



## **ANIMA'S ENGAGEMENT IN 2022**

## Indice

<b>Introduction .....</b>	<b>3</b>
<b>Monitoring .....</b>	<b>3</b>
<b>Exercising the right to vote .....</b>	<b>3</b>
<b>Engagement.....</b>	<b>5</b>
<b>Engagement: presentation of minority lists in collaboration with the Managers' Committee .....</b>	<b>6</b>
<b>Engagement: dialogue with issuers .....</b>	<b>7</b>
<b>Engagement: support at shareholders' meetings for specific motions by minority shareholders on ESG issues.....</b>	<b>10</b>
<b>Engagement: collective initiatives for the promotion and dissemination of the E Principles.....</b>	<b>15</b>

## Introduction

The European regulation on encouraging the long-term engagement of shareholders (Shareholder Rights Directive II), transposed into Italian law, requires asset managers and institutional investors to adopt and disclose to the public an engagement policy that describes the methods by which they: - monitor investee companies with shares admitted to trading on a regulated market in Italy or in another Member State of the European Union on material matters, including strategy, financial and non-financial results, as well as risks, capital structure, social and environmental impact and corporate governance; - dialogue with investee companies; - exercise voting rights and other rights associated with the shares; - collaborate with other shareholders; - communicate with the relevant stakeholders of the investee companies; - manage current and potential conflicts of interest in relation to their engagement.

In order to perform its Engagement activities to the best of its abilities, and on the basis of the aforementioned regulations, ANIMA SGR has defined its Engagement Policy, which is updated at least annually and published on its website.

The policy applies i) to all products managed by ANIMA SGR; ii) to the open Pension Fund *Arti & Mestieri*, qualified as an institutional investor pursuant to Article 124-quater, paragraph 1 b), point 2 of the Consolidated Law on Finance (TUF). With reference to individual and collective management agreements with institutional customers (management powers), the policy is applied on the basis of the agreements themselves, in compliance with current legislation and the 'comply or explain' principle.

The engagement strategies adopted by ANIMA and inspired by the principles of Assogestioni and EFAMA (Stewardship Code - Principles for asset managers' monitoring of, voting in, engagement with investee companies) consist essentially of three components:

1. monitoring the economic and financial performance and related risks of the companies;
2. exercising the right to vote in company shareholders' meetings;
3. engagement with issuers on specific topics, including ESG issues.

The engagement activity carried out by ANIMA in 2022 can be summarized as follows.

## Monitoring

In 2022, during its usual activity of monitoring the economic and financial performance and related risks of the companies, ANIMA SGR held numerous meetings (including those promoted by the Managers' Committee) with the management (or independent directors) of Italian companies with shares in the portfolios of its managed funds.

## Exercising the right to vote

ANIMA SGR has undertaken to exercise in a reasonable and responsible manner the voting rights pertaining to shares held in the managed UCITS, in the belief that the active use of these rights in the exclusive interest of its clients can increase the value of their investments in the long term and improve the functioning of the financial markets and the corporate governance of the issuing companies.

ANIMA SGR exercised these rights through the proxy voting web platform ISS - Institutional Shareholder Services Inc., or by granting specific parties a special proxy based on explicit and binding instructions.

The votes were cast according to the ANIMA SGR voting policy, which establishes general criteria with which ANIMA SGR

complies in the examination of the various items on the agenda of the shareholders' meetings. The assessment of corporate governance practices takes into account specific factors of the company under analysis, with particular reference to the size and operating context, considering the protection of shareholder rights, the methods of appointment and composition of the Board of Directors (BoD) and of the Board of Statutory Auditors (BoSA), the methods of selection and the duties of the auditing firm, the efficiency and objectivity of the internal control system, the analysis of the financial situation, the approval of the accounts, the remuneration policies, incentive systems, any statutory amendments and the adoption of specific corporate social responsibility programmes.

Furthermore, since as early as 2020, the criteria set out in the policy were expanded to take into account specific ESG (Environmental, Social, Governance) factors. It was therefore agreed that, in the formulation of their voting recommendations, the ISS proxy advisor would refer to guidelines consistent with the sustainable business practices (on the issues of environment, fair employment, non-discriminatory policies and the protection of human rights) outlined in initiatives such as the United Nations Environment Program Finance Initiative (UNEP FI), the United Nations Principles for Responsible Investment (UNPRI), the United Nations Global Compact, the Global Reporting Initiative (GRI), the Carbon Principles, the International Labour Organization Conventions (ILO), the CERES Principles, the Global Sullivan Principles, the MacBride Principles and the European Union Directives on social and environmental matters.

