

# Stewardship Activity Report

## Q2 2023

- 02 2023 Proxy Season
- 05 2023 Proxy Season Spotlight: Climate-related Voting and Engagement
- 08 2023 Proxy Season Spotlight: Social Stewardship
- 09 Japan Proxy Season
- 12 Europe and UK Proxy Season
- 15 Conflict Mitigation in Action

This report provides an overview of State Street Global Advisors' stewardship activities in Q2 2023, including insights into how we leveraged our director vote and how we viewed shareholder proposals during the 2023 proxy season. In particular we spotlight social- and climate-related stewardship activities. We also discuss outcomes of the proxy seasons in Japan, Europe, and the UK. Finally, we illustrate examples of conflict mitigation in practice.

### Q2 2023 Voting and Engagement Breakdown

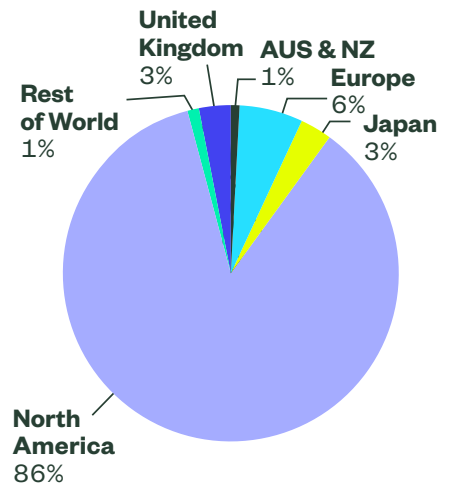
Number of Meetings Voted	<b>12,564</b>
Total Proposals Voted	<b>134,514</b>

Management Proposals	<b>131,720</b>
Votes For	112,342 85.3%
Votes Against	19,378 14.7%

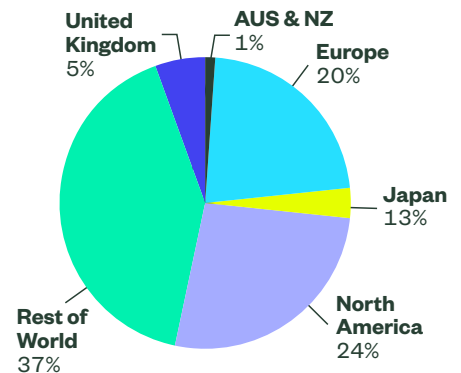
Shareholder Proposals	<b>2,794</b>
Votes with Management	2,553 91.4%
Votes Against Management	241 8.6%

		E	S	G
Q2 2023 Engagements	472	93	284	355
H1 2023 Engagements	626	119	354	462

Q2 2023 Engagement by Region



Q2 2023 Voting by Region



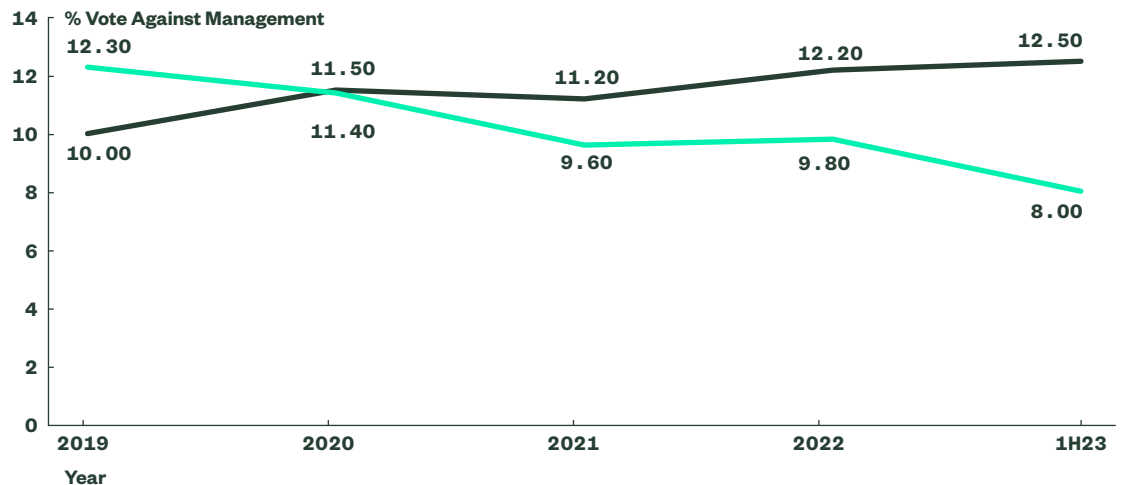
Source: State Street Global Advisors, as of 30 June 2023.

# 2023 Proxy Season

Through the first half of the year (“1H23”), our Asset Stewardship team voted at approximately 16,000 meetings on over 160,000 management and shareholder proposals. The bulk of these meetings occur during the “proxy season,” between March and June. During the 2023 proxy season, our Asset Stewardship team held engagements to discuss upcoming shareholder meetings and other relevant topics with over 500 companies. We conducted engagement meetings during this time period primarily to gather information to help inform our proxy voting decisions. Through 1H23 our proxy vote decisions were aligned with management over 85% of the time which is consistent with our historic levels of support. On management proposals, differences arose most frequently on director elections. At State Street Global Advisors, we believe that voting on director elections is one of the most useful tools we can employ for conducting effective stewardship. The most frequent reason we would vote against the election of a board member is due to independence concerns at a company which reflects our belief that independent directors are crucial to good corporate governance. On shareholder proposals, we may also differ from management’s vote recommendation as in almost all instances management recommends voting against shareholder proposals, while we take a case-by-case approach and may vote for a shareholder proposal we believe will lead to increased alignment with our expectations for a company’s disclosure and oversight practices. While shareholder proposals can help raise awareness and promote enhanced disclosure, we believe the director election vote is a more effective mechanism to promote accountability. Figure 1 below illustrates a decrease in support for shareholder proposals while at the same time votes against directors increased from 4,970 directors in 1H19 to 7,023 directors in 1H23.

Figure 1  
**Key Differences in Decisions Versus Management’s Recommendations**

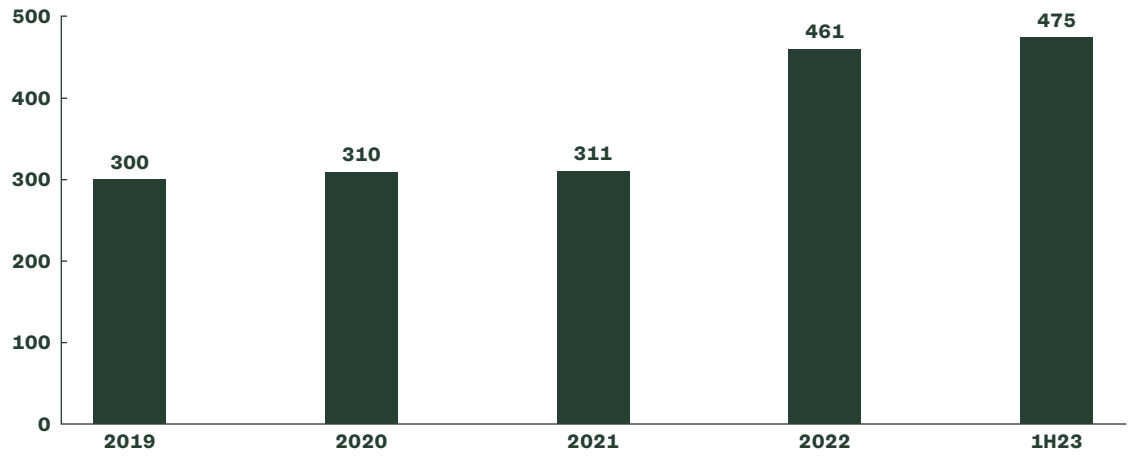
■ Votes Against Directors (%)  
■ Votes Against Management on Shareholder Proposals (%)



Source: State Street Global Advisors, as of 30 June 2023.  
“Votes Against Directors” and “Votes Against Management on Shareholder Proposals” are defined by ISS Proposal Class.

While the majority of shareholder proposals are focused on governance issues<sup>1</sup> (86% in 1H23), there has been a notable increase in the number of shareholder proposals targeting environmental and social (“E&S”) issues<sup>2</sup> filed by proponents over the past two years, relative to the time period 2019–2021, as illustrated in Figure 2. We may support shareholder proposals that we believe will lead to increased alignment with our expectations for a company’s disclosure and oversight practices.

