team

Cindy Rose
Head of Responsible Capitalism

- MSc in Comparative Literature from the University of Edinburgh

- 23 years / 1 year

Sinead Lennon
Head of Governance & Stewardship

- BA (Hons) in Business Studies, Dublin Business School

- 10 years / 6 years

Jen Causton
Responsible Capitalism Manager

- MSc in Financial Markets & Derivatives (London Metropolitan)

- 15 years / <1 year

Kitty Woodham
Governance Executive

- BS (Hons) in French & Spanish from the University of Bristol

- 5 years / 2 years

Katy Grant
Responsible Capitalism Manager

- MA (Hons) Modern European Languages from the University of Edinburgh

- 11 years / <1 year

Academic background | Industry tenure / Team tenure

Advisory Committee

Our sustainable investment team employs the services of an Advisory Committee which provides guidance and expertise in key areas of social and environmental impact.

Tony Greenham is Director of Economy, Enterprise and Manufacturing at the RSA (Royal Society of Arts, Manufactures and Commerce), where he leads a programme of policy research into the future of work, social impacts of technology, green industrial strategy and economic democracy. He is a former corporate stockbroker and has written extensively on financial sector reform including the undergraduate economics textbook *Where Does Money Come From?*

Valborg Lie is Stewardship Manager at LGPS Central, responsible for bespoke engagement and voting services to support investment objectives. Valborg has a wealth of experience, working on responsible investment (RI) issues over the last 15 years. From 2005 to 2013, she worked as Head of RI within the Norwegian Ministry of Finance overseeing the management of the Norwegian Government Pension Fund Global (GPFG), one of the biggest sovereign wealth funds globally. Valborg leverages an extensive network of institutional investors and SWFs globally to help promote and build RI best practices.

Tim Jackson is Professor of Sustainable Development at the University of Surrey and Director of the Centre for the Understanding of Sustainable Prosperity (CUSP). From 2004 to 2011, he was Economics Commissioner on the UK Sustainable Development Commission, where his work culminated in the publication of the controversial bestseller *Prosperity without Growth – economics for a finite planet.*

Ivana Gazibara is a futures and systems change expert with more than 15 years of experience in sustainability strategy and innovation. She is currently working with the TransCap Initiative to build the field of systemic impact investing. Ivana has previously led Forum for the Future's futures practice, overseeing thought leadership projects, strategic foresight work with partners, and internal and external horizon scanning networks. She has also incubated and led The Futures Centre, the only open, participatory futures platform focused on tracking and making sense of change with the purpose of advancing a sustainable future. Prior to that, Ivana was part of SustainAbility's emerging economies team, working to build the organisation's practice in India and Brazil. Ivana has an MSc in Development Management from the London School of Economics and a BA in Peace and Conflict Studies from the University of Toronto.

Mark Stevenson 'Reluctant Futurist' Mark Stevenson is a strategic advisor to governments, investors, NGOs and corporates and co-founder of Carbon Removals company CUR8.

Though branded a 'futurist' by others Mark is more, as one client puts it, 'Chief Annoying Question Asker'. He helps organisations change the way they feel, think, invest and operate in order to answer the intertwined questions the future is asking us - on climate change, inequality, the retreat of democracy and the failures of the markets to price risk properly (to name just four).

His two bestselling books, An Optimist's Tour of the Future and the award-winning We Do Things Differently map out some existing and proven solutions to our current dilemmas.

He is Global Ambassador for environmental law firm Client Earth and former strategic advisor on peace, national security and climate change to the UK Ministry of Defence.

He also enjoys a successful side career as a comedy writer and songwriter, which he regards as essential for maintaining key skills needed in his strategy work. "The brain does the PR for what the heart has already decided, if you can't speak to the heart any systems change is dead in the water."

His hit podcast with comedian Jon Richardson and fellow systems change advocate Ed Gillespie is available on all major platforms.

2022 Summary

Over the year, we raised ESG issues and made requests for change with companies on a number of key environmental, social and governance (ESG) issues linked to our proactive engagement initiatives. These included our 1.5 Degree Transition Challenge, where we are challenging companies across our funds to accelerate efforts to reduce their greenhouse gas emissions profile.

We also continued to encourage companies to participate in the 2022 Workplace Disclosure Initiative and engaged with a number of our financial holdings to see how they are contributing to the energy transition through areas such as lending practices and embedding ESG into their asset management operations. Through our voting, we have seen continued progress on board gender.

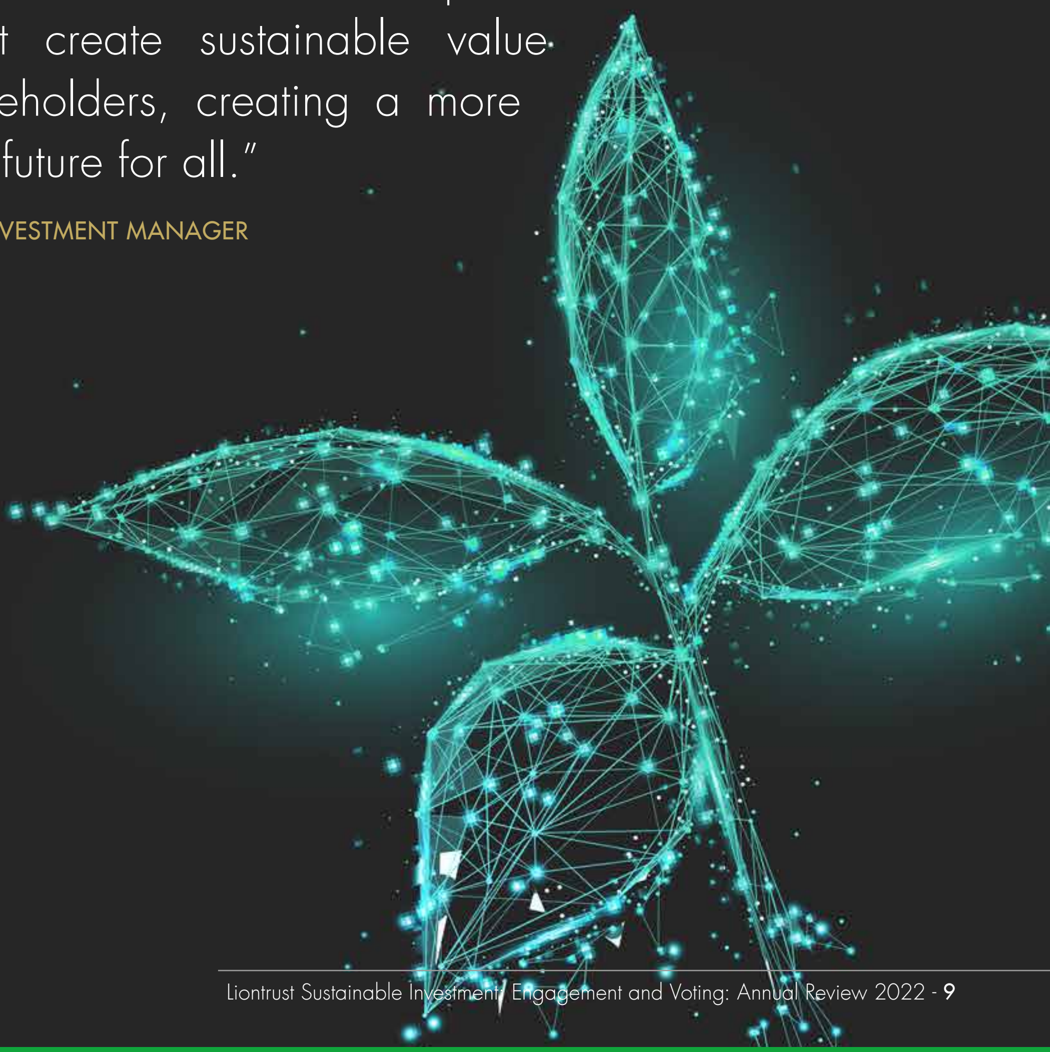
Highlighting the scope of our activity in this space, we engaged on topics as diverse as sewer overflows, cybersecurity, the accessibility to communication services in developing nations, gene therapy risks, health and safety incidences, bribery and corruption, company culture and encouraging better impact metrics from companies.

Since the SF funds launched 22 years ago, we have recorded our engagement with companies, monitored our success and reported on our activities to clients. In 2022, our team made 106 specific requests for change and we have so far identified that 40% of these have been either actioned or committed to by companies. We continue to follow up on these requests. We also raised 284 ESG issues with companies; roughly two-thirds of the issues we raised related to our proactive initiatives and the remaining third to reactive issues. We met or spoke with 136 companies (in 199 meetings) on more traditional business strategy and financial topics.

Of the requests for change that we made in 2021, a further 17 (43%) were actioned or committed to over 2022. We will be following up on the outstanding requests made in 2021 and 2022 over the course of 2023.

"Being an active steward of our client's capital is central to our role as long-term investors. With our engagement and voting practices we want to partner with management teams and help them focus on the important factors that create sustainable value for all stakeholders, creating a more prosperous future for all."

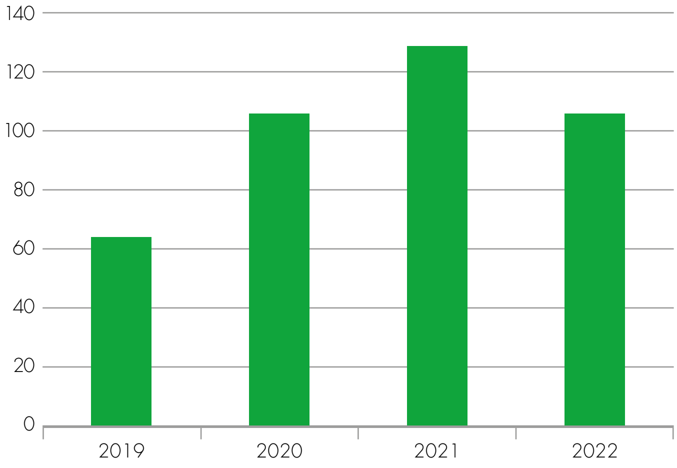
MARTYN JONES, INVESTMENT MANAGER



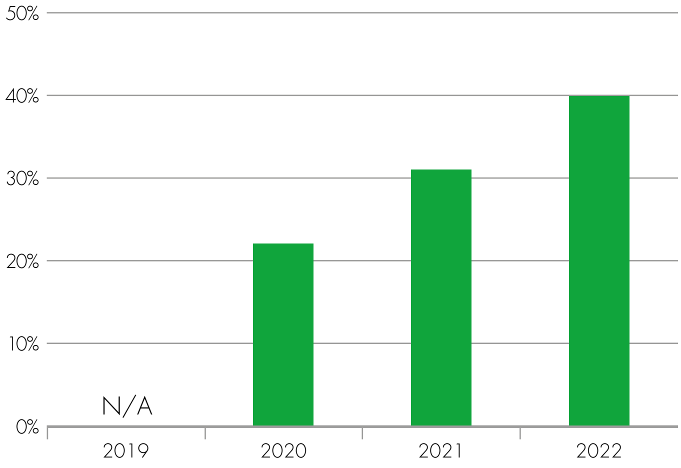
2022 Annual Engagement Summary Table

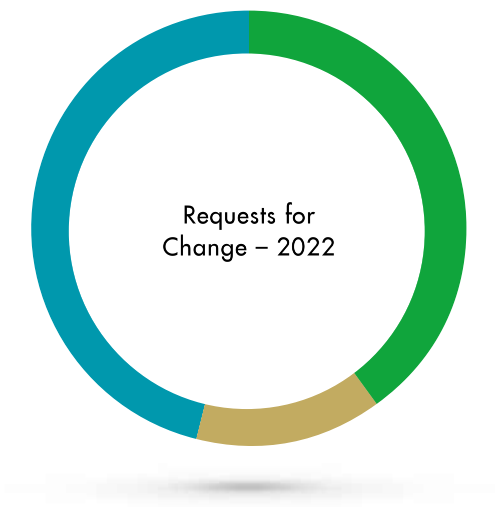
	2019	2020	2021	2022
# of Requests for Change	64	106	129	106
# actioned	N/A	23	40	42
# ongoing	N/A	78	40	15
# fail	N/A	5	49	49
% actioned	N/A	22%	31%	40%
% ongoing	N/A	74%	31%	14%
% fail	N/A	5%	38%	46%