With regard to the Italian companies for which the election or renewal of corporate offices was envisaged (BoD, BoSA, shareholder representatives), generally the vote was cast in support of the lists of minority representatives in line with the engagement initiatives for the presentation of minority lists undertaken in collaboration with the Managers' Committee (made up of representatives of the asset management companies (AMCs) associated with Assogestioni and other institutional investors).

On the other hand, the voting right was not exercised in relation to any shares of companies directly or indirectly controlling ANIMA SGR SpA held in the portfolios of managed UCIs, nor in situations in which there were potential conflicts of interest.

As at 31 December 2022, the Companies falling within the scope of stewardship whose shares were included in the managed portfolios, were as follows: *Arnoldo Mondadori Editore SpA, Banco BPM SpA, Banco di Desio e della Brianza SpA, Danieli & C Officine Meccaniche SpA (RSP), Equita Group SpA, Iren SpA, Italmobiliare SpA, Mediobanca SpA, Openjobmetis SpA, Piaggio & C SpA, SeSa SpA, Technogym SpA, Unipol Gruppo SpA*. The issuers *Banco BPM, Banco di Desio and Brianza* are excluded from the stewardship activities insofar as this would involve a conflict of interest.

In 2022, the right to vote was exercised at the shareholders' meetings of the following Italian and foreign listed companies:

*AbbVie Inc., Acea SpA, Activision Blizzard, Inc., Adobe Inc., Agnico Eagle Mines Limited, AIA Group Limited, Air Liquide SA, Air Products and Chemicals, Inc., Airbus SE, Albemarle Corporation, Allianz SE, Analog Devices, Inc., Anglo American Plc, Apple Inc., Applied Materials, Inc., Aptiv Plc, ArcelorMittal SA, Archer-Daniels-Midland Company, Arnoldo Mondadori Editore SpA, ASML Holding NV, Assicurazioni Generali SpA, AstraZeneca Plc, Atlantia SpA, Avantor, Inc., Aviva Plc, AXA SA, Azimut Holding SpA, Banca Popolare di Sondrio SpA, Banco Bilbao Vizcaya Argentaria SA, Banco Santander SA, Bank of America Corporation, Barclays Plc, BasicNet SpA, Bayer AG, Berkshire Hathaway Inc., BFF Bank SpA, BHP Group Limited, Booking Holdings Inc., Broadcom Inc., Buzzi Unicem SpA, Canadian Natural Resources Limited, Caterpillar Inc., Cellnex Telecom SA, Centene Corporation, Citigroup Inc., Colgate-Palmolive Company, ConocoPhillips, Credito Emiliano SpA, CRH Plc, D.R. Horton, Inc., Danaher Corporation, Danieli & C. Officine Meccaniche SpA, Deere & Company, De'Longhi SpA, Deutsche Post AG, Deutsche Telekom AG, DiaSorin SpA, Eaton Corporation plc, EDP-Energias de Portugal SA, Eli Lilly and Company, Emerson Electric Co., ENAV SpA, Enel SpA, ENGIE SA, Eni SpA, Equita Group SpA, ERG SpA, Ferrovial SA, General Electric Company, General Motors Company, Glencore Plc, GPI SpA, Halozyme Therapeutics, Inc., Heineken NV, Horizon Therapeutics Public Limited Company, Iberdrola SA, Infineon Technologies AG, Infrastrutture Wireless Italiane SpA, ING Groep NV, Intel Corporation, Intercontinental Exchange, Inc., International Business Machines Corporation, Intesa Sanpaolo SpA, Intuitive Surgical, Inc., IQVIA Holdings Inc., Iren SpA, Italmobiliare SpA, Johnson & Johnson, Kering SA, Koninklijke DSM NV, London Stock Exchange Group Plc, L'Oreal SA, LVMH Moët Hennessy Louis Vuitton SE, Mastercard Incorporated, Mediobanca Banca di Credito Finanziario SpA, Mercedes-Benz Group AG, Microsoft Corporation, Moncler SpA, Monster Beverage Corporation, Muenchener Rueckversicherungs-Gesellschaft AG, National Australia Bank Limited, Newmont*