Figure 2  
**Number of Environmental and Social Shareholder Proposals Filed Globally Over Time**

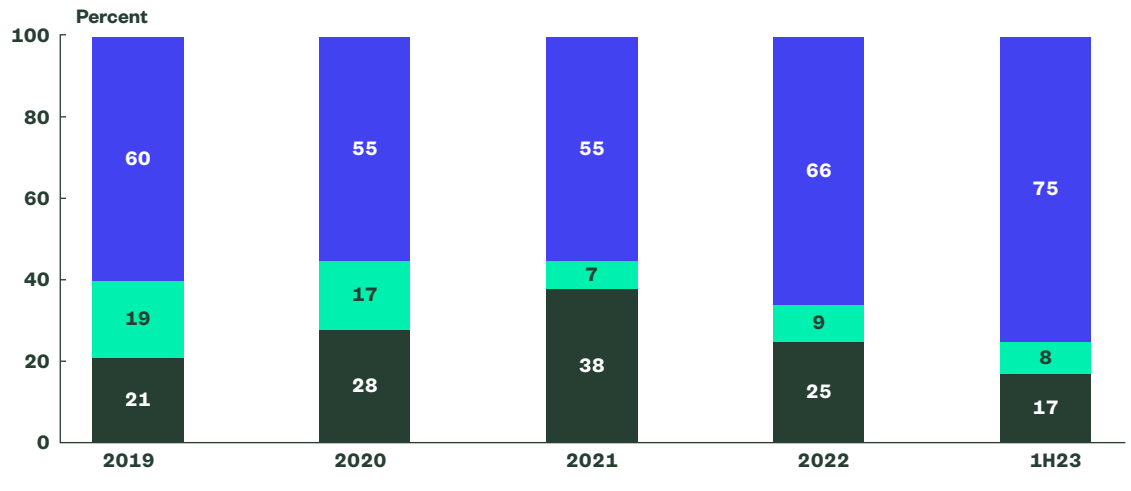


Source: State Street Global Advisors, as of 30 June 2023.  
 Environmental and Social Shareholder Proposals are defined by ISS Proposal Class. The graph includes shareholder proposals assigned the E, S, or E&S ISS Proposal Class.

Our approach to voting on E&S shareholder proposals has remained consistent, although we have also noted a decline in our support for such proposals both in North America and globally, as reflected in Figures 3 & 4 below. We will vote against shareholder proposals that we believe are immaterial, overly prescriptive or would not further our disclosure or oversight expectations.

Figure 3  
**North America — Voting on E&S Shareholder Proposals**

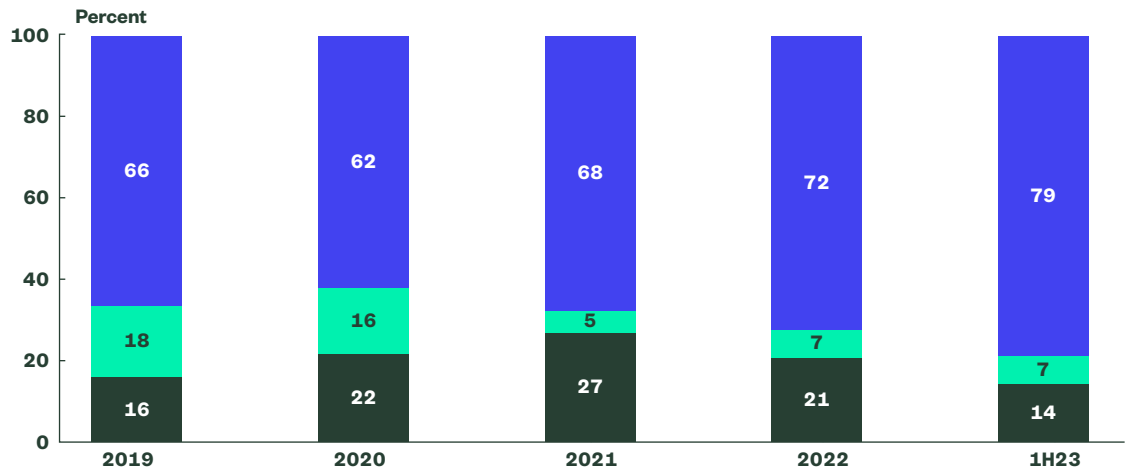
■ For  
 ■ Abstain  
 ■ Against & Withhold



Source: State Street Global Advisors, as of 30 June 2023.  
 E&S Shareholder Proposals are defined by ISS Proposal Class. The graph includes shareholder proposals assigned the E, S, or E&S ISS Proposal Class.

Figure 4  
**Global — Voting on  
 E&S Shareholder  
 Proposals**

■ For  
 ■ Abstain  
 ■ Against & Withhold



Source: State Street Global Advisors, as of 30 June 2023.  
 E&S Shareholder Proposals are defined by ISS Proposal Class. The graph includes shareholder proposals assigned the E, S, or E&S ISS Proposal Class.

We will continue to take a consistent approach to analyzing shareholder proposals, as outlined in our [“Global Proxy Voting and Engagement Guidelines for Environmental and Social Factors,”](#) and we will also continue to use our director vote where appropriate. The following sections provide more information on how we balance these proxy voting tools with engagement, that we believe protects and enhances the long-term economic value of our clients’ assets.

# 2023 Proxy Season Spotlight: Climate-related Voting and Engagement

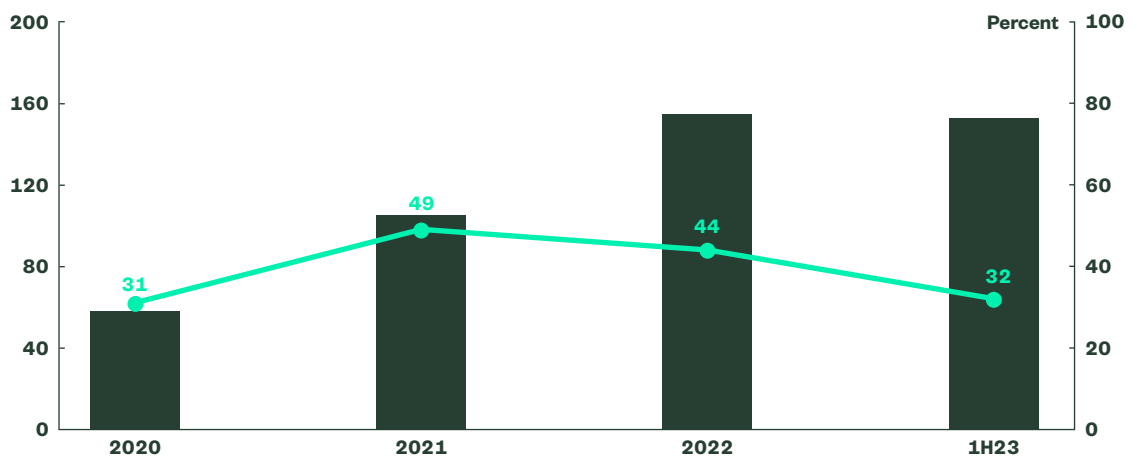
At State Street Global Advisors, we believe that managing climate-related risks and opportunities may be a key element in maximizing long-term value for our clients. As such, climate risk management has been a core stewardship priority for nearly a decade. As the proxy voting landscape continues to evolve, we strive to maintain a consistent, thoughtful approach to climate stewardship through our engagement, voting, and thought leadership activities.

## Climate-related Proposals

We believe it is important to encourage the companies we invest in on behalf of our clients to consider material long-term risks and opportunities that can impact value creation and financial performance. We assess a range of material risk drivers, including those relating to ESG factors, and seek to understand how companies address these risks and maintain sound governance and oversight practices. We voted in favor of 32% of climate-related proposals in 1H23.<sup>3</sup> As shown in Figure 5, our support for climate-related proposals decreased over the last two years. The decline in our support is attributed to several factors. There has been an increase in the number of climate-related proposals; for example, we voted on 153 climate-related proposals in 1H23, compared to 131 in 1H22. With this increase, the proposal topics, nature of proposals filed, and targeting of proposals have all evolved. At the same time, there has been a continued improvement in the quality of climate-related disclosures from companies.

Figure 5  
**Support for Climate-related Proposals**

■ No. Proposals  
■ % Supported by State Street Global Advisors



Source: State Street Global Advisors, as of 30 June 2023.  
Climate-related proposals as defined by SSGA using ISS proposal code categorization. This includes shareholder proposals categorized as climate, as well as management "Say on Climate" proposals between January 1, 2020–June 30, 2023.

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In recent years, there has been an evolution of proposals that use increasingly prescriptive language. Proposal language has moved from disclosure-focused to requesting changes to corporate practices or policies. For example, there has been an increase in proposals calling for the phasing out of a product or business line within a defined timeframe, increasing or decreasing investment in certain products, and decommissioning assets, which we generally do not support. We voted on over 30 proposals we deemed to be requesting operational changes in 1H23 and did not vote in favor of any. Proposal language has also become more complex, requesting disclosure on multiple topics or requesting a target or policy in line with certain parameters which offer less flexibility for companies.