# of Requests for Change



% of RFC actioned





# Requests for Change	106
% actioned	40%
% ongoing	14%
% fail	46%

# of requests that were not actioned in 2021	40
% actioned	43%
% ongoing	13%
% fail	45%

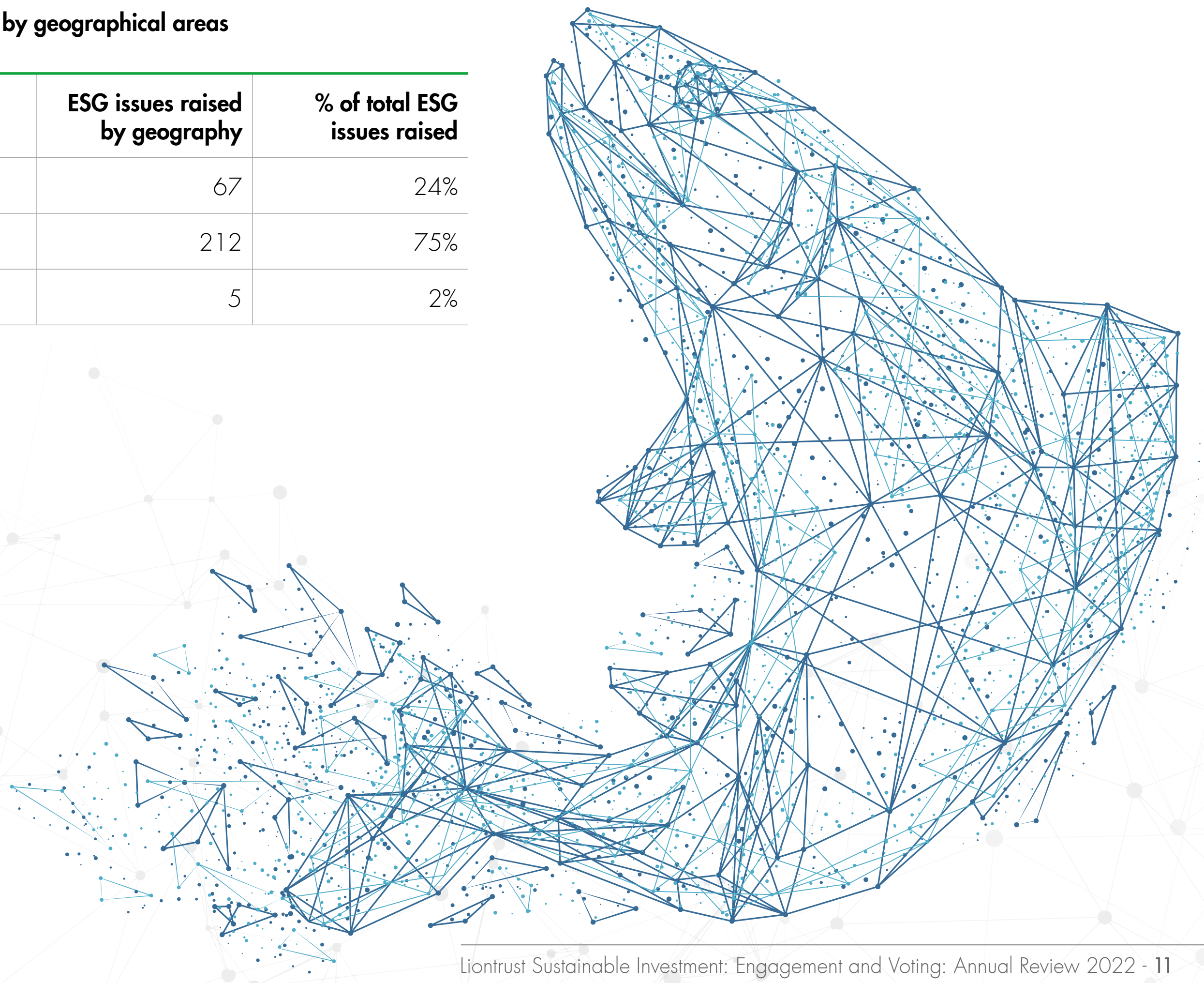
In 2022, all of the requests that were not actioned were companies that declined to participate in the Workforce Disclosure Initiative. Of the 129 specific requests for change that we made in 2021, 40 requests were ongoing at the end of that year. Having followed up on these requests over 2022, we are able to report that 43% (17 out of 40) were actioned by the end of 2022.

2022 Annual Engagement Summary Table

	2022	
# Companies (for total E, S, G, S/F raise)	229	
Face-to-face meetings	148	
Conference calls	240	
Emails	95	
Total number of ESG issues raised (E, S, G)	284	with 156 companies
Environmental	61	
Social	120	
Governance issues	74	
Corporate Governance	29	
ESG issues raised - Priority initiatives	181	64%
ESG issues raised - Reactive engagement	103	36%
# Strategy/financial issues raised	199 issues raised with 136 companies	
# Total E, S, G + S/F raised	483 issues raised with 229 companies	

ESG issues raised by geographical areas

	ESG issues raised by geography	% of total ESG issues raised
North America	67	24%
Europe	212	75%
Asia-Pacific	5	2%



2022 Progress on proactive initiatives and next steps

At the end of 2021, we prioritised five proactive engagement initiatives in collaboration with our Advisory Committee for the year ahead. The following details some of the highlights across these areas.

In our experience, continued engagement over a longer time period is more likely to achieve better outcomes than over a yearly reporting cycle, so these build on work we started in previous years.

2022 Initiative	Description	We said we would:	In 2022:	In 2023, we will:
Preventing irreversible damage from the climate crisis	To encourage companies to adopt strategies to reduce absolute carbon emissions at a rate consistent with limiting global warming to 1.5 degrees. We want to ensure companies can change in a timely, just and profitable way and have robust strategies and targets in place to achieve this.	• Continue to speak to investee companies about decarbonisation strategies • Monitor performance on near-term absolute emissions reduction targets • Increase the number of investee companies that are aligned with the Paris Accord • Challenge banks on financing the transition	• We met with 11 companies for detailed discussions on their decarbonisation strategies and monitoring of nearer-term reduction targets. This brings the total number of engagements on climate change to 93 since we began this initiative in early 2020. • The companies we have engaged with account for approximately 59% of the direct emissions in the equity funds (as at Dec-2022) • Of the companies in our portfolios, 41% (89 out of 218 entities held as at the end of December 2022) have or plan to commit to decarbonise their business in line with a science-based target. • We met with three banks to discuss how they are financing the transition – **HSBC** and **Nationwide** and **Paragon Banking**,	• Continue to speak to investee companies about decarbonisation strategies and monitoring performance on near-term absolute emissions reduction targets, ensuring that we have engaged with the remaining companies that contribute towards 80% of fund emissions and asking for split gas accounting for methane where appropriate. • As part of the Net Zero Asset Manager Initiative (NZAMI), we have committed to reduce the direct emissions (scope 1 and 2) of all SF funds to emit 25% less by 2025 and 50% less by 2030 as compared to the fund benchmarks as at the end of 2019. This means monitoring our funds and disclosing data and our progress on NZAMI. • Increase the number of investee companies that are aligned with the Paris Accord • Continue to challenge banks on financing the transition

Our 1.5 Degrees Transition Challenge

We are asking companies:

- To be more ambitious in emissions reduction targets to make their pace of decarbonisation consistent with what the science is telling us: requiring a 50% reduction in absolute emissions this decade.
- To show front-loaded timely targets for this: for example, a 50% reduction in direct emissions by 2030 based on a suitable baseline and a 25% decrease by 2025.
- To concentrate on reducing absolute emissions before considering offsetting at any large scale. We believe offsetting can be a distraction, and there are not enough legitimate carbon offsets of the scale required.
- To understand the largest sources of indirect (scope 3) emissions for their business and identify opportunities to reduce these aggressively.

Since beginning this initiative in early 2020 we have:

Contacted 93 companies overall

Met with 75 of these for detailed discussions about decarbonisation targets

So far, we have contacted 93 companies (up 31% from Sep 2021) overall on our 1.5 degrees challenge and engaged with 75 companies.

	Data as at September 2021	vs.	Data as at December 2022	relative
Contacted on 1.5 degree	71		93	31%
Engaged on 1.5 degree	57		75	32%

So far, we have contacted 93 companies on 1.5 degrees. Of these,	Data as at December 2022	
Either committed/targets set to SBTs	47	51%
Committed to Business Ambition for 1.5 campaign*	31	33%
On target qualification:		
1.5°C	26	28%
Well-below 2°C	6	6%

*Led by Science Based Target initiative and UN Global Compact

Below are the largest contributors to portfolio emissions based on our SF UK Growth, SF European and SF Global Growth funds (as at the end of December 2022).