Corporation, Nexi SpA, NIKE, Inc., Novo Nordisk A/S, Openjobmetis SpA, Pfizer Inc., Piaggio & C SpA, Prologis, Inc., Prysmian SpA, QUALCOMM Incorporated, Renesas Electronics Corp., Republic Services, Inc., Royal Bank of Canada, RWE AG, Salcef Group SpA, Salesforce, Inc., Sanofi, SAP SE, Schneider Electric SE, SeSa SpA, Siemens AG, Siemens Energy AG, SNAM SpA, Societe Generale SA, SOL SpA, Starbucks Corporation, Stellantis NV, STMicroelectronics NV, Sysco Corporation, Tate & Lyle Plc, Technogym SpA, Tesla, Inc., The Coca-Cola Company, The PNC Financial Services Group, Inc., The Walt Disney Company, Tod's SpA, Toshiba Corp., Truist Financial Corporation, Uber Technologies, Inc., UniCredit SpA, Unieuro SpA, Union Pacific Corporation, Unipol Gruppo SpA, United Parcel Service, Inc., VINCI SA, Visa Inc., Vonovia SE, Wells Fargo & Company, Weyerhaeuser Company, Xylem Inc., Zignago Vetro SpA, Zimmer Biomet Holdings, Inc..

All votes were made in an informed manner, on the basis of the information published by the investee companies themselves, or by the means of information currently in use (for example: websites of issuing companies, daily and periodical press, financial information providers), as well as possible analyses conducted by leading research companies specializing in proxy voting. Voting at the shareholders' meeting was generally consistent with the provisions contained in the policy voting rights of ANIMA SGR and the guidelines of the ISS recommendations, consistent with sustainable business practices (concerning the environment, fair employment, non-discriminatory policies and protection of human rights) outlined in initiatives such as the United Nations Environment Program Finance Initiative (UNEP FI), the United Nations Principles for Responsible Investment (UNPRI), the United Nations Global Compact, the Global Reporting Initiative (GRI), the Carbon Principles, the International Labour Organization Conventions (ILO), the CERES Principles, the Global Sullivan Principles, the MacBride Principles and the European Union Directives on social and environmental matters.

The right to vote was exercised at the shareholders' meetings of the following companies, whose shares, held in the managed portfolios, have from time to time fallen within the scope of stewardship (defined according to the internal procedural provisions of ANIMA SGR SpA): *Arnoldo Mondadori Editore SpA, BasicNet SpA, Buzzi Unicem SpA, Danieli & C. Officine Meccaniche SpA, Equita Group SpA, Iren SpA, Italmobiliare SpA, Mediobanca SpA, Openjobmetis SpA, Piaggio & C SpA, SeSa SpA, Technogym SpA, Unipol Gruppo SpA.*

Overall, ANIMA voted in 156 shareholders' meetings of Italian and foreign companies, in a manner consistent with the principles set out above, in about 10% of the cases voting against the recommendations by the company management.

ANIMA voted, among other things, in support of various motions by minority shareholders seeking greater transparency or engagement from issuers on environmental or social matters.

## Engagement

Investor engagement consists of various activities that can be carried out individually or collectively. ANIMA SGR, while acting in both ways, prioritises where possible engagement in collective activities, insofar as they are considered more effective for the purpose of achieving the objectives of the engagement itself.

ANIMA's Engagement activity takes the following lines:

- Presentation of minority lists in collaboration with the Managers' Committee;
- Dialogue with issuers, which can take place both individually and collectively;
- Support at shareholders' meetings for specific motions by minority shareholders on ESG issues;
- Participation in collective initiatives for the promotion and dissemination of ESG principles.

Below is a breakdown of the engagements carried out during the year.