In 2023, there was also continuation of proposals filed with companies where disclosures have improved. Proposals of the same climate topics were refiled with the same companies year over year, despite many companies providing enhanced disclosure and responsiveness to our engagements. Where we viewed enhanced disclosures to be in line with State Street Global Advisors' expectations, we did not support these proposals. Further, an increasing number of proposals this season targeted emerging topics that are not yet well defined or for which consistent market expectations or frameworks are not yet widely available.

Our philosophy and approach to voting climate-related proposals remains unchanged. The approach for voting on climate-related proposals is consistent with our [Global Proxy Voting and Engagement Guidelines for Environmental and Social Factors](#).

During the 2023 proxy season, we generally did not support climate-related proposals in which:

- The proposal requested specific disclosures which are not yet market practice or for which industry consensus, reporting frameworks and regulatory requirements have not yet been established.
- The requested disclosure was overly prescriptive in nature or not deemed decision-useful for investors.
- The company already provided sufficient disclosure in line with general market practice and our expectations.
- The company demonstrated progress over the past year on enhancing disclosure in line with our [Guidance on Climate-related Disclosures](#) and/or our [Guidance on Disclosure Expectations for Effective Climate Transition Plans](#) and committed to continued progress.

### **Climate-related Engagement**

We conducted over 95 climate-related engagements in 1H23. These included dialogues with boards, management, and other company representatives on managing climate-related risks and opportunities. Of these, 38 in-depth engagements were held with companies across sectors in our portfolio, including high emitters, to discuss their climate strategies and share feedback on improving disclosure in line with our [Guidance on Disclosure Expectations for Effective Climate Transition Plans](#). We encourage companies in carbon-intensive industries<sup>4</sup> to develop climate transition plans that take into account the risks and opportunities associated with a transition to a lower carbon economy.

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This guidance provides transparency on the core criteria we expect companies to address in their related disclosures. As we continue to develop our climate stewardship efforts, we seek to enhance our engagement with companies in carbon-intensive industries and encourage disclosure in line with our guidance.

### **Climate-related Director Votes**

We have a longstanding commitment to enhance decision-useful disclosure around this topic and have encouraged our portfolio companies to report in line with the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD) since we first endorsed the framework in 2017. In 2022, we began taking voting action against directors of companies in the S&P 500, S&P/TSX Composite, FTSE 350, STOXX 600 and ASX 100 indices where the companies fail to provide sufficient disclosure regarding climate-related risks and opportunities in accordance with TCFD. In 2023, we expanded the universe of companies subject to this voting guideline to include major indices in Japan, Singapore, and Hong Kong. We voted against directors at over 100 companies in 1H23 for lack of sufficient climate-related disclosure or oversight.

In addition, as stated in our Guidance on Disclosure on Expectations for Effective Climate Transition Plans, we may consider taking voting action against directors of a company in a relevant sector<sup>5</sup> if those directors fail to implement and communicate effective oversight of climate transition risks applicable to that company, and fail to demonstrate responsiveness to us and sufficient disclosure following engagement.

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# 2023 Proxy Season Spotlight: Social-related Voting and Engagement

## Driving Diversity Through Director Votes

State Street Global Advisors has had a longstanding focus on the value derived from diversity, equity, and inclusion. As such, we have used our proxy votes to hold directors accountable for diverse board composition, as well as disclosure of workforce and board diversity data. A few highlights of the impact of our policies include:

- In 1H23, we implemented an enhanced gender diversity voting policy, reflecting an expectation that boards in major indices in the US, Canada, Europe, and Australia be composed of at least 30% women directors. Our global gender diversity policy was one of the major reasons for votes against directors in the 2023 proxy season.
- When we announced our voting policy encouraging companies in the S&P 500 to disclose their EEO-1 reports in January 2021, only 50 companies in the index disclosed this data, according to [DiversIQ](#). Now, after two proxy seasons of implementing our relevant voting policy, over 450 companies<sup>6</sup> disclose such data. Moreover, at the beginning of 2021, according to [JustCapital](#), 68%<sup>7</sup> of companies in the Russell 1000 had no disclosure related to the racial and ethnic composition of their workforces. As of September 2022, 28% of companies in the index had no disclosure.<sup>8</sup>

## Shareholder Proposals: Social Impacts of Technology

We continue to see a significant number of shareholder proposals related to the social impacts of technology, as this is an area of emerging importance for companies and investors. To refine our perspective on this topic, we conducted a series of engagements in 2022 on the human rights impacts of emerging technologies. We recognized the importance of company disclosures on board oversight of relevant risks and opportunities, risk assessment, stakeholder engagement, grievance and remedy mechanisms, and policies related to data collection and use. We discussed these areas with companies targeted by relevant proposals, resulting in useful conversations that informed our votes on a case-by-case basis. Several proposals were too prescriptive, such as requesting specific policies, although we supported some proposals that asked for enhanced disclosures. We will continue to engage with companies on this important topic, especially given the potential risks and opportunities associated with Generative AI.

## Shareholder Proposals: Freedom of Association

We saw a number of proposals this season in the US market related to a company's respect for its employees' right to unionize. Given the [increase](#) in union elections and activity in 2022, and the increasing salience of human capital management amidst shifting labor market dynamics, we expect to continue to see an uptick in shareholder proposals related to this topic. Most of the proposals filed were too prescriptive, asking companies to adopt particular policies related to freedom of association. We did not support those proposals, although we abstained in some instances where we felt the company could enhance related disclosure and oversight. We did support some proposals requesting increased disclosures related to the topic. In every instance, we engaged companies in an effort to understand their approaches to managing risks related to worker organization, including employee voice mechanism and board oversight.



# Japan Proxy Season

In past years, the Financial Services Agency (“FSA”) and the Tokyo Stock Exchange (“TSE”) introduced a series of corporate governance reforms aimed at promoting the sustainable growth of listed companies and their increase in medium- to long-term corporate value.<sup>9</sup> The revisions to the Japan Corporate Governance Codes (“CGC”) in 2021 includes increased expectations around board independence, cross-shareholdings, and the consideration of cost of capital and profitability for the enhancement of corporate value.

These developments coincided with the upcoming amendments to the TSE listing structure, which introduced a series of measures around the reorganization of TSE market categories and prioritized criteria around liquidity, corporate governance in alignment with the CGC, and sustainable growth through dialogue with investors.<sup>10</sup> In March 2023, the TSE followed up with a request for companies to become more conscious of their cost of capital and stock price, as well as implement actions to improve their price-to-book value ratios.<sup>11</sup>

At State Street Global Advisors, we believe that our portfolio companies must have effective oversight and governance to ensure they consider such risks and opportunities and integrate these into their strategy and management. We believe the key to long-term value creation is an effective and independent board, which is able to oversee sound risk management, including the oversight of issues that are financially material to that company, such as effective capital allocation decisions related to long-term strategy. Therefore, we were supportive of the ongoing reforms to the CGC and continue to review our stewardship approach to ensure it remain effective given evolving market expectations. The following breakout box summarizes our key proxy voting policy changes for the Japanese market that resulted from our stewardship review.

Updated Proxy Voting Policies for the Japanese Market	
Cross-Shareholdings Voting Policy	
2022 Policy	2023 Policy
<b>TOPIX 500</b>  No current voting policy and no defined numerical threshold with regards to cross-shareholdings of portfolio companies in Japan	<b>TOPIX 500</b>  May vote AGAINST the Board Leader at companies where the cross-shareholdings (strategic listed shares) held by the company exceeds 30% or more of the company’s net assets as in the securities report disclosed in the previous fiscal year
Board Independence	
2022 Policy	2023 Policy
<b>TOPIX 500</b>  May vote AGAINST the board leader responsible for the director nomination process if the board does not have at least three independent directors OR is at least one-third independent, whichever requires fewer independent directors	<b>TOPIX 500</b>  May vote AGAINST the board leader responsible for the director nomination process if the board does not have at least three independent directors AND is not at least one-third independent
<b>Non-TOPIX 500</b>  May vote AGAINST the board leader responsible for the director nomination process if the board does not have at least two independent directors at companies with a statutory auditor structure or a hybrid structure	<b>Non-TOPIX 500</b>  May vote AGAINST the board leader responsible for the director nomination process if the board does not have at least two independent directors

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## Capital Efficiency

“Cross-Shareholdings” is a long-standing feature of the balance sheets of many Japanese companies, but, in our view, can be detrimental for corporate governance practices and ultimately shareholder value.

In late 2022, we developed a focused engagement campaign to engage with companies where we have systematically identified substantial exposures to cross-shareholding risks. The purpose of our campaign was to better understand the companies’ rationale for maintaining or reducing these holdings over the long-term, as well as to seek feedback on our proposed approach to update our proxy voting policy.