Holding	Sustainable investment theme	What does the company do?
National Express Group PLC	Making transportation more efficient or safer	The company operates bus, coach and rail services, with an exceptional record on safety and progressive on environmental improvements. It helps to make cities less congested and air cleaner.
Smurfit Kappa Group Plc	Delivering a circular materials economy	Smurfit Kappa is the #1 card box manufacturer in Europe. It benefits from the move away from plastic to recyclable and biodegradable cardboard packaging. As a leader in recycling, forest sustainability and efficiency in operations, we forecast the company will deliver strong returns through the cycle.
Befesa SA	Delivering a circular materials economy	Befesa is involved in taking the hazardous dust by-products of metal sheltering and treating and recycling it to form metals which they sell. They specialise in recycled metal processors (ARC furnaces used to recycle steel) and are not exposed to primary (virgin) ore to metal processing (which we believe will eventually decline). Their business helps reduce the negative impacts and treat the hazardous waste from metal processing and recycle this back into use.
Equinix Inc.	Improving the efficiency of energy use	Equinix operates data centres and offers colocation and interconnection services globally. Data centres provide the backbone to how we store and process data and underpin the functioning of the digital economy, which can drive improvements in making the real economy cleaner, healthier and safer. However, it has been estimated data centres are set to account for a fifth of global electricity by 2025. Equinix is at the forefront of innovating and driving technologies that increase the efficiency of data centres and has a long-term goal of using 100% clean and renewable energy (currently at 95%).
Advanced Drainage Systems Inc.	Delivering a circular materials economy	ADS is focused on developing solutions for water management and as the largest plastic recycler in North America it helps to keep plastic out of landfills. Its products keep waterways safe from pollution and prevents excessive stormwater runoff.
Daikin Industries Ltd.	Improving the efficiency of energy use	Daikin is the global leader in energy-efficient air conditioners and heat pumps. Its products significantly cut carbon emissions, in a sector that is a key contributor to global emissions. Daikin's technologies cut emissions by around two-thirds versus traditional technologies.
Intertek Group plc	Better monitoring of supply chains and quality control	Intertek provides services from auditing and inspection, training, advisory, quality assurance and certification to a broad range of global companies as well as governments. Testing, inspection and certification is an important industry for sustainable development, ensuring that commodities, products, and services comply with health and safety standards, are of a consistent quality and have supply chain integrity.
Infineon Technologies AG	Improving the efficiency of energy use	Infineon is a German company that produces efficient power management chips, which are used across the economy in electronics, particularly in computing and mobiles as well as autos and industrial automation. It is the largest player in power semi-conductors which are cricital for electrification.
Bright Horizons Family Solutions Inc.	Providing education	Bright Horizons provides high-quality educational and childcare services, chiefly for 0–4-year-olds, that are paid for by the employees but subsidised as part of staff benefits. This gives the opportunity for full-time working households to continue their careers, while ensuring their children are in the best possible setting.
Helios Towers	Connecting people	Helios Towers owns and operates telecommunications towers and related passive infrastructure across Africa where mobile penetration is still very low. The company provides tower site space to large network operators, who in turn provide wireless voice and data services to end-user subscribers. Helios contributes towards increasing access to communications in underserved markets.

SF funds Top 10 largest contributors to portfolio emissions (data as at 31 Dec 2022)

"It's important to remember that signing up to initiatives to reduce emissions, like the Science Based Target initiative, is an important initial step (which we encourage), but what's more important is: are there lower carbon alternatives that could majorly disrupt their business? How hard is it for them to get to super-low emissions and what can they do to produce the lowest carbon products and services and win business from that? Some businesses are going to find this huge transition much more of a threat than an opportunity, almost regardless of any initiative they have signed up to."

MIKE APPLEBY, INVESTMENT MANAGER

Case study: American Tower

American Tower is an owner and operator of wireless communications towers worldwide with a high proportion of its towers in emerging markets where it provides access to communications and is exposed to our sustainable investment theme of Connecting People.

We contacted and discussed the company's climate ambitions with an objective to push the company to adopt absolute emissions reduction targets, aligned with science-based targets and limiting global warming to 1.5 degrees, consistent with the Paris Agreement.

We challenged the company on its climate crisis strategy and explained that it is one of the bigger emitters across the portfolios it is held in. American Tower had just announced a climate strategy and goals which have indeed been set and certified by the Science Based Targets initiative (SBTi), however, this is currently set to a 2-degree limit, so while there has been progress, we expressed the need for targets to be 1.5 degree-aligned and for nearer-term targets to be set to better monitor progress.

American Tower hopes to align with 1.5 degrees within the decade and on nearer-term targets, and has a renewable target for 2025, but highlighted the challenge in operating in emerging markets and specific limitations; moving from diesel generators to solar in African markets is a clear priority.

We also talked about its assessment of physical climate risks and the scenarios used. American Tower used two IPCC scenarios and looked at the impact of climate-related natural disasters. About 1% of its Towers portfolio could be exposed in the future and we discussed the costs of this.

We are reassured of the company's approach on climate risks and ambition on emissions reductions targets. It was important to meet with the sustainability team at the company's recent acquisition of CoreSite, a major US data centre player, and understand its standalone climate strategy and how it might be integrated over time.

In 2023, we will continue to push for more ambition when it comes to a timeframe for setting targets that are aligned with 1.5 degrees.

Case study: Ashtead PLC

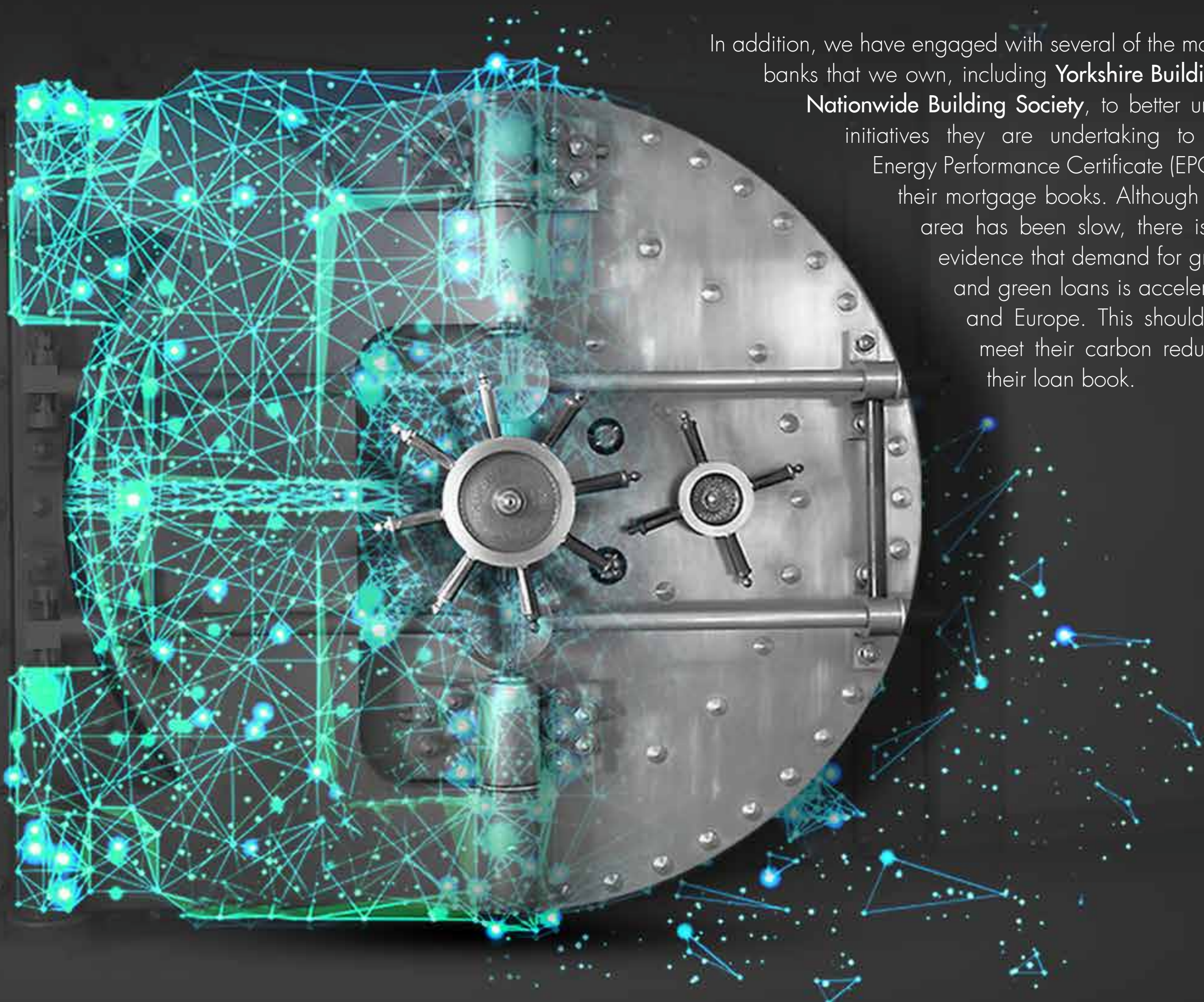
Ashtead rents out a wide range of equipment across the US, UK and Canada. It maximises the utilisation of equipment that would otherwise sit idle for long periods, and offers assurance that equipment is serviced and maintained properly and is reliable. In doing so, it allows the businesses to which it rents to concentrate on their core competencies and to reduce their inventories of capital equipment. As such, it is exposed to our sustainable investment theme of delivering a circular materials economy. Ashtead offers a case study that illustrates the carbon benefit from renting over owning; it estimates that one rented JCB mini excavator replaces the need for ten owned assets and saves the equivalent of 32.5 tonnes of embodied CO_2 (equivalent to the annual emissions of seven cars). Ashtead owns and rents out 11,000 JCB mini excavators, which equates to savings of 357,000 tonnes of CO_2 (or 77,000 cars). We spoke to the company about its plans to increase investments in low-emission equipment, as well as migrating to alternative energy for HGVs. While we welcomed Ashtead's 35% carbon reduction target by 2030, as an intensity-related metric we highlighted the need for absolute emissions reductions.

Banks have a key role to play in the shift towards a low-carbon economy, with their lending policies, influence with corporates and scope to provide sustainable financing all vital to reducing greenhouse gas (GHG) emissions. As part of our analysis of banks, we are looking to assess the standard of policies that control lending to controversial sectors. For instance, we encourage policies that include targets to exit financing to coal-fired power stations and thermal coal mining.

Banks have demonstrated a strong commitment to facilitate the move towards a low-carbon economy over recent years, and further significant commitments were evident across our bank holdings over the past year.

In addition to continuing to tighten their policies relating to reducing lending to high carbon sectors and to provide reporting on their progress, it is also worth highlighting that several banks in our portfolios have either introduced formal sustainable lending targets or significantly increased their existing sustainable lending targets. For example, **ING Groep NV** introduced a target of €125bn in sustainable finance per year by 2025, while **Barclays PLC** has raised its target from $150bn by to $1trn by 2030. We are currently engaging with the two banks held in our portfolios that do not have such targets to ask if they intend to introduce to do so in the future.

In addition, we have engaged with several of the mortgage-focused banks that we own, including **Yorkshire Building Society** and **Nationwide Building Society**, to better understand what initiatives they are undertaking to deliver higher Energy Performance Certificate (EPC) ratings within their mortgage books. Although progress in this area has been slow, there is now growing evidence that demand for green mortgages and green loans is accelerating in the UK and Europe. This should help banks to meet their carbon reduction targets in their loan book.



2022 Initiative	Description	We said we would:	In 2022:	In 2023, we will:
Preserving and restoring nature	"More than half of the world's economic output – $44 trillion of economic value generation – is moderately or highly dependent on nature. Nature loss therefore represents significant risk to corporate and financial stability." – Taskforce for Nature-related Disclosures (TFND) To engage with investee companies to encourage better information and reporting of natural capital impacts from their activities, products and services, as well as policies and programmes that preserve and restore nature and promote biodiversity. We will also engage to understand better companies' dependencies on natural capital and how this might impact financial returns.	• Encourage investee companies to report on natural capital impacts from their activities, products and services, and gauge the level of preparedness for increased reporting, such as the Taskforce for Nature-related Financial Disclosures (TNFD) • Encourage investee companies to adopt policies and programmes that preserve and restore nature and promote biodiversity • Explore new tools to better understand companies' dependencies on natural capital and how this might impact financial returns • Explore collaborative engagement, such as the Finance for Biodiversity Pledge.	• We met with six water companies on their biodiversity action plans and the controversy relating to combined sewer overflows • We assessed external research providers' data and tools • We asked American Tower about its thoughts on TNFD. In addition, we asked a further three companies about their approach to assessing their impact and dependencies on nature. They were Ringkjoebing Landbobank, Helios Towers and GlaxoSmithKline. • We were unable to sign up to the Finance for Biodiversity Pledge as a team in 2022, but we are looking to do this in 2023.	• Explore and decide on collaborative initiatives related to nature and biodiversity • Use external tools and data to better assess nature-related risks within our portfolios • Continue to select high-impact companies to target, including water companies • Look to sign up to the Finance for Biodiversity Pledge

Case study: Water companies

The water industry has faced increasing public scrutiny over the frequency and duration of combined sewer overflows, which has been highlighted by programmes such as Panorama and in reports by environmental charities such as Surfers Against Sewage.