As an outcome of our campaign, we are of the view that:

- Most companies are acknowledging and addressing their exposure risks to cross-shareholdings, including unwinding those positions and providing disclosure to investors on cross-shareholdings reduction targets.
- Where cross-shareholding exposure is material relative to a company’s balance sheet, the exposure could impact a company’s ability to effectively and efficiently deploy capital.
- The reduction of material cross-shareholding exposure is in alignment with the promotion of shareholder value creation, efficient capital allocation, and in consideration of the protection of minority shareholder interests which is essential to good corporate governance.
- Investors would be better placed to efficiently allocate capital to listed entities separately especially where such exposures align with their own investment objectives.

The insights from our engagement campaign informed our 2023 proxy voting policy marking our first formal expectation of a numerical cross-shareholdings threshold for investee companies.

State Street Global Advisors may vote against the board leader at those TOPIX 500 companies where the cross-shareholdings (strategic listed shares) held by a company exceed 30% of the company’s net assets (as in the securities report disclosed for the previous fiscal year). We may waive the guideline if a company engages with State Street Global Advisors and provides a specific, timebound, and publicly available plan for reducing its exposure to cross-shareholdings to less than 30% by 2025 or by 50% of the current level by 2025.<sup>12</sup>

As a result, in the 2023 proxy season we voted against 14 companies.

We look forward to continued engagements with companies on this topic. Furthermore, as part of our stewardship priorities focusing on effective board leadership, we will continue engaging with Japanese companies on the board’s oversight of capital allocation decisions, and how companies are effectively allocating capital in alignment with long-term shareholder value creation.

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## **Board Independence**

In principle, we believe independent directors are crucial to robust corporate governance and help management establish sound corporate governance policies and practices. In our view, an independent board will most effectively monitor management and perform oversight functions that are necessary to protect shareholder interests.

In line with the recommendations of the Japan Corporate Governance Code, we have updated our Proxy Voting Guidelines<sup>13</sup> to vote against the board leader responsible for the director nomination process at TOPIX 500 companies if the board does not have at least three independent directors and is not at least one-third independent. For non-TOPIX 500 companies, we may vote against the board leader responsible for the director nomination process if the board does not have at least two independent directors.

In the Japan 2023 proxy season, we voted against 246 companies for overall board independence concerns. In comparison, in 1H22 we voted against 79 companies.

## **Independent Directors**

As Japanese boards become increasingly independent, we expect more engagements with these independent directors. In these engagements, we look to understand the impact of their outside voice on board discussions and oversight, ensuring management remains focused on the company's long-term goals.

The benefits of this increased independent director access in Japan — for both the board and shareholders — are demonstrated in our engagement highlight below, featuring our discussions with independent directors from Fujifilm Holdings Corp.

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# Europe and UK Proxy Season

## Executive Remuneration

### United Kingdom

In the United Kingdom (UK), executive remuneration policies must be submitted to a shareholder vote every three years, and companies often take this opportunity to make changes to their policies. Given this cycle, we anticipated a significant number of amendments to companies' remuneration policies during the 2023 proxy season. In 4Q22, State Street Global Advisors' Asset Stewardship team conducted over 30 compensation-related engagements with chairs of Remuneration Committees of UK investee companies where executive remuneration policies were scheduled for investor vote during the 2023 proxy season, as outlined in greater detail in our [Stewardship Activity Report](#) for 4Q22.

Some UK companies appear to be actively addressing possible windfall gains on long-term incentive awards granted in 2020. Following significant share price declines in the wake of the pandemic outbreak, companies granted a greater number of shares as part of long-term incentive plans (LTIPs). These granted shares will vest in 2023, and the quantum may be much higher than in previous years. In line with expectations of the UK Investment Association, we expect remuneration committees to exercise discretion on vesting outcomes where share prices have recovered to avoid windfall gains.

Another trend we observed is that UK companies are increasingly comparing the quantum of their CEO pay to US peers, citing retention concerns as a key reason. Some such companies proposed pay increases but did not appear to take the broader shareholder perspective into consideration; rather, they justified the increased pay for retention purposes. Such decisions risk creating a wider gap between executive pay and company performance. In our view, pay should be aligned with performance. As such, we are less likely to vote in favor of an increase in pay quantum when performance is lagging.

### France

We have observed that post-mandate vesting of an ongoing LTIP without any pro-rata temporis<sup>14</sup> is being increasingly used by French companies, including CAC 40 companies. This is most common when a company separates the roles of Chair and CEO, and the former Chair/CEO leaves the CEO position to become the non-executive Chair. The Chair may then continue to receive performance-based pay, while company performance is driven by a new CEO. In our view, and in line with best practice, this is a clear conflict of interest, as any vesting of LTIP awards should be pro-rated to the time served in the role to which these incentives are awarded. During the 2023 proxy season, we engaged with several French companies on this topic and communicated our observations on best practices in this area.

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## Germany and Austria

This past proxy season, severance pay was a contentious topic across the continent, primarily due to the excessive quantum of severance payments. Notable examples include cases in Germany, where severance pay was in line with the recommendations of the German Corporate Governance Code (i.e., two years' pay), but the quantum did not align with company performance or shareholder experience. In Germany and Austria, which have the two-tier board structure, we observed cases of the outgoing CEO receiving severance pay despite immediately transitioning to a non-executive director role on the supervisory board.

## Italy and Spain

We are encouraged by improved disclosures and/or practices of severance pay packages in the Italian and Spanish markets. In these two markets, executives are entitled to a statutory severance payment, which is due to all employees upon termination of their employment relationship, regardless of the cause for termination. In addition, companies occasionally provide high-level executives with additional severance payments, usually in cases of termination without cause, which often leads to excessive severance pay outs. We have had multiple engagements on this topic, with both Spanish and Italian companies, and communicated our preference for severance pay not to exceed two times the annual base salary, which is in line with European market practice. Companies have been responsive to our concerns by improving both the disclosure on this topic and the quality of discussions during engagement. This has allowed us to better understand severance pay structures in Italy and Spain, and has led to fewer votes against remuneration reports and/or severance pay proposals.

## Virtual/Hybrid Shareholder Meetings

As much of the interim legislation on virtual shareholder meetings put in place after the outbreak of the pandemic has expired, legislators across Europe either have passed or are in the process of passing legislation that would permanently allow for virtual and/or hybrid shareholder meetings. Consequently, proposals to allow for either a permanent authorization (most common) or a time-limited authorization to hold shareholder meetings through the virtual/hybrid model were very common at German, Swiss, and Finnish companies. We also observed some related proposals in the Netherlands, Austria, and the UK.

While we are encouraged by the success of virtual and hybrid shareholder meetings, companies and shareholders must remain vigilant in continuing to improve virtual shareholder meeting practices. We will generally support proposals that grant boards the right to hold shareholder meetings in a virtual or hybrid format as long as companies uphold the following best practices:

- Afford virtual attendee shareholders the same rights as would normally be granted to in-person attendee shareholders,
- Commit to time-bound renewal (five years or less) of meeting format authorization by shareholders,
- Provide a written record of all questions posed during the meeting, and
- Comply with local market laws and regulations relating to virtual and hybrid shareholder meeting practices.

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Our support for these proposals differed across the EMEA region. Germany and Austria were the only markets in Europe where proposals included a time-limited authorization to hold virtual and/or hybrid meetings. German and a limited number of Austrian companies also fulfilled our remaining expectations. Therefore, we supported the vast majority of proposals in these two markets. In Switzerland, Finland, the Netherlands, and the UK, there was a general lack of commitment to time-bound renewal of the meeting format authorization by shareholders, which was the main reason behind our opposition to such proposals.

Actual practices in terms of the meeting format also differed. While German companies generally opted for virtual-only shareholder meetings, most Swiss companies have returned to the in-person model. The Italian legislature extended the related interim law into 2023, and many Italian companies opted for virtual-only meetings.

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# Conflicts of Interest

Potential conflicts of interest may arise in our role as fiduciaries. State Street Global Advisors has implemented processes designed to prevent undue influence on our voting and engagement activities that may arise from relationships between proxy issuers or companies and State Street Global Advisors and its affiliates and subsidiaries. For example, State Street Global Advisors assigns sole responsibility for the implementation of proxy voting guidelines to members of its Asset Stewardship team, a team that is independent from other functions within the organization, such as sales and marketing, investment, and client-facing teams. Proxy voting is undertaken in accordance with our proxy voting policy, which is overseen by the ESG Committee and reviewed at least annually. Voting in a manner consistent with our proxy voting policy helps mitigate potential conflicts of interest, as our proxy voting policy is determined without reference to any specific entity or relationship.

Typical conflicts of interest that we manage and the protocols designed to help mitigate potential conflicts of interest are summarized in [Managing Conflicts of Interest Arising From State Street Global Advisors Proxy Voting and Engagement Activity Guidelines](#) (the “Conflicts Guidelines”). The Conflicts Guidelines are designed to act in conjunction with related policies and processes employed by other groups within our organization and complement those policies and processes by providing information about managing conflicts of interests that may arise through our proxy voting and engagement activities.

Examples of how we managed specific conflicts of interest during the reporting period include:

- Outsourced voting decisions relating to shareholder meetings of State Street Corporation and the company, of which State Street Corporation’s CEO serves as a non-executive board member, to an independent third-party fiduciary.
- Outsourced voting decisions relating to shareholder meetings of the companies of which State Street Global Advisors’ former CEO serves as a non-executive board member, to an independent third-party company.
- Required recusal of an employee from participating in voting and engagement activities with a specific issuer due to a personal relationship.

# Engagement Highlights: Environmental

<b>Company</b>	Cboe Global Markets, Inc.
<b>Geography and Industry</b>	United States SICS Sector: Financials SICS Industry: Security and Commodity Exchanges
<b>Key Topics</b>	Sustainability-Related Disclosure Practices
<b>Asset Class</b>	Equity
<b>Key Resolutions</b>	Director Elections
<b>Background</b>	Since 2019, we have annually identified portfolio companies that we believe could strengthen their sustainability-related disclosure practices relative to our disclosure expectations.
<b>Activity</b>	<p>In February 2023, we reached out to over forty of our portfolio companies globally — including Cboe — to understand their perspective and learn if they have plans to elevate their disclosure practices moving forward.</p> <p>Our outreach resulted in an engagement with several members of Cboe's leadership team who have direct oversight of the risk and sustainability-related disclosure functions. In our discussion, we learned about Cboe's process over the last year to create and monitor enterprise-level risk factors which cover financially material ESG-related issues, as reflected in the ESG Materiality Matrix in the company's 2022 ESG Report.</p> <p>Additionally, Cboe outlined its continued ambitions to disclose its climate-related emissions profile in a TCFD-aligned format, with plans to disclose its Scope 3 emissions, coupled with its existing Scope 1 and Scope 2 disclosures. We also learned of the board's role in overseeing these disclosure exercises, and ensuring that financially material findings are addressed by management.</p>
<b>Outcome</b>	<p>Due to Cboe's commitment and demonstrated progress towards elevated disclosure practices, and our ongoing engagement, we supported the company's senior independent board leader at the 2023 AGM.</p> <p>We commend the board's efforts, look forward to our continued engagement, and seek to learn more about how financially material sustainability issues are incorporated in the company's long-term strategy.</p>

<b>Company</b>	Russel Metals
<b>Geography and Industry</b>	United States SICS Sector: Extractives & Minerals Processing SICS Industry: Iron and Steel Producers
<b>Key Topics</b>	Climate risk management
<b>Asset Class</b>	Equity
<b>Key Resolutions</b>	Director Elections
<b>Background</b>	In 2022, State Street Global Advisors began taking voting action against directors at companies that fail to provide sufficient disclosure on climate-related risks and opportunities in accordance with the TCFD framework.
<b>Activity</b>	We engaged with Russel Metals ahead of the 2022 AGM to discuss the company's climate disclosure. We shared feedback on opportunities to enhance disclosure in line with our expectations and withheld support from an independent director in 2022 for lack of sufficient disclosure in line with the TCFD framework.
<b>Outcome</b>	In April 2023, the company published its 2022 Sustainability Report, which includes enhanced disclosure on climate-related governance and oversight, as well as on the company's strategy to reduce Scope 1 and 2 GHG emissions within its metals distribution business. We supported all board members at the company this year given the company's improved TCFD-related disclosure.



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# Engagement Highlights: Social

<b>Company</b>	Rio Tinto Plc
<b>Geography and Industry</b>	United Kingdom Metals and Mining
<b>Key Topics</b>	Stewardship Priorities — Diversity, Equity, and Inclusion
<b>Asset Class</b>	Equity
<b>Key Resolutions</b>	Director Elections
<b>Background</b>	In March 2021 we introduced a proxy voting policy where we may vote against the Chair of the Nominating & Governance Committee at companies in the S&P 500 and FTSE 100 that do not disclose, at minimum, the gender, racial and ethnic composition of their boards. Prior to voting Rio Tinto Plc's 2022 AGM, we determined that the company — which is a FTSE 100 constituent — did not disclose the gender, racial, and ethnic composition of its board. As a result, we voted against the Chair of the Nominating & Governance Committee at Rio Tinto.
<b>Activity</b>	We engaged with members of management to communicate our disclosure expectations. During the engagement, the company committed to updating related disclosures in its annual report for 2022 and subsequently confirmed this change to us in a written response. Due to the company's verbal and written commitments to provide enhanced board composition disclosure, we waived our policy to vote against the re-election of the chair of Rio Tinto's nominating committee at the 2022 AGM.
<b>Outcome</b>	Leading up to the company's 2023 annual meeting, we reviewed relevant materials, including the annual report for 2022. During our review, we confirmed that the company was responsive to our requests and enhanced their disclosure. As a result, we continued to support the chair of the nominating committee at the 2023 AGM.

# Engagement Highlights: Governance

<b>Company</b>	FUJIFILM Holdings Corp.
<b>Geography and Industry</b>	Japan SICS Sector: Technology & Communications SICS Industry: Hardware
<b>Key Topics</b>	Board Effectiveness, Board Independence
<b>Asset Class</b>	Equity
<b>Key Resolutions</b>	Director Elections
<b>Background</b>	Since 2020, we have annually identified companies who we believe could strengthen their governance practices relative to relevant country-level corporate governance codes. Since most governance codes are implemented on a comply-or-explain basis, we request engagements with these companies to better understand their perspective, and plans for change moving forward.
<b>Activity</b>	<p>In February 2023, we reached out to over forty of our portfolio companies globally — including Fujifilm — to better understand their plans and progress in strengthening their practices relative to investors' governance expectations and local governance code.</p> <p>Our outreach resulted in a first-time engagement with an independent director of the company. As we have <u>long believed</u>, as Japanese boards become more independent, we expect an increased opportunity to engage with independent directors in order to understand the impact of their outside voice on board discussions and oversight.</p> <p>In our engagement, we learned of the board's refreshed focus on the annual board effectiveness evaluation process, including a revamped director skills matrix, succession planning oversight, and executive sessions and site visits consisting solely of independent directors, a first for the company.</p>
<b>Outcome</b>	<p>Due to Fujifilm's efforts and our ongoing engagement, we supported the election of all directors, and all management-proposed items at the company's 2023 AGM.</p> <p>We commend the board's efforts, and we look forward to continuing our productive dialogue with Fujifilm's independent directors. We appreciate their perspective on the benefits of these enhanced governance practices, including more impactful shareholder dialogue and meaningful integration of sustainability related risks and opportunities into the company's long-term strategy.</p>

<b>Company</b>	Obayashi Corp
<b>Geography and Industry</b>	Japan SICS Sector: Infrastructure SICS Industry: Engineering and Construction Services
<b>Key Topics</b>	Board Oversight, Capital Allocation, Cross-Shareholdings
<b>Asset Class</b>	Equity
<b>Key Resolutions</b>	Director Elections
<b>Background</b>	<p>Many Japanese companies make strategic investments in other companies via “Cross-Shareholdings”. These companies often defend the practice as the best use of capital or as an opportunity to strengthen business relationships with other companies, but, in our view, cross-shareholdings can be detrimental for corporate governance practices and ultimately shareholder value.</p> <p>Consistent with this view, we may vote against the board leader at those TOPIX 500 companies where the cross-shareholdings (strategic listed shares) held by a company exceed 30 percent of the company’s net assets (as in the securities report disclosed for the previous fiscal year).</p>
<b>Activity</b>	<p>In November 2022, we reached out to over twenty of our portfolio companies globally — including Obayashi Corp — to understand their perspective and learn if they have plans to provide a specific, timebound and publicly available plan for reducing their exposure to cross-shareholdings.</p> <p>Our outreach was part of an annual cadence of engagement with the company’s leadership, and we appreciate this continued line of communication. In our discussion, we learned about the company’s Medium-Term Business Plan, which announced a commitment to bring the ratio of cross-shareholdings to less than 20% of the company’s consolidated net assets by March 2027. The company also explained that it intends to use the proceeds from sales of the cross-shareholdings to enhance corporate value, by investing in areas of the business that it believes will contribute to sustained medium and long-term growth.</p> <p>The company also provided an overview of the board and management’s oversight of this responsible wind-down process of cross-shareholdings over the next four years.</p>
<b>Outcome</b>	<p>Due to Obayashi’s specific, timebound, and publicly available plan for reducing its exposure to cross-shareholdings to less than 20% by 2027, we supported the company’s board leader at the 2023 AGM.</p> <p>We commend the board’s efforts, and we look forward to continued updates regarding progress on the Medium-Term Business plan and the board’s oversight of capital allocation decisions made with the proceeds of this sales process.</p>