We engaged with Anglian Water, Severn Trent, Thames Water and United Utilities Group, Welsh Water and Yorkshire Water, held across our SF Managed funds and SF Corporate Bond funds to gain a further understanding of how these companies are tackling the issue of combined sewer overflows (CSOs). We also sought the views of our Advisory Committee members on the environmental performance of the UK's water sector, particularly in relation to combined sewer overflows.

The issue: Combined sewer overflows (CSO) are sewer systems that collect stormwater run-off, domestic sewage, and industrial wastewater in the same pipe and deliver it to the wastewater treatment facility.

These are designed to overflow during exceptionally wet weather, to avoid sewage backing up and leaking into people's houses and onto the streets. Therefore, as the sewer capacity is exceeded, excess water is discharged directly into a water body such as rivers, estuaries, streams, and coastal waters.

Issues with CSOs

- Ageing infrastructure
- Climate change – increased levels of rainfall
- Population growth
- Urban creep – has reduced permeable systems which prevents rainwater entering the ground water
- Misuse of the system – wet wipes, sanitary products as well as fats, oils and grease being poured down the sink, resulting in sewer blockages and reduced capacity
- Higher public expectations and more river activities
- Huge cost to replace the combined sewer network

It is clear from this engagement exercise that although water companies appear to be taking the issue very seriously, public perception and expectations have increased significantly and therefore further scrutiny falls on water companies to make radical improvements to overflow numbers. Water companies have increased coverage of their network with event duration monitors, which, while not perfect, is helping to target capital projects to address underperforming CSOs.

The costs to replace the combined sewer network are prohibitive and a huge challenge in a time of decreasing real disposable incomes. The impact from sewer overflows accounts for an estimated 4% to 5% of river pollution, so there are other areas, such as the farming community and the public, that can also reduce pollutants and improve the efficiency of the sewer network. One of the lowest cost contributors to improving the sewer network is the public using the network correctly – disposing of unflushables is an area that water companies are targeting and making significant effort.

To reduce the level of pollution going into the UK's rivers, there will need to be collaboration between various bodies such as the government, Defra, the Environment Agency and Ofwat to establish and affordable targets, environmental standards and timescales.

Our engagement with the water companies over 2022 forms the basis of continued engagement for these companies over 2023, where we plan to look more closely at each company's ambitions and actions on this issue and, where possible, make company-specific requests for change.

Advisory Committee discussion: Due to its severity and scrutiny of the issue, it was escalated to a full discussion at our Advisory Committee. Here it was agreed that the water companies underestimated the focus the public has placed upon sewage outflows, alongside increased scrutiny on executive level remuneration in businesses that are perceived to not be sufficiently managing the environmental impacts of their business.

The team explained that water companies have invested in increased monitoring of sewage overflow, which in turn has resulted in improved reporting and the provision of more accurate information on the level of sewage leakage. We also discussed the current increased focus by the water companies on flood prevention in order to meet targets set by the regulator for improvements. The focus on sewage outflows will fall into the regulator's next cycle of reviews. The Committee acknowledged the need for infrastructure investment, however, it noted this was a difficult model for shareholders to support given this will impact overall returns on investments. The Committee discussed the agricultural impact also on sewage outflows and the overall impact farming has on clean water supplies.

We will continue to engage with UK water utility companies, challenging them to rapidly improve environmental performance and significantly close the gap between their environmental performance and what society expects of this industry.

Case study: Ringkjoebing Landbobank

Ringkjøbing Landbobank

Ringkjoebing Landbobank is one of the best-run banks in the industry, serving individuals and SMEs. Customer satisfaction rates are best in class and loan losses are non-existent. They focus on profitable and niche areas such as renewable infrastructure lending or dental practices and offer a full-service banking model. The company is highly exposed to our sustainable investment theme of increasing financial resilience.

When we met the CEO and chief of staff, we asked if the company had assessed nature-related risks in its business, and loan book. We were informed that currently the business is assessing some agricultural loans to Danish customers for land in Eastern European countries. Historically there have been periodic years of poor harvests of crops such as corn, so scenario analysis is being conducted to determine the level of any changes to credit risks that occur because of changes in frequency of weather events. More broadly, it will be looking at the nature-related risks of their agricultural portfolio with a similar approach.

2022 Initiative	Description	We said we would:	In 2022:	In 2023, we will:
Increasing corporate diversity	We believe companies that are more diverse are better able to prosper over the long term so we are engaging to encourage greater diversity. We are looking at gender and ethnic balance at a board level, senior positions and within the workforce, as well as at efforts to increase transparency and reduce pay gaps.	• Step up pressure by voting against a wider set of companies where there is a lack of ethnic diversity • Look at gender and ethnic pay gap data for investee companies and engage on action plans to address imbalances • Find and encourage best practice examples of wider D&I policies and practices, such as LGBQT+ and neurodiversity.	• We voted against the re-election of the chair of the Nomination Committee at the AGMs of two companies that did not have at least one ethnic director and abstained on the same vote at the AGMs of three companies. • We did not systematically engage on gender or ethnic pay gaps as planned, but focused on requesting this data • We were able to support this re-election of the chair of the Nomination Committee for five companies that we were unable to support last year due to a lack of board gender diversity. These were American Tower, Helios Towers, IQVIA, Knorr-Bremse and L&G.	• Look for data gaps within the set of investee companies that participated in the Workforce Disclosure Initiative within our Worker Wellbeing proactive engagement initiative. • Continue to engage with and/or use voting rights to encourage greater board diversity where it is lacking.

In 2021, we increased our voting threshold from 30% to 33% for female boards and continued to see good progress on increased representation. Following on from this, in 2022, we voted against the chair of the Nomination Committee due to a lack of gender diversity on the board of nine companies and withheld support on the same vote for one further company. This means we voted against or withheld support on 8% of a total of 133 votable meetings due to a lack of gender diversity.

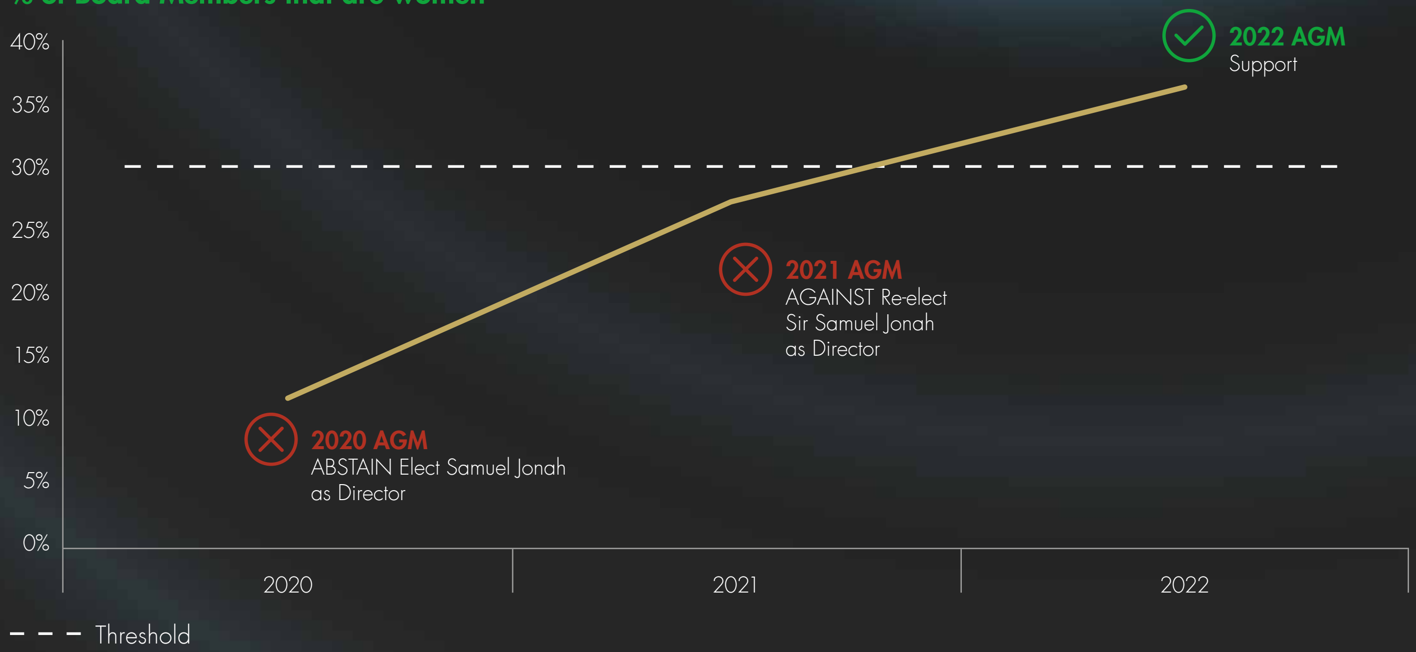
Overall, we have now targeted 41 companies where board gender diversity was lacking between 2016 to 2022. Of these, we have seen some good progress; 28 companies now have over 33% female representation on the board, going from an average of just 20% females on the board prior to us voting on this issue, to 41% after continued voting. A further eight companies improved from an average of 20% to 27% female representation and five companies have not yet made progress. We note that over this time there has been continued scrutiny of boards lacking diversity and other investors pushing for change but see this as meaningful in terms of the level of oversight and reduction in the risk of 'group think' within investee companies' boards.

We voted against the same resolution due to a lack of ethnic diversity on the board of five companies over the year.

Board gender diversity	Number of companies	Average % of women on Board (before we introduced our voting policy)	Average % of women on Board (following 2022 AGM)
Improved and now have over 33% female representation	28 (68%)	20%	41%
Improved but still under 33% female representation on board	8 (20%)	20%	27%
Did not improve	5 (12%)	25%	25%

Case study: Helios Towers

% of Board Members that are women



Progress on Gender diversity: 2016 to 2022

Of the 41 companies we targeted due to a lack of board gender diversity, the following have made significant progress.

	2016 Votes on Gender Diversity	2017 Votes on Gender Diversity	2018 Votes on Gender Diversity	2019 Votes on Gender Diversity	2020 Votes on Gender Diversity	2021 Votes on Gender Diversity	2022 Votes on Gender Diversity
3i Group Plc		Abstain	Abstain	For	For	For	For
Adobe Inc.				Abstain	Abstain	For	For
Alphabet Inc.				Withhold	Withhold	Against	For
American Tower Corporation					Abstain	Against	For
Cadence Design Systems, Inc.				Abstain	Abstain	Against	Against
Cellnex Telecom SA			Abstain	For	For	For	For
Compass Group Plc		Abstain	Abstain	For	For	For	For
Crest Nicholson Holdings Plc		Abstain	For	For	For	For	For
Croda International Plc		Abstain	Abstain	For	For	For	For
Equinix, Inc.				Withhold	For	For	For
Greencoat UK Wind Plc		Abstain	Abstain	For	For	For	For
Helios Towers Plc					Abstain	Against	For
Intuit Inc.				Abstain	Abstain	For	For
IP Group Plc	Abstain	Abstain	Abstain	For	For	For	For
IQVIA Holdings Inc.						Withhold	For
JLEN Environmental Assets Group Ltd.					Abstain	For	For
Kerry Group Plc		Abstain	Abstain	For	Abstain	Against	N/A*
Learning Technologies Group Plc			Against	For	For	For	For
Legal & General Group Plc				Abstain	For	Abstain	For
London Stock Exchange Group Plc	Against	Against	Abstain	For	Abstain	For	For
Nasdaq, Inc.				Abstain	For	For	For
National Express Group Plc	Abstain	Abstain	Abstain	Abstain	Abstain	For	For
National Grid Plc		Abstain	For	Abstain	For	For	For
Oxford Instruments Plc					Abstain	Against	For
Paragon Banking Group Plc		Against	Abstain	Abstain	Abstain	For	For
Porvair Plc		Abstain	For	For	For	For	For
Prudential Plc	Abstain	Abstain	Against	Abstain	For	For	For
Smurfit Kappa Group Plc	Abstain	Abstain	Abstain	Abstain	Abstain	For	For
Softcat Plc	Abstain	Abstain	Abstain	For	For	For	For
St. James's Place Plc			Abstain	Against	For	For	For
Syncona Ltd.		Abstain	Against	Abstain	Abstain	For	For
The Charles Schwab Corporation					Against	For	For
Thermo Fisher Scientific Inc.				Abstain	Abstain	Against	Against
Treatt Plc			Against	For	For	For	For
Visa Inc.					Abstain	For	For
Waste Connections, Inc.				Withhold	For	Withhold	Withhold

* We did not vote at Kerry Group's AGM in 2022 (sold in 2021 and bought back after 2022 AGM)

2016 % of women on board	2017 % of women on board	2018 % of women on board	2019 % of women on board	2020 % of women on board	2021 % of women on board	2022 % of women on board	2022 Outcome
	25%	25%	33%	40%	44%	50%	Improved and now have over 33% female representation
			27%	27%	36%	33%	Improved and now have over 33% female representation
			20%	27%	27%	30%	Improved but still under 33% female representation on board
				27%	25%	38%	Improved and now have over 33% female representation
			22%	22%	22%	27%	Improved but still under 33% female representation on board
		25%	33%	27%	40%	50%	Improved and now have over 33% female representation
	18%	20%	30%	36%	36%	33%	Improved and now have over 33% female representation
	25%	38%	50%	50%	50%	38%	Improved and now have over 33% female representation
	25%	29%	38%	38%	38%	50%	Improved and now have over 33% female representation
			11%	30%	33%	33%	Improved and now have over 33% female representation
	20%	20%	20%	60%	60%	60%	Improved and now have over 33% female representation
				12%	27%	36%	Improved and now have over 33% female representation
			27%	27%	33%	33%	Improved and now have over 33% female representation
22%	22%	20%	11%	30%	33%	43%	Improved and now have over 33% female representation
					22%	36%	Improved and now have over 33% female representation
				20%	33%	33%	Improved and now have over 33% female representation
	18%	18%	25%	27%	25%	33%	Improved and now have over 33% female representation
		14%	33%	33%	29%	43%	Improved and now have over 33% female representation
			27%	36%	30%	36%	Improved and now have over 33% female representation
9%	9%	18%	31%	25%	42%	50%	Improved and now have over 33% female representation
			27%	30%	30%	40%	Improved and now have over 33% female representation
18%	17%	17%	17%	27%	33%	33%	Improved and now have over 33% female representation
	27%	40%	25%	33%	40%	42%	Improved and now have over 33% female representation
				25%	29%	29%	Improved but still under 33% female representation on board
	12%	17%	22%	25%	38%	38%	Improved and now have over 33% female representation
	20%	20%	20%	40%	40%	40%	Improved and now have over 33% female representation
19%	20%	12%	17%	29%	40%	33%	Improved and now have over 33% female representation
17%	17%	17%	25%	27%	33%	33%	Improved and now have over 33% female representation
17%	17%	17%	43%	50%	50%	57%	Improved and now have over 33% female representation
		22%	14%	40%	33%	33%	Improved and now have over 33% female representation
	20%	14%	25%	22%	29%	57%	Improved and now have over 33% female representation
				15%	24%	24%	Improved but still under 33% female representation on board
			17%	17%	17%	25%	Improved but still under 33% female representation on board
		14%	0%	25%	22%	25%	Improved but still under 33% female representation on board
				27%	33%	30%	Improved but still under 33% female representation on board
			17%	25%	25%	25%	Improved but still under 33% female representation on board

2022 Initiative	Description	We said we would:	In 2022:	In 2023, we will:
Ensuring worker well-being	How companies manage and look after their workforce through direct operations and workers further down their supply chains can directly affect corporate reputation and overall business performance. We will engage to encourage companies to offer decent work and pay living wages and to ensure they mitigate risks, protect workers' rights and maximise the opportunities to support employees. We will also encourage companies to use their influence to drive forward best practice further down their supply chains. Engagement will cover companies' response to and management of the pandemic, including workforce adaptation, Covid-19 safety, redundancies and supply chain impacts.	• Request investee companies complete the WDI 2022 Survey. Increase the proportion of investee companies participating in the 2022 survey • For companies that responded in 2021, encourage further disclosure in areas where it was lacking • Use 2021 WDI data to engage with investee companies where there are specific opportunities, such as where are there gaps in reporting relative to peers, performance weaknesses or areas of concern.	As part of Liontrust's commitment as a signatory to the WDI, the Sustainable Investment team contacted 83 holdings in the funds to request they respond to the WDI's 2021 survey. Of these, 34 have now completed the 2022 Survey (vs. last year 32 in 2021), and we saw some improvement in disclosure. We are in the process of assessing the 2022 data to look at reporting gaps and engage with areas of concern.	• Request investee companies complete the WDI 2023 Survey. Increase the proportion of investee companies participating • For companies that responded in 2022, encourage further disclosure in areas where it was lacking • Use 2022 WDI data to engage with investee companies where there are specific opportunities, such as where are there gaps in reporting relative to peers, performance weaknesses or areas of concern • Discuss how companies are helping workers though the current cost of living crisis.

The Workforce Disclosure Initiative (WDI)

The Workforce Disclosure Initiative was set up by ShareAction, funded by the UK's Department for International Development. Over 100 investors and $12 trillion in AUM are asking companies to provide more information on labour practices to identify badly managed workforces that are vulnerable to shocks.

Overall, 34 investee companies participated in the 2022 survey, equating to 16% (out of 218 entities held as at the end of December 2022), and 33 of these received a special mention for their transparent disclosure in 2022.

We believe that how companies manage human capital in their direct operations, as well as workers further down their supply chains, can affect long-term success. Our team will engage to encourage companies to offer decent work and ensure they protect workers' rights and maximise opportunities to support employees. We will also encourage companies to use their influence to drive forward best practice further down their supply chains.

"People are the most important and valuable asset to any business, and understanding culture and shared values within an organisation is imperative if you want to gauge how successful a business will be."

SIMON CLEMENTS, INVESTMENT MANAGER

WDI Awards 2022

Standard Chartered and Unilever were joint winners of the WDI award for 'Overall disclosure', and National Express Group won the award for the 'Most improved' category. Standard Chartered also won the award for the 'Contingent workforce data' category. Thirty-three other companies held in the funds received a 'Special mention'.

The following is a list of companies held in the funds that completed the WDI survey in 2022 following engagement. Another 22 companies declined to participate and 27 either did not confirm or reply.

The following is a list of companies held in the funds that completed the WDI survey in 2022 following engagement. Another 22 companies declined to participate and 27 either did not confirm or reply.

Organisation Name	2022 Response Status
Aroundtown SA	Responded
AstraZeneca PLC	Responded
AT&T Inc.	Responded
BNP Paribas S.A. Class A	Responded
Bright Horizons Family Solutions, Inc.	Responded
Cellnex Telecom S.A.	Responded
Compass Group PLC	Responded
Croda International Plc	Responded
DFS Furniture PLC	Responded
Direct Line Insurance Group Plc	Responded
GlaxoSmithKline plc	Responded
Helios Towers Plc	Responded
HSBC Holdings Plc	Responded
Iberdrola SA	Responded
InterContinental Hotels Group PLC	Responded
Intuit Inc.	Responded
Lloyds Banking Group plc	Responded
London Stock Exchange Group plc	Responded
National Express Group PLC	Responded
NatWest Group Plc	Responded
Orange SA	Responded
PayPal Holdings, Inc.	Responded

Organisation Name	2022 Response Status
Santander	Responded
SEGRO plc	Responded
Societe Generale	Responded
Softcat Plc	Responded
SSE plc	Responded
St. James's Place Plc	Responded
Standard Chartered PLC	Responded
Telefonica SA	Responded
Unilever PLC	Responded
United Utilities Group PLC	Responded
Visa Inc. Class A	Responded
Vodafone Group Plc	Responded
Croda International	Completed (confirmed prior)
GlaxoSmithKline	Completed (confirmed prior)
Intuit	Completed (confirmed prior)
Lloyds Bank	Completed (confirmed prior)
St. James's Place	Completed (confirmed prior)
Standard Chartered	Completed (confirmed prior)
Unilever	Completed (confirmed prior)
Visa	Completed (confirmed prior)
Vodafone Group	Completed (confirmed prior)

2022 Initiative	Description	We said we would:	In 2022:	In 2023, we will:
Encouraging the transition to sustainable investment	To date, savings and investments have typically been geared towards traditional investments that don't necessarily incorporate ESG. However, as demand for sustainable and ESG-integrated investments grows, and regulations to better classify what constitutes 'sustainable' investment follow suit, companies should play their part to promote it to further accelerate the transition needed for a more sustainable economy. We will focus on determining which companies are leading the way and which need to do more.	• Encourage wider adoption of ESG/Sustainable funds on financial platforms. • Continue to push for comprehensive responsible investment policies for insurance holdings.	• We spoke to three investee companies that are involved with financial platforms on wider adoption of ESG/Sustainable funds. • We met with four investee companies on their responsible investment policies.	It is commonly known that insurance companies have large investment portfolios and as such their responsible investment policies can have a large impact on the world from an environmental and social perspective. There is however less known about their underwriting practises, especially for more controversial areas of the economy. • Encourage further adoption of sustainable funds on financial platforms. • Continue to push for comprehensive responsible investment policies for insurance holdings. • Engage with insurance holdings on their underwriting policies and practices for controversial areas of the economy and how these are likely to evolve.