# Companies Engaged — Equities

Company Name	Region	Environmental	Social	Governance
22nd Century Group, Inc.	North America			•
Abbott Laboratories	North America			•
AbbVie Inc.	North America		•	
Accelerate Diagnostics, Inc.	North America		•	•
Activision Blizzard, Inc.	North America			•
AGL Energy Limited	AUS & NZ			•
Agnico Eagle Mines Limited	North America			•
Agree Realty Corporation	North America		•	•
Air Lease Corporation	North America			•
Airtel Africa Plc	United Kingdom			•
Alarm.com Holdings, Inc.	North America		•	•
Alexandria Real Estate Equities, Inc.	North America		•	•
Align Technology, Inc.	North America	•	•	
Alkermes Plc	Europe			•
Alkermes Plc (Dissident shareholder: Sarissa Capital Management)	Europe			•
Allegiant Travel Company	North America		•	•
Allianz SE	Europe			•
Alpha Metallurgical Resources, Inc.	North America		•	
Alphabet Inc.	North America	•	•	
Alteryx, Inc.	North America			•
Altria Group, Inc.	North America		•	
Amazon.com, Inc.	North America	•	•	•
AMC Networks Inc.	North America			•
Ameren Corporation	North America	•	•	
American Airlines Group Inc.	North America	•	•	•
American Axle & Manufacturing Holdings, Inc.	North America		•	•
American Electric Power Company, Inc.	North America			•
American Express Company	North America		•	•
American International Group, Inc.	North America			•
American Water Works Company, Inc.	North America		•	
American Well Corporation	North America		•	•
Ameriprise Financial, Inc.	North America		•	
Amgen Inc.	North America		•	•
Amphenol Corporation	North America		•	•
Amyris, Inc.	North America			•
ANI Pharmaceuticals, Inc.	North America		•	•
Annaly Capital Management, Inc.	North America			•
Antero Midstream Corporation	North America		•	

Company Name	Region	Environmental	Social	Governance
APA Corporation	North America		•	•
APA Group	AUS & NZ	•		•
Applied Optoelectronics, Inc.	North America			•
Arbor Realty Trust, Inc.	North America		•	•
ArcBest Corporation	North America			•
Arista Networks, Inc.	North America		•	•
Aroundtown SA	Europe			•
Aston Martin Lagonda Global Holdings Plc	United Kingdom		•	•
AT&T Inc.	North America		•	•
Atlas Arteria	AUS & NZ			•
Atos SE	Europe			•
AvalonBay Communities, Inc.	North America		•	•
Avient Corporation	North America		•	
Axalta Coating Systems Ltd.	North America		•	•
Balchem Corporation	North America		•	•
Bank of America Corporation	North America	•		•
Bath & Body Works, Inc.	North America		•	•
Bayerische Motoren Werke AG	Europe			•
BioCryst Pharmaceuticals, Inc.	North America			•
Biogen Inc.	North America		•	•
Bloom Energy Corp.	North America		•	•
BNP Paribas SA	Europe	•	•	•
BorgWarner Inc.	North America	•		•
BP Plc	United Kingdom	•		•
Brenntag SE	Europe			•
Brenntag SE (Dissident shareholder: Primestone Capital)	Europe			•
Brookline Bancorp, Inc.	North America		•	•
Builders FirstSource, Inc.	North America	•		
C.H. Robinson Worldwide, Inc.	North America		•	
Cadence Bank	North America			•
Caesars Entertainment, Inc.	North America			•
California Water Service Group	North America	•		
Calix, Inc.	North America			•
Cano Health, Inc.	North America			•
Cano Health, Inc. (Dissident shareholder: Intandem Capital Partners LLC)	North America			•
Capital One Financial Corporation	North America		•	•
CarMax, Inc.	North America		•	•
Carnival Corporation	North America		•	•
Caterpillar Inc.	North America	•	•	•
CBRE Group, Inc.	North America		•	•

Company Name	Region	Environmental	Social	Governance
Centrus Energy Corp.	North America		•	•
CF Industries Holdings, Inc.	North America		•	
Cheniere Energy, Inc.	North America	•	•	•
Chevron Corporation	North America	•	•	•
Chipotle Mexican Grill, Inc.	North America		•	•
Choice Hotels International, Inc.	North America			•
Chubb Limited	North America	•	•	
Cincinnati Financial Corporation	North America		•	•
Cinemark Holdings, Inc.	North America		•	•
Citigroup Inc.	North America	•	•	•
Citizens Financial Group Inc.	North America		•	
Clarkson Plc	United Kingdom			•
CME Group Inc.	North America	•	•	•
CNO Financial Group, Inc.	North America		•	•
CNX Resources Corporation	North America	•	•	•
Cogent Biosciences, Inc.	North America		•	•
Cognizant Technology Solutions Corporation	North America		•	•
Cohu, Inc.	North America		•	•
Comcast Corporation	North America	•	•	•
Community Bank System, Inc.	North America			•
Compass Diversified Holdings	North America		•	•
ConnectOne Bancorp, Inc.	North America		•	•
ConocoPhillips	North America	•	•	•
Corcept Therapeutics Incorporated	North America		•	•
Coterra Energy Inc.	North America	•	•	
Coursera, Inc.	North America			•
CSX Corporation	North America		•	•
CTS Corporation	North America		•	
Cummins Inc.	North America		•	•
Customers Bancorp, Inc.	North America		•	
Cutera, Inc.	North America			•
CVS Health Corporation	North America		•	•
Deciphera Pharmaceuticals, Inc.	North America		•	
Delta Air Lines, Inc.	North America	•	•	•
Deutsche Lufthansa AG	Europe			•
DexCom, Inc.	North America		•	•
Digital Realty Trust, Inc.	North America		•	•
Dime Community Bancshares, Inc.	North America		•	•
Diversified Healthcare Trust	North America		•	•
DMC Global Inc.	North America		•	•
Dollar Tree, Inc.	North America		•	•

Company Name	Region	Environmental	Social	Governance
Dominion Energy, Inc.	North America		•	•
Domino's Pizza Group Plc	United Kingdom			•
Douglas Emmett, Inc.	North America		•	•
Dover Corporation	North America		•	
Dow Inc.	North America	•		•
Duke Energy Corporation	North America	•		
Eagle Pharmaceuticals, Inc.	North America		•	•
Ecolab Inc.	North America			•
Ecovyst Inc.	North America		•	•
Elanco Animal Health Incorporated	North America		•	•
Electric Power Development Co., Ltd.	Japan	•		
Eli Lilly and Company	North America			•
Empire State Realty Trust, Inc.	North America		•	
Enbridge Inc.	North America	•		
Enel SpA (Dissident shareholder: Covalis)	Europe			•
Enphase Energy, Inc.	North America		•	
Entravision Communications Corporation	North America		•	•
Envestnet, Inc.	North America			•
Equifax Inc.	North America			•
Equinix, Inc.	North America		•	
EssilorLuxottica SA	Europe			•
Everbridge, Inc.	North America		•	•
Expedia Group, Inc.	North America		•	•
Expeditors International of Washington, Inc.	North America		•	
Exxon Mobil Corporation	North America	•	•	•
Fastenal Company	North America		•	
Fastly, Inc.	North America			•
Financial Institutions, Inc.	North America		•	
First Foundation Inc.	North America			•
First Foundation Inc. (Dissident shareholder: Driver Management Company LLC)	North America			•
FirstEnergy Corporation	North America	•		•
Fiserv, Inc.	North America		•	•
Five Star Bancorp	North America		•	
Five9, Inc.	North America		•	•
FLEETCOR Technologies, Inc.	North America	•	•	•
Flowserve Corporation	North America		•	•
Flushing Financial Corporation	North America		•	•
FMC Corporation	North America	•	•	