2022 Engagement on transition to sustainable investment

Case study: AJ Bell

The company acknowledged that sustainable investment is a growing area of interest, and they are continuing to provide education on the topic for clients. Their responsible fund has done well but is not a significant part of their assets. One interesting statistic was that over half of the people that bought the fund when it launched had been customers for less than 12 months. This supports our hypothesis that sustainable investing is becoming increasingly important to the younger generation.

Case study: Legal & General

We contacted Legal & General to gain a clearer understanding of their exposure to Russian government debt. L&G noted that they manage many index funds against a range of different index providers to meet a wide variety of different client demands. A number of these are ESG indices however, this does not mean that L&G would use the same ESG rating for every security similar to the index provider, but in an index fund they have a responsibility to minimise any difference in performance from the underlying index they are tracking. The company also noted they are deeply saddened by the situation in Ukraine.

Case study: Molten Ventures PLC

We had a broad discussion to understand the longer-term business plans and how far its sustainability strategy is embedded into investments. It is clear the company is well aligned with our thinking in this regard: they focus on fintech, health tech and consumer innovation. The company are often minority investors and so limited in the influence they have, although they highlighted that younger companies are naturally more welcoming of environmental, diversity and social initiatives.

Case study: St. James's Place PLC

After a recommendation from the chairman and CEO, we met with the head of the investment committee to find out more about the approach taken by SJP in transitioning to sustainable investment, and the progress they have made. We were introduced to the head of the Responsible Investment team, and Investor Relations and got to understand the additional information that clients are able to receive relating to responsible investment in their financial reporting, including carbon intensity reports and engagement. We were informed of plans to expand their current sustainable investment range so it would seem that our engagement here over the years is starting to see some traction.

Case study: Tryg A/S

During the post-results meeting, we were able to get some more information on Tryg's responsible investment policies. As the business's assets are externally managed, ESG requirements are put out in the mandates to asset managers, whose ESG ratings and impacts are scrutinised through data providers. This is mostly for the equity portfolio, but they are looking to put it together for parts of their bond portfolio too. Reporting is due to increase as they disclose on the engagements that their asset managers do, such as AGM votes. As the EU taxonomy is introduced, the company will release further guidelines about how they want to be invested under the new regulations. While the company still has potential for a management rating upgrade in the future, based on this engagement we would like to see a greater progress in this area before doing so.

Reactive engagement

Case studies: Impact metrics

We have a longstanding approach of improving the level of disclosure and management of key sustainability issues. More recently, we have been asking companies to better demonstrate the positive social and environmental impacts of their products and services through improved product-related key performance metrics.

Cadence Design Systems Inc.

During the post-results meeting, we were able to get some more information on Tryg's responsible investment policies. As the business's assets are externally managed, ESG requirements are put out in the mandates to asset managers, whose ESG ratings and impacts are scrutinised through data providers. This is mostly for the equity portfolio, but they are looking to put it together for parts of their bond portfolio too. Reporting is due to increase as they disclose on the engagements that their asset managers do, such as AGM votes. As the EU taxonomy is introduced, the company will release further guidelines about how they want to be invested under the new regulations. While the company still has potential for a management rating upgrade in the future, based on this engagement we would like to see a greater progress in this area before doing so.

Mortgage Advice Bureau Holdings Ltd.

Mortgage Advice Bureau provides a platform for mortgage advisers to help individuals access mortgages and insurance products. These products provide clear benefits to society and the Mortgage Advice Bureau is instrumental in ensuring the industry becomes more professional.. The company is exposed to our sustainable investment theme of 'Saving for the future'.

Mortgage Advice Bureau (MAB) is early on in their sustainability journey, so we are aiming to encourage them to forge their own strategy but also steer the company towards the sort of disclosures investors find useful. We spoke to the senior management for an update on how the business has been progressing and the decision to pursue the process of becoming a B-Corporation, a group of companies that have made commitments to a mission beyond profit. The company noted that they are in the process of hiring someone to head up their ESG Strategy that will help them create and deliver their sustainability strategy going forward, which we welcomed.

We requested greater disclosure on impact metrics such as the number of first-time buyers they serve, as well as greater disclosure on complaints. We note that the management team was very receptive to our request, and we expect to see this information appear in future ESG reporting from the company in due course. We will follow this up with the company.

Autodesk Inc. – Impact metrics

Autodesk provides software for construction, manufacturing and entertainment industries. Its products effectively lead the digitisation of these industries, which in turn directly reduces resource wastage, wasted time and watered costs. The Building Information Management (BIM) secular trend in construction is being driven by Autodesk's market-leading products. The company is exposed to our sustainable investment theme of improving the resource efficiency of industrial and agricultural processes.

We spoke with management to request that it considers disclosing measures around the links between their products and real resource savings for its customers. The company is looking at this and have committed to try and disclose metrics that would allow us to better see the positive impact of its products and services. We will follow up on this during 2023.

Controversies

"Asking companies to explain specific wrongdoings can sometimes be difficult, but it's vital to get to the bottom of the issue. Talking to outside experts, discussing it with the team and our Advisory committee all helps to work out whether the company's response and actions are really enough and whether issues can be truly be rectified, or whether the red flag indicates that it is just no longer suitable as an investment for the funds."

PETER MICHAELIS, HEAD OF SUSTAINABLE INVESTMENT

Over the two decades we have been managing the SF funds, a key lesson we have learned is that 'sustainable' should not be taken to mean perfect. Investing involves making predictions about the future, which is extremely difficult. We therefore have to expect occasions – albeit rare – when the future does not turn out as predicted and our companies become embroiled in a controversy that challenges our initial assessment of their sustainability. We do not claim to have perfect foresight, nor that the companies held in our funds are flawless. What we do aim for is to find the best examples of sustainable companies to own for the long term, and how we process and react to controversies is an important aspect of this.

Over 2022, MSCI highlighted 101 'controversies', with two of these considered 'very severe' and nine of these considered 'severe'. Of the two 'very severe' controversies, we were already aware of the issue as it had already been flagged. None of the 'severe' controversies led to the team reviewing our sustainability rating as we were either aware of the issue or, after examination, deemed it immaterial to our assessment.

As soon as we are aware of any controversy, the next stage is to analyse the situation in detail, investigating to ascertain the involvement of the company in question, the seriousness of allegations made and how the business is responding. This gives us the context with which we can engage and we will then look to speak to senior management or non-executive directors as well as other interested parties such as nongovernmental organisations (NGOs) or industry experts. With this information, we are in a position to establish the impact of the controversy on our investment thesis (remembering that this includes the sustainability rating). The three possibilities are:

The three possibilities are:

1. That the business no longer satisfies our criteria for a sustainable investment, so we exit the position.
2. The risk and quality of the investment is affected so we feel a smaller portfolio position is appropriate and therefore reduce our exposure. This would be reflected in a downgrading of our sustainability matrix rating.
3. The issue is being addressed by management sufficiently so that we can continue to hold our portfolio weighting while engaging with the company to ensure the situation is resolved.

Total number of MSCI controversies in 2022	**101**	**% of total**
Very severe	2	2%
Severe	9	9%
Moderate	47	47%
Minor	43	43%

Company Name	Case Assessment	Status	Controversy Case Indicator
Orange SA	Very Severe	Partially Concluded	LR-Labor Management Relations
Thermo Fisher Scientific Inc.	Very Severe	Partially Concluded	HR-Civil Liberties
Astrazeneca Plc	Severe	Ongoing	CUST-Product Safety & Quality
Banco Santander, SA	Severe	Ongoing	LR-Labor Management Relations
Haleon Plc	Severe	Ongoing	CUST-Product Safety & Quality
Haleon Plc	Severe	Ongoing	CUST-Product Safety & Quality
Natwest Group Plc	Severe	Partially Concluded	GOV-Bribery & Fraud
Orange SA	Severe	Ongoing	LR-Labor Management Relations
PUMA SE	Severe	Ongoing	LR-Supply Chain Labor Standards
Rentokil Initial Plc	Severe	Concluded	GOV-Bribery & Fraud
Roche Holding AG	Severe	Ongoing	CUST-Product Safety & Quality

Case study: Home REIT

Issue: Audit & Oversight

Home REIT's shares were initially temporarily suspended from trading in London after the company failed to publish its annual financial report for the year that ended August 31, 2022. In December 2022, the company reported that its auditor was undertaking "enhanced audit procedures" after Viceroy Research questioned its financial status.

We have been engaging with the Board and other significant shareholders to determine the best way forward and will continue to do so following the suspension of shares in Q1-2023. Through this engagement, we are looking to achieve a resolution that meets two objectives. First, we are seeking to protect shareholder value. Second, we want to ensure that good quality housing continues to be provided to vulnerable people. We still believe that this could be a very effective way of allocating capital to alleviate a major social issue in a way that leads to better outcomes for vulnerable people and reduces costs for government and local authorities.

It is not appropriate for us to comment on any of the propositions at this stage, but we do believe there are ways in which a much better outcome can be achieved in time.

Case study: PUMA SE

PUMA SE, exposed to Enabling Healthier Lifestyles theme

Objective: To ensure the continued ethical sourcing of cotton

ESG Topics Addressed: Human rights, supply chain risks

Issue/Reason for Engagement: The company has faced an allegation that its products contain traces of cotton from Xinjiang, a region associated with human rights abuses.

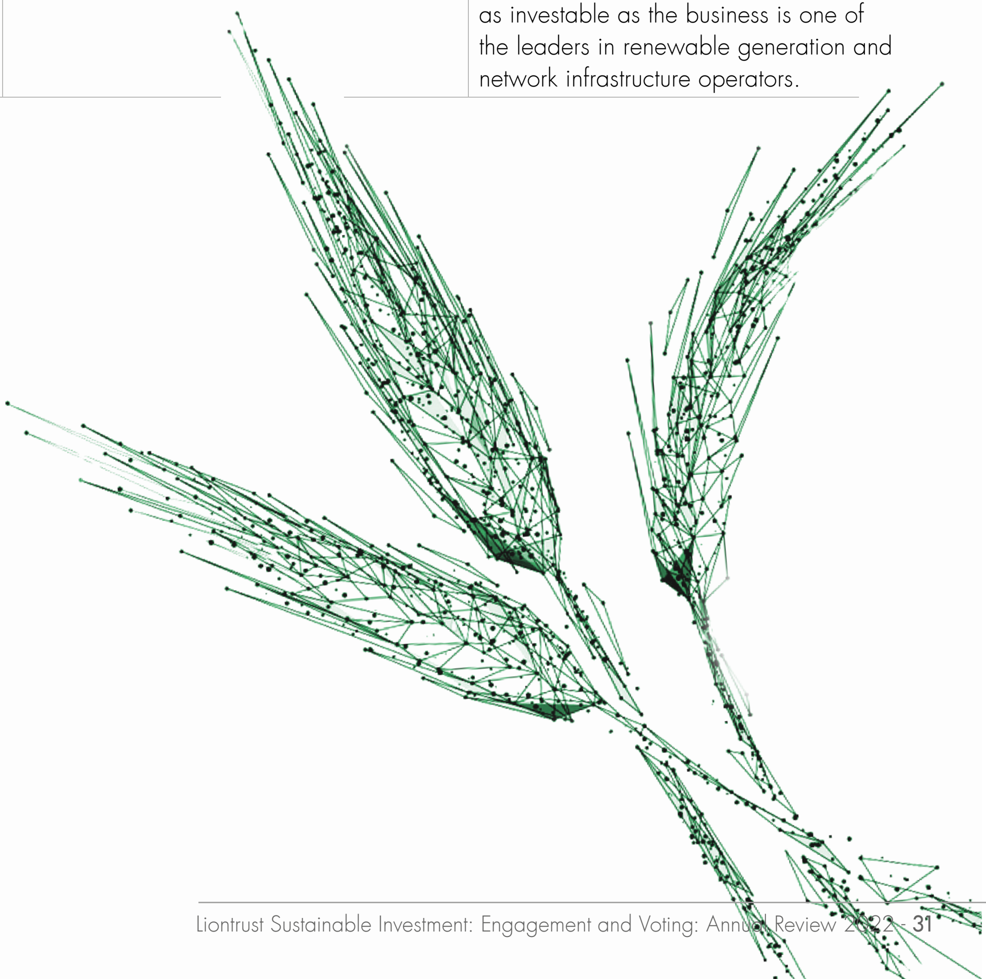
Scope and Process/Action Taken: We had already engaged with the company through the Better Cotton Initiative, and contacted the company's investor relations team as soon as we became aware of the allegations. The company immediately launched a full investigation into the issue and began independent lab testing. Initial engagement with the company demonstrated that the allegation was taken into significant consideration. Within Liontrust this issue was escalated to the Advisory Committee members. We once again met with the company, this time escalating the level of engagement, discussing the issue with the CEO. The independent lab results yielded mixed results, which could not disprove that the fibre came from the Xinjiang region. While this is disappointing, we were pleased to see Puma addressing this issue head on, as other companies involved in the same controversy have not begun the same independent testing.

Outcomes and next steps: We have successfully escalated this issue through our existing relationship, from speaking to the Investors Relations team to the CEO. This escalation has allowed us to have a more informed perspective of the issue. We are now following the progress made by Puma and examining where these risks can be mitigated.

UN Global Compact Watch list

Over 2022, there were two entities that were on the Watch List, Alphabet Inc and Iberdrola International B.V. In both cases, the fund manager was made aware of the issue and after consideration was still willing to hold the company on the understanding that overall, the issue is being proactively managed.

Company Name	Description of status	Engagement and conclusions
Alphabet	On the watchlist due to alleged pay and hiring discrimination against female employees.	In September 2022, the team contacted the company to request that it participate in the 2022 Workforce Disclosure Initiative (WDI) Survey. The WDI aims to improve corporate transparency and accountability on workforce issues. In 2022, the SF team voted in favour of a shareholder resolution to conduct a racial equity audit to help investors better assess the effectiveness of Alphabet's efforts to address the issue of any inequality in its workforce and its management of related risks.
SP Transmission Distbution / Iberdrola International B.V.	Iberdrola has been criticised for not consulting with indigenous communities before construction started on the Teles Pires Dam in Brazil. This issue dates back to 2010.	Iberdrola has stated in its sustainability report, a joint dialogue with the indigenous leaders, the National Indigenous Foundation, and the Federal Public Ministry was established in order to respond to the expectations and demands of the affected communities. Iberdrola is a leader in the energy transition, investing significant amounts (Euro 75bn) in its current investment programme into renewables and transmission assets. It does not commit new capital to hydro-electric generation, and therefore will no longer be involved in the construction of dams. We rate Iberdrola as investable as the business is one of the leaders in renewable generation and network infrastructure operators.

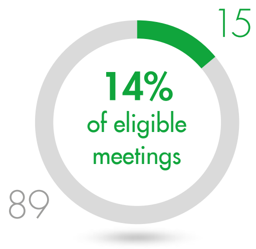


Voting summary 2022

In 2022, we voted at 100% (133 out of 133) of eligible meetings and against management or abstained on proposals on least one vote in 58% (77 out of 133).

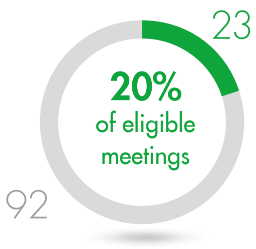
The following graphic shows (in green) the number and percentage of eligible meetings where we voted against or abstained on these particular issues.

Re-election of chair
(104 total votes)



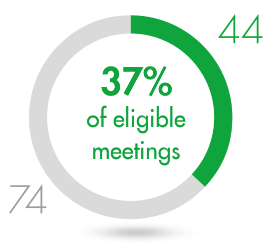
The re-election of the Chair of the Nomination Committee due to a lack of gender or ethnic diversity

Remuneration
(115 total votes)



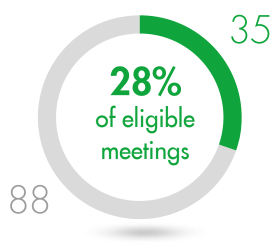
The approval of the company's remuneration report/compensation

Re-election of directors
(118 total votes)



The re-election of one or more company directors*

Ratification of auditors
(123 total votes)



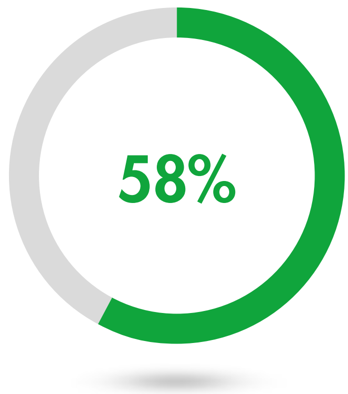
The ratification of auditors/ authorisation for the Board to fix remuneration of external auditors

Source: Liontrust, December 2022. *Due to lengthy terms of office, bundled director elections or lack of independence.

In 2022, there were five companies we voted against/abstained due to the lack of ethnic minority directors on the board. These are Crest Nicholson, Genuit Group, Molten Ventures, Paragon Banking and The Renewables Infrastructure Group.

2022 voting summary	
Number of votable meetings	133
Number of meetings voted	133
Number of meetings with at least 1 vote Against, Withhold or Abstain	77

In 2022, we voted at 100% (133 out of 133) of eligible meetings and against management or abstained on proposals on least one vote in 58% (77 out of 133).



Number of meetings with at least 1 vote Against, Withhold or Abstain

Shareholder resolutions

As long-term, active and responsible investors we encourage companies to report on social and environmental issues that are pertinent to their businesses. Rather than support all social and environmental resolutions, each shareholder proposal is considered on a case-by-case basis.

During the period, for positions held by the Sustainable Investment team:

- There were two companies held in the funds that had management resolutions that related to environmental proposals; one to approve a Climate Transition Plan and the other to approve a Climate Strategy. The team supported both of these resolutions.
- One company had a shareholder proposal for all the funds management by the team that related to Lobbying payments, which the team supported.

Case study: Engaging on remuneration – Cellnex Telecom S.A.

At the company's 2022 AGM, we voted against the remuneration policy. We felt this was warranted because the board introduced a booster element under the 2022-2024 Long Term Incentive Plan (LTIP), and the triggers for the booster did not appear to be sufficiently aligned with potential shareholder experience. In addition, the size of the boosted long-term incentive awards for the CEO stood well above the market standards.

We gave Cellnex our feedback after the remuneration policy was not approved by shareholders. We asked what prompted the change in policy, why it was approved so quickly and what the process was. We raised our concerns and highlighted the importance of its board's ability to remain strong and independent and not vulnerable to senior management influence.

We discussed and welcomed the various improvements the company is making. These include exceptional one-off awards no longer being allowed, improvements in non-exec board fees, contract terms (CEO non-compete indemnity), exec annual bonus and a capped pay out of overachievement as % of salary.

The LTIP now includes four performance areas: ESG (20%), recurring FCF per share (20%), total shareholder return (30%) and market comparable TSR (30%). We communicated our thoughts on how sufficiently stretching these now looked with a lower share price, and discussed the peer group for the last metric.

Cellnex is trying to make pay for better performance more widespread for 225 employees across the company (around 10% of staff). We discussed the rationale for needing to better incentivise this group of staff, which included getting on the front foot when it came to an increase in competition for talent.

2023 proactive engagement initiatives

We prioritise proactive engagement initiatives, in collaboration with our Advisory Committee, at the beginning of each year. We assess how our holdings are positioned on these issues and, where appropriate, define target companies with whom we will engage.

The main change from last year is that we will move our efforts and objectives within **Improving corporate diversity** into our **Ensuring worker wellbeing** proactive engagement initiative. As well as continuing our efforts to increase corporate disclosure of ESG impacts, impact metrics, mitigation efforts and performance, our team will now focus on delivering improvements through the following four proactive initiatives:

2023 Initiative	Description	Objective	In 2023, we will:
Preventing irreversible damage from the climate crisis	We recognise the urgent need to reduce carbon emissions across the economy to limit the negative impacts stemming from the climate change emergency. In addition, the climate crisis is set to have significant physical and economic impacts on human activity. The IPCC, IMF and Bank of England all recognise climate to be a systemic issue that will affect all types of sectors and will affect companies' returns.	To encourage companies to adopt strategies to reduce absolute carbon emissions at a rate consistent with limiting global warming to 1.5 degrees. We want to ensure companies can change in a timely, just and profitable way and have robust strategies and targets in place to achieve this.	• Continue to speak to investee companies about decarbonisation strategies and monitoring performance on near-term absolute emissions reduction targets, ensuring that we have engaged with the remaining companies that contribute towards 80% of fund emissions and asking for split gas accounting for methane where appropriate. • Reduce the direct emissions (scope 1 and 2) of all SF funds to emit 25% less by 2025 and 50% less by 2030 as compared to the fund benchmarks as at the end of 2019, as part of our Net Zero Asset Manager Initiative (NZAMI) commitment • Monitor and disclose data and progress on NZAMI • Increase the number of investee companies that are aligned with the Paris Accord • Continue to challenge banks on financing the transition

2023 Initiative	Description	Objective	In 2023, we will:
Preserving and restoring nature	'More than half of the world's economic output - $44 trillion of economic value generation – is moderately or highly dependent on nature. Nature loss therefore represents significant risk to corporate and financial stability.' – Taskforce for Nature-related Financial Disclosures (TNFD)	We will engage with investee companies to encourage better information and reporting of natural capital impacts from their activities, products and services, as well as policies and programmes that preserve and restore nature and promote biodiversity. We will also engage to understand better companies' dependencies on natural capital and how this might impact financial returns.	• Explore and decide on collaborative initiatives related to nature and biodiversity • Use external tools and data to better assess nature-related risks within our portfolios • Select high-impact companies to target, including water companies • Look to sign up to the Finance for Biodiversity Pledge

2023 Initiative	Description	Objective	In 2023, we will:
Ensuring worker well-being	How companies manage and look after their workforce through direct operations, and workers further down their supply chains, can directly affect overall business performance and corporate reputation.	We will engage to encourage companies to offer decent work and pay living wages and to ensure they mitigate risks, protect workers' rights and maximise the opportunities to support employees. We will also encourage companies to use their influence to drive forward best practice further down their supply chains. When it comes to encourage greater corporate diversity, we look at gender and ethnic balance at a board level, senior positions and within the workforce, as well as looking at efforts to increase transparency and reduce pay gaps.	• Look for data gaps and promote best practice on workforce disclosure • Encourage a target list of investee companies to disclose data for the 2023 Workforce Disclosure Initiative (WDI) • Continue to engage and/or use voting rights to encourage greater board diversity where it is lacking.