Company Name	Region	Environmental	Social	Governance
Fortive Corporation	North America			•
Fresh Del Monte Produce Inc.	North America		•	•
Freshpet, Inc.	North America			•
Frontdoor, Inc.	North America		•	
fuboTV Inc.	North America		•	•
FUJIFILM Holdings Corp.	Japan			•
Garmin Ltd.	North America	•	•	
GATX Corporation	North America		•	•
General Dynamics Corporation	North America		•	
General Electric Company	North America	•		
Gentherm Incorporated	North America		•	
Glencore Plc	AUS & NZ	•		
Global Net Lease, Inc.	North America			•
Global Net Lease, Inc. (Dissident shareholder: Blackwells Capital)	North America			•
Global Payments Inc.	North America		•	•
Halliburton Company	North America		•	•
HCA Healthcare, Inc.	North America		•	
Hess Corporation	North America	•	•	•
Highwoods Properties, Inc.	North America		•	
Holcim Ltd.	North America	•		
Honeywell International Inc.	North America	•		
Horizon Bancorp, Inc.	North America			•
Howmet Aerospace Inc.	North America			•
HSBC Holdings Plc	United Kingdom			•
HSBC Holdings Plc (Shareholder proposal proponent: Ken Lui)	United Kingdom			•
Humana Inc.	North America		•	
Huntington Ingalls Industries, Inc.	North America	•	•	
Hyliion Holdings Corp.	North America		•	•
Ichigo Office REIT Investment Corp. (Dissident shareholder: Berkeley Global)	Japan			•
Illumina, Inc.	North America			•
Illumina, Inc. (Dissident shareholder: Icahn Capital Enterprises LP)	North America			•
Industrial Logistics Properties Trust	North America		•	•
Ingersoll Rand Inc.	North America		•	•
Innovative Industrial Properties, Inc.	North America		•	•
Inogen, Inc.	North America			•
Intel Corporation	North America		•	•
International Business Machines Corporation	North America		•	



Company Name	Region	Environmental	Social	Governance
International Flavors & Fragrances Inc.	North America		•	
Invitae Corporation	North America			•
Invitation Homes, Inc.	North America	•		•
Jefferies Financial Group Inc.	North America			•
JetBlue Airways Corporation	North America		•	•
Johnson & Johnson	North America		•	•
JPMorgan Chase & Co.	North America	•		•
Kaiser Aluminum Corporation	North America		•	•
Karyopharm Therapeutics Inc.	North America		•	
Kennedy-Wilson Holdings, Inc.	North America		•	•
Kilroy Realty Corporation	North America		•	•
Kinder Morgan, Inc.	North America		•	
Kingspan Group Plc (Shareholder advocate: SMART Union)	Europe		•	•
Kinsale Capital Group, Inc.	North America		•	
Knight-Swift Transportation Holdings Inc.	North America		•	
Koninklijke DSM NV	Europe			•
Koninklijke Philips NV	Europe		•	•
Kratos Defense & Security Solutions, Inc.	North America			•
Kyocera Corp.	Japan			•
L3Harris Technologies, Inc.	North America		•	•
Laboratory Corporation of America Holdings	North America		•	•
Las Vegas Sands Corp.	North America		•	•
Lazard Ltd	North America		•	•
Leggett & Platt, Incorporated	North America		•	
Leidos Holdings, Inc.	North America		•	
LL Flooring Holdings, Inc.	North America		•	
Lockheed Martin Corporation	North America	•	•	
M&T Bank Corporation	North America		•	•
M.D.C. Holdings, Inc.	North America			•
Marathon Petroleum Corporation	North America	•		
Marin Software Incorporated	North America			•
Marriott International, Inc.	North America		•	•
Marsh & McLennan Companies, Inc.	North America		•	•
Martin Marietta Materials, Inc.	North America	•		
Masimo Corporation	North America			•
Masimo Corporation (Dissident shareholder: Politan Capital Management)	North America			•
Mastercard Incorporated	North America		•	
MaxCyte, Inc.	North America		•	•
McDonald's Corporation	North America	•	•	

Company Name	Region	Environmental	Social	Governance
McDonald's Corporation (Shareholder proposal proponent: H.E.S.T. Australia Ltd)	North America		•	
Melrose Industries Plc	United Kingdom			•
Merck & Co., Inc.	North America			•
Meritage Homes Corporation	North America		•	•
Mersana Therapeutics, Inc.	North America			•
Meta Platforms, Inc.	North America		•	
Middleby Corporation	North America		•	•
MiMedx Group, Inc.	North America		•	
Minerals Technologies Inc.	North America		•	•
Mitsubishi Corp.	Japan	•		
Mitsubishi Estate Co., Ltd.	Japan			•
Mitsubishi UFJ Financial Group, Inc.	Japan	•		•
Mizuho Financial Group, Inc.	Japan	•		•
Moelis & Company	North America		•	•
Mondelez International, Inc.	North America	•	•	•
Monolithic Power Systems, Inc.	North America		•	•
Montrose Environmental Group, Inc.	North America		•	•
Morgan Stanley	North America	•	•	•
Morningstar, Inc.	North America		•	•
Motorola Solutions, Inc.	North America		•	•
MP Materials Corp.	North America		•	•
National Bank Holdings Corporation	North America		•	
NetSTREIT Corp.	North America			•
New York Community Bancorp, Inc.	North America	•	•	•
Nexstar Media Group, Inc.	North America		•	•
NextEra Energy, Inc.	North America		•	•
nLIGHT, Inc.	North America		•	•
Norfolk Southern Corporation	North America		•	•
Northern Trust Corporation	North America		•	
Northrop Grumman Corporation	North America		•	
Novartis AG	Europe		•	•
NVIDIA Corporation	North America	•	•	•
NVR, Inc.	North America	•	•	•
Ocugen, Inc.	North America			•
Office Properties Income Trust	North America			•
Old Republic International Corporation	North America		•	•
ON Semiconductor Corporation	North America		•	
OneMain Holdings, Inc.	North America		•	•
Open Lending Corporation	North America		•	•
Opendoor Technologies Inc.	North America		•	•

Company Name	Region	Environmental	Social	Governance
OraSure Technologies, Inc.	North America	•		•
O'Reilly Automotive, Inc.	North America			•
Origin Bancorp, Inc.	North America		•	•
PACCAR Inc	North America	•		•
PacWest Bancorp	North America			•
Park Hotels & Resorts Inc.	North America			•
Park National Corporation	North America		•	•
PayPal Holdings, Inc.	North America		•	
PBF Energy Inc.	North America		•	•
PDC Energy, Inc.	North America	•	•	•
Peabody Energy Corporation	North America		•	
PepsiCo, Inc.	North America	•	•	
Perdoceo Education Corporation	North America		•	
PerkinElmer, Inc.	North America			•
Pfizer Inc.	North America		•	
PGT Innovations, Inc.	North America			•
Phillips 66	North America	•		
Phreesia, Inc.	North America		•	•
Piedmont Lithium, Inc.	North America		•	•
Pitney Bowes Inc.	North America			•
Pitney Bowes Inc. (Dissident shareholder: Hestia Capital Management)	North America			•
PJT Partners Inc.	North America		•	
Plug Power Inc.	North America			•
Polaris Inc.	North America		•	
Postal Realty Trust, Inc.	North America		•	•
PPG Industries, Inc.	North America		•	•
Precision Drilling Corporation	North America		•	
Prologis, Inc.	North America		•	•
Provident Bancorp, Inc.	North America			•
PT Telkom Indonesia (Persero) Tbk	Rest of World			•
PulteGroup, Inc.	North America	•	•	•
Pure Storage, Inc.	North America			•
Quest Diagnostics Incorporated	North America		•	
Radiant Logistics, Inc.	North America		•	•
Range Resources Corporation	North America		•	
Raytheon Technologies Corporation	North America	•		
Redwood Trust, Inc.	North America			•
RenaissanceRe Holdings Ltd.	Rest of World	•	•	•
Repligen Corporation	North America		•	•
Ring Energy, Inc.	North America		•	•

Company Name	Region	Environmental	Social	Governance
RLI Corp.	North America		•	
Roper Technologies, Inc.	North America	•		
Royal Caribbean Cruises Ltd.	North America		•	•
Rush Enterprises, Inc.	North America		•	•
Ryman Hospitality Properties, Inc.	North America		•	
Sanofi	North America			•
Schneider Electric SE	North America			•
Schrodinger, Inc.	North America		•	•
SCOR SE	Europe			•
Sculptor Capital Management, Inc.	North America		•	•
Sembcorp Industries Ltd.	Rest of World	•		
Service Properties Trust	North America		•	•
ServisFirst Bancshares, Inc.	North America		•	
Seven & i Holdings Co., Ltd.	Japan			•
Seven & i Holdings Co., Ltd. (Dissident shareholder: Value Act Capital)	Japan			•
Silgan Holdings, Inc.	North America		•	•
SilverBow Resources, Inc.	North America		•	•
Singapore Airlines Limited	Rest of World	•		
Six Flags Entertainment Corporation	North America		•	•
Skyworks Solutions, Inc.	North America		•	•
SL Green Realty Corp.	North America			•
SoFi Technologies, Inc.	North America		•	•
Sotera Health Company	North America		•	
Southwestern Energy Company	North America	•	•	•
Sprouts Farmers Market, Inc.	North America		•	
SS&C Technologies Holdings, Inc.	North America		•	•
Starwood Property Trust, Inc.	North America		•	
Steel Dynamics, Inc.	North America		•	
Sturm, Ruger & Company, Inc.	North America		•	
Sumitomo Electric Industries Ltd.	Japan	•		
Sumitomo Mitsui Financial Group, Inc.	Japan	•	•	•
Synchrony Financial	North America		•	•
T. Rowe Price Group, Inc.	North America		•	•
Taiwan Semiconductor Manufacturing Co., Ltd.	Rest of World			•
Targa Resources Corp.	North America	•	•	
Teck Resources Limited	North America			•
Tellurian Inc.	North America		•	•
Tesla, Inc.	North America			•
Tesla, Inc. (Shareholder proposal proponent: SOC Investment Group)	North America			•