2023 Initiative	Description	Objective	In 2023, we will:
Encouraging the transition to sustainable investment	To date, savings and investments have typically been geared towards traditional investments that do not necessarily incorporate ESG. However, as demand for sustainable and ESG-integrated investments grows, and regulations to better classify what constitutes 'sustainable' investment follow suit, companies should play their part to promote it to further accelerate the transition needed for a more sustainable economy. Insurance companies have large investment portfolios and as such their responsible investment policies can have a large impact on the world from an environmental and social perspective. So too can their responsible underwriting practices, especially for more controversial areas of the economy.	We will focus on determining which companies are leading the way and which need to do more.	• Encourage further adoption of sustainable funds on financial platforms • Continue to push for comprehensive responsible investment policies for insurance holdings • Engage with insurance holdings on their underwriting policies and practices for controversial areas of the economy and how these are likely to evolve

Appendix: Full engagement activity over 2022

Company	E	S	G	Strategy and financial	Request for change
3i Group plc		☑	☑		☑
ABCAM PLC				☑	
ABIOMED Inc				☑	
AJ Bell Plc			☑	☑	
ANGLIAN WATER OS	☑		☑		
ASML Holding NV		☑		☑	☑
AT&T Inc.		☑			☑
AVEVA Group plc				☑	
AXA SA		☑			☑
Adaptive Biotechnologies Corp			☑	☑	
Admiral Group plc				☑	
Adobe Incorporated		☑			☑
Adyen NV		☑			☑
Alcon AG		☑		☑	☑
Alfen NV				☑	
Alphabet Inc. Class C		☑			☑
Ambercycle				☑	
Ambu A/S Class B	☑	☑	☑	☑	
American Tower Corporation	☑	☑			☑
AmerisourceBergen Corporation				☑	
Amplifon SpA				☑	
Annington Funding Plc			☑		
Aquila European Renewables Income Fund Plc	☑			☑	
Aroundtown SA		☑			☑
Ashtead Group plc	☑	☑		☑	☑
AstraZeneca PLC		☑	☑	☑	☑
Atlas Copco AB Class B				☑	
Atrato Onsite Energy Plc	☑			☑	
AutoStore Holdings Ltd	☑				☑
Autodesk, Inc.		☑	☑		☑
Avanza Bank Holding AB				☑	

Company	E	S	G	Strategy and financial	Request for change
BELIMO Holding AG				✓	
BNP Paribas S.A. Class A		✓			✓
BT Group plc		✓			✓
Banco Santander, S.A.		✓	✓		✓
Bango PLC				✓	
Barclays PLC		✓			✓
Beazley PLC				✓	
Bechtle AG				✓	
Befesa SA		✓	✓	✓	✓
Bio-Techne Corp			✓	✓	
BioNTech SE				✓	
Blackstone Inc.			✓		
Bright Horizons Family Solutions, Inc.		✓			✓
Brown & Brown, Inc.				✓	
Bunzl plc		✓			✓
CANCOM SE				✓	
CSL Limited			✓	✓	
Cadence Design Systems, Inc.			✓		
Carlisle Cos Inc			✓		
Cellnex Telecom S.A.		✓	✓		✓
Certara Inc		✓		✓	
Charles Schwab Corp		✓			✓
Coloplast A/S Class B				✓	
Compass Group PLC		✓			✓
Computacenter PLC				✓	
Conduit Holdings Ltd				✓	
ConvaTec Group Plc			✓	✓	
Countryside Partnerships PLC			✓		
Coursera Inc				✓	
Crest Nicholson Holdings Plc	✓	✓			✓
Croda International Plc		✓		✓	✓
DAIKIN INDUSTRIES, LTD.		✓			✓
DFS Furniture PLC		✓		✓	✓

Company	E	S	G	Strategy and financial	Request for change
DNB Bank ASA		✓			✓
Darktrace PLC				✓	
Demant A/S				✓	
Deutsche Telekom AG		✓			✓
Diploma PLC			✓	✓	✓
Direct Line Insurance Group Plc		✓			✓
DiscoverIE Group PLC				✓	
Distribution Finance Capital Holdings Plc				✓	
Docebo Inc				✓	
DocuSign, Inc.			✓	✓	✓
Downing Renewables & Infrastructure Trust Plc	✓			✓	
Ecolab Inc.		✓			✓
Edenred SA		✓		✓	✓
Equinix, Inc.	✓				✓
Evotec SE		✓	✓	✓	
Experian PLC			✓		
FD Technologies PLC				✓	
First Republic Bank				✓	
Fiverr International Ltd.				✓	
Frontier Developments PLC				✓	
GB Group PLC			✓	✓	
GN Store Nord A/S				✓	
Genuit Group PLC	✓				
GlaxoSmithKline plc	✓	✓	✓	✓	✓
Greencoat UK Wind Plc				✓	
Gym Group Plc		✓	✓	✓	✓
HSBC Holdings Plc	✓	✓			✓
Haleon PLC			✓	✓	
Halma plc		✓	✓		
Hargreaves Lansdown plc				✓	
Helios Towers Plc	✓	✓	✓	✓	✓
HelloFresh SE				✓	

Company	E	S	G	Strategy and financial	Request for change
Hingham Institution for Savings		✓			
Hiscox Ltd				✓	
Home REIT PLC		✓	✓	✓	
Hypoport SE				✓	
IP Group plc			✓	✓	
IQVIA Holdings Inc		✓	✓		✓
Iberdrola SA		✓			✓
Illumina, Inc.				✓	
Infineon Technologies AG		✓			✓
Insulet Corporation			✓	✓	✓
InterContinental Hotels Group PLC		✓			✓
Intertek Group plc		✓	✓	✓	✓
Intuit Inc.		✓	✓		✓
Intuitive Surgical, Inc.			✓		✓
Investec plc		✓	✓		✓
Itron Inc				✓	
JLEN Environmental Assets Group Limited GBP				✓	
Johnson Matthey Plc				✓	
Just Eat Takeaway.com N.V.				✓	
Kainos Group PLC				✓	
Kerry Group Plc Class A		✓		✓	✓
Keyence Corporation		✓			✓
Kingspan Group Plc	✓		✓	✓	
Kinnevik AB Class B				✓	
Kone Oyj Class B		✓		✓	✓
Koninklijke Ahold Delhaize N.V.		✓			✓
Lancashire Holdings Ltd				✓	
Learning Technologies Group Plc				✓	
Legal & General Group Plc			✓		
Lloyds Banking Group plc		✓			✓
London Stock Exchange Group plc		✓		✓	✓
Lonza Group AG		✓			✓

Company	E	S	G	Strategy and financial	Request for change
Markel Corporation				✓	
Masimo Corporation			✓	✓	✓
Midwich Group PLC				✓	
Molten Ventures PLC			✓		
Mortgage Advice Bureau (Holdings) plc			✓	✓	✓
NEL ASA	✓			✓	
NVR, Inc.			✓		
Nagarro SE				✓	
Nasdaq, Inc.			✓		
NatWest Group Plc		✓			✓
National Express Group PLC	✓		✓	✓	✓
Nationwide Building Society	✓				
Nemetschek SE				✓	
Netcompany Group A/S				✓	
Next plc		✓			✓
Nikola Corp				✓	
Nordnet AB publ		✓			
Orange SA		✓			✓
Orion Oyj Class B				✓	
Orsted		✓			✓
Otis Worldwide Corp				✓	
Oxford BioMedica plc			✓	✓	
Oxford Nanopore Technologies Plc			✓	✓	
PRS REIT Plc	✓		✓		✓
PTC Inc.			✓	✓	✓
PUMA SE		✓		✓	✓
Pacific Biosciences of California Inc				✓	
Paragon Banking Group PLC	✓		✓		
PayPal Holdings, Inc.		✓			✓
Plug Power Inc				✓	
Porvair plc	✓	✓		✓	
Power Integrations Inc				✓	

Company	E	S	G	Strategy and financial	Request for change
QIAGEN NV		✓	✓	✓	✓
QuantumScape Corp				✓	
RATIONAL AG				✓	
Rentokil Initial plc		✓			✓
Ringkjoebing Landbobank A/S	✓			✓	
Roche Holding Ltd Dividend Right Cert.		✓			✓
Rotork plc	✓			✓	✓
SDCL Energy Efficiency Income Trust Plc	✓			✓	
SEGRO plc		✓			✓
SSE plc		✓			✓
Sartorius Stedim Biotech SA		✓		✓	✓
Sdiptech AB				✓	
Severn Trent Plc	✓	✓	✓		✓
Shop Apotheke Europe NV				✓	
Sika AG				✓	
Smart Metering Systems PLC	✓			✓	
Smith & Nephew PLC				✓	
Smurfit Kappa Group Plc	✓		✓		✓
Snam S.p.A.		✓			✓
Societe Generale S.A. Class A		✓			✓
Softcat Plc		✓	✓		✓
Splunk Inc.	✓	✓	✓		
St. James's Place Plc		✓			✓
Standard Chartered PLC		✓			✓
Straumann Holding AG				✓	
Sunrun Inc				✓	
Svenska Handelsbanken AB Class A		✓		✓	✓
Swiss Re AG		✓			
Syncona Ltd GBP			✓	✓	
TMDZ				✓	
TOMRA Systems ASA				✓	
TechnoPro Holdings Inc.		✓			✓

Company	E	S	G	Strategy and financial	Request for change
Telecom Plus PLC		✓		✓	
Telefonica SA		✓			✓
Tetra Tech Inc		✓			
Thames Water Plc	✓		✓		
Thermo Fisher Scientific Inc.		✓		✓	✓
ThomasLloyd Energy Impact Trust plc				✓	
ThredUp Inc	✓	✓		✓	
Thrive Renewables (Bristol) Ltd.	✓				
Trainline Plc				✓	
Treatt plc				✓	
Trex Co Inc		✓			
Triple Point Energy Transition PLC				✓	
Trupanion, Inc.		✓			
Trustpilot Group Plc				✓	
Tryg A/S			✓	✓	
Twist Bioscience Corp		✓		✓	
Uber Technologies Inc		✓		✓	
Unifiedpost Group SA		✓		✓	✓
Unilever PLC		✓			✓
United Utilities Group PLC	✓	✓	✓		✓
Velodyne Lidar Inc				✓	
Verizon Communications Inc.		✓			✓
Vestas Wind Systems A/S	✓	✓		✓	✓
Visa Inc. Class A		✓			✓
Vodafone Group Plc		✓			✓
Waters Corporation			✓	✓	
Welsh Water Holdings Ltd.	✓		✓		
Whitbread PLC		✓			✓
WillScot Mobile Mini Holdings Corp			✓		
Wise PLC Class A		✓	✓		
Xponential Fitness Inc				✓	
Xvivo Perfusion AB				✓	

Company	E	S	G	Strategy and financial	Request for change
Yorkshire Building Society			✓		
Yorkshire Water Services Ltd.	✓		✓		
Zur Rose Group AG			✓	✓	
Zurich Insurance Group Ltd		✓			✓

Key Risks and Disclaimers

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