Company Name	Region	Environmental	Social	Governance
Texas Instruments Incorporated	North America		•	•
Texas Roadhouse, Inc.	North America	•		
The Bank of New York Mellon Corporation	North America		•	•
The Boeing Company	North America	•	•	
The Boston Beer Company, Inc.	North America		•	•
The Brink's Company	North America		•	
The Carlyle Group Inc.	North America		•	•
The Charles Schwab Corporation	North America		•	•
The Chefs' Warehouse, Inc.	North America		•	•
The Cigna Group	North America		•	•
The GEO Group, Inc.	North America		•	
The Goldman Sachs Group, Inc.	North America	•	•	•
The Goodyear Tire & Rubber Company	North America			•
The Hershey Company	North America		•	
The Home Depot, Inc.	North America	•	•	
The Kansai Electric Power Co., Inc.	Japan	•		•
The Kraft Heinz Company	North America	•	•	•
The Kroger Co.	North America	•	•	
The Manitowoc Company, Inc.	North America			•
The Mosaic Company	North America	•	•	•
The Necessity Retail REIT, Inc.	North America			•
The Necessity Retail REIT, Inc. (Dissident shareholder: Blackwells Capital)	North America			•
The Procter & Gamble Company	North America	•	•	•
The Southern Company	North America	•		•
The Timken Company	North America		•	•
The TJX Companies, Inc.	North America		•	
The Travelers Companies, Inc.	North America	•	•	
The Wendy's Company	North America		•	•
The Williams Companies, Inc.	North America		•	•
Theravance Biopharma, Inc.	North America			•
Thermo Fisher Scientific Inc.	North America		•	•
TotalEnergies SE	Europe	•		
Toyo Construction Co., Ltd.	Japan			•
Toyota Motor Corp.	Japan	•		
Trane Technologies Plc	North America		•	•
Tredegar Corporation	North America		•	•
TreeHouse Foods, Inc.	North America			•
Tronox Holdings Plc	North America		•	•
TrustCo Bank Corp NY	North America		•	•
Twilio Inc.	North America			•

Company Name	Region	Environmental	Social	Governance
U.S. Bancorp	North America	•	•	•
Uber Technologies, Inc.	North America		•	
UMB Financial Corporation	North America		•	•
Unilever Plc	United Kingdom			•
Union Pacific Corporation	North America		•	•
United Parcel Service, Inc.	North America	•	•	•
United Rentals, Inc.	North America		•	
Univar Solutions Inc.	North America		•	
Universal Display Corporation	North America			•
Universal Insurance Holdings, Inc.	North America		•	•
Upwork Inc.	North America			•
US Foods Holding Corp.	North America		•	•
Ventas Inc.	North America			•
Vericel Corporation	North America		•	•
Veris Residential, Inc.	North America			•
VeriSign, Inc.	North America	•	•	•
Verizon Communications Inc.	North America		•	•
Vertiv Holdings Co.	North America		•	•
VICI Properties Inc.	North America		•	
Virgin Galactic Holdings, Inc.	North America	•	•	•
Virtus Investment Partners, Inc.	North America		•	
Vornado Realty Trust	North America			•
W&T Offshore, Inc.	North America			•
W. R. Berkley Corporation	North America		•	•
Walmart Inc.	North America		•	•
Warner Bros. Discovery, Inc.	North America	•	•	•
Waters Corporation	North America		•	•
Wells Fargo & Company	North America	•	•	
Welltower Inc.	North America			•
West Pharmaceutical Services, Inc.	North America		•	
Westpac Banking Corp.	AUS & NZ	•		
Whole Earth Brands, Inc.	North America		•	•
WisdomTree, Inc.	North America			•
WisdomTree, Inc. (Dissident shareholder: Etf Securities)	North America			•
Woodside Energy Group Ltd.	AUS & NZ	•		•
World Fuel Services Corporation	North America		•	•
Wyndham Hotels & Resorts, Inc.	North America		•	

Company Name	Region	Environmental	Social	Governance
Wynn Resorts, Limited	North America			•
Xencor, Inc.	North America		•	•
XPO, Inc.	North America		•	•
Yum! Brands, Inc.	North America	•	•	
Zalando SE	Europe			•

Source: State Street Global Advisors Asset Stewardship Team as of 30 June 2023.

# Companies Engaged — Fixed Income

Company Name	Region	Environmental	Social	Governance
ABP Finance PLC	United Kingdom			•
Achmea Bank	Europe			•
Allied Properties Real Estate Investment Trust	North America			•
Aviva Plc	United Kingdom			•
AXA SA	Europe			•
Casino, Guichard-Perrachon SA	Europe			•
Central China Real Estate Limited	Rest of World			•
Diebold Nixdorf, Incorporated	North America			•
Digicel Group	Rest of World			•
EQT Corporation	North America	•	•	•
Fengate Asset Management	North America			•
Iceland Seafood International hf	Europe			•
Ligado Networks	North America			•
Nordic Aviation Capital	Europe			•
Northwestconnect Group	North America			•
Obrascon Huarte Lain SA	Europe	•		•
Puma Energy	Europe			•
SNC-Lavalin Group Inc.	North America			•
SPRINT CORPORATION	North America			•
UnitedHealth Group Incorporated	North America		•	•
Yamana Gold Inc.	North America			•

Source: State Street Global Advisors Asset Stewardship Team as of 30 June 2023.



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## Endnotes

- 1 Governance issues are defined by ISS Proposal Class.
- 2 E&S issues are defined by the E, S, or E & S ISS Proposal Class.
- 3 Climate-related proposals as defined by SSGA using ISS proposal code categorization. This includes shareholder proposals categorized as climate, as well as management “Say on Climate” proposals between January 1, 2023–June 30, 2023.
- 4 State Street Global Advisors defines carbon-intensive industries as the following Global Industry Classification Standard (GICS) subindustries: Electric Utilities, Integrated Oil & Gas, Multi-Utilities, Steel, Construction Materials, Independent Power Producers & Energy Traders, Oil & Gas Refining & Marketing, Oil & Gas Exploration & Production, Diversified Metals & Mining, Airlines, Commodity Chemicals, Industrial Gases, Aluminum, Oil & Gas Storage & Transportation, Multi-Sector Holdings, Diversified Chemicals, Fertilizers & Agricultural Chemicals, Air Freight & Logistics, Agricultural Products, Environmental & Facilities Services, Coal & Consumable Fuels, Paper Packaging, Railroads, Marine, Automotive Retail, Oil & Gas Drilling, Food Retail, Paper Products, Hotels, Resorts & Cruise Lines, Internet & Direct Marketing Retail, Hypermarkets & Supercenters, Precious Metals & Minerals.
- 5 As defined by the IIGCC Net Zero Investment Framework.
- 6 <https://diversiq.com/>.
- 7 <https://justcapital.com/reports/companies-disclosing-workforce-diversity-data-eeo-1-report-more-than-tripled/>.
- 8 *ibid.*
- 9 [Corporate Governance Reform in Japan | FSA \(fsa.go.jp\)](https://www.fsa.go.jp/en/corporate-governance-reform-in-japan).
- 10 [Overview of IPO | Japan Exchange Group \(jpx.co.jp\)](https://www.jpx.co.jp/en/ipo/overview).
- 11 [Action to Implement Management that is Conscious of Cost of Capital and Stock Price | Japan Exchange Group \(jpx.co.jp\)](https://www.jpx.co.jp/en/cost-of-capital-and-stock-price).
- 12 [Japan Proxy Voting and Engagement Guidelines | SSGA \(ssga.com\)](https://www.ssga.com/proxy-voting).
- 13 [Summary of Material Changes to State Street Global Advisors' 2023 Proxy Voting and Engagement Guidelines | SSGA \(ssga.com\)](https://www.ssga.com/proxy-voting).
- 14 Compensation considerations in proportion to the length of service.

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\* Pensions & Investments Research Center, as of December 31, 2022.

<sup>†</sup> This figure is presented as of September 30, 2023 and includes approximately \$58.13 billion USD of assets with respect to SPDR products for which State Street Global Advisors Funds Distributors, LLC (SSGA FD) acts solely as the marketing agent. SSGA FD and State Street Global Advisors are affiliated. Please note all AUM is unaudited.

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Information Classification: General Access

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