## Engagement: presentation of minority lists in collaboration with the Managers' Committee

In collaboration with other professional investors through the Managers' Committee, ANIMA participated in the presentation and voting of lists of candidates for the election of minority members of the administrative and supervisory bodies of 29 investee companies. Most of these initiatives have also been published and shared on the UNPRI website. As regards the presentations attended by ANIMA SGR, the companies, corporate bodies involved and the outcome of the presentations were as follows:

	Company	LISTS FOR		OUTCOME*	
		BoD	BoSA	BoD	BoSA
1:	Acea SpA	no	yes	n/a	One Elected Candidate
2	Assicurazioni Generali SpA	yes	no	No Elected Candidates	n/a
3	Atlantia SpA	yes	no	Elected Candidates	n/a
4	Azimut Holding SpA	no	yes	n/a	Elected Candidates
5	BasicNet SpA	yes	yes	No Elected Candidates	No Elected Candidates
6	BFF Bank SpA	no	yes	n/a	Elected Candidates
7	Credito Emiliano SpA	no	yes	n/a	Elected Candidates
8	De' Longhi SpA	yes	yes	One Elected Candidate	Elected Candidates
9	DiaSorin SpA	no	yes	n/a	Elected Candidates
10	ENAV SpA	no	yes	n/a	Two Elected Candidates
11	ENEL SpA	no	yes	n/a	Elected Candidates
12	ERG SpA	no	yes	n/a	Elected Candidates
13	GPI SpA	no	yes	n/a	Elected Candidates
14	Intesa Sanpaolo SpA	yes	no	Elected Candidates	n/a
15	INWIT SpA	yes	no	Elected Candidates	n/a
16	Iren SpA	yes	no	Elected Candidates	n/a
17	Moncler SpA	yes	no	One Elected Candidate	n/a
18	NEXI SpA	yes	yes	Two Elected Candidates	Elected Candidates
19	Openjobmetis SpA	yes	no	Elected Candidates	n/a
20	Prysmian SpA	no	yes	n/a	Two Elected Candidates
21	Salcef Group SpA	yes	yes	One Elected Candidate	Elected Candidates
22	SNAM SpA	yes	yes	Elected Candidates	Elected Candidates
23	SOL SpA	yes	no	Elected Candidates	n/a
24	Technogym SpA	no	yes	n/a	Elected Candidates
25	Tod's SpA	no	yes	n/a	Elected Candidates
26	UniCredit SpA	no	yes	n/a	Elected Candidates
27	Unieuro SpA	yes	yes	Elected Candidates	Elected Candidates
28	Unipol Gruppo SpA	yes	yes	One Elected Candidate	Elected Candidates
29	Zignago Vetro SpA	yes	yes	One Elected Candidate	Elected Candidates

\* source of elected candidates: Managers' Committee Report for the 2022 board meeting season

## Engagement: dialogue with issuers

Another method of engagement used was to request - in collaboration with other institutional investors - meetings with the management of the issuers, which were held in compliance with the recognized rules of best practice on monitoring and engagement.

As part of the activities carried out with the support of the Managers' Committee, representing the management companies associated with Assogestioni, engagement meetings were held during 2022 with representatives (management) of the Italian companies *Atlantia* and *Società Cattolica di Assicurazione*. These meetings were conducted in compliance with the engagement principles, and could be either one-way (with the arguments and considerations put forward by the Managers' Committee with no exchange with the management attending the meeting), or two-way (with exchange with the management attending the meeting). In relation to these meetings, the Managers' Committee requested in advance that no sensitive, confidential and/or price sensitive information be disclosed that had not already been made public. The engagement meetings focused on the following areas: industrial plans, development prospects, challenges and critical issues existing within the reference operating sectors, remuneration policies, management of corporate governance and more generally on ESG strategies (environmental, social and corporate governance), relations with minority shareholders and the effectiveness and efficiency of communication with the public and the markets.

During 2022, ANIMA carried out further engagement activities for more in-depth examination of ESG issues with the following companies: *Carrefour Sa*, *CK Hutchison Holdings Ltd*, *CrowdStrike Holdings Inc*, *Daikin Industries Ltd*, *Komatsu Ltd*, *Leonardo SpA*, *RWE AG* and *Starbucks Corp*.

### Engagement with RWE AG

In September 2021, the Italian public service television broadcaster<sup>1</sup> alleged that RWE AG was engaging in socially aggressive behaviour towards the communities surrounding its coal mines located in Hambach Forest, Germany, to facilitate the exploitation of the mines. Since shares in this company were held in some of its managed portfolios, ANIMA ordered a temporary freeze on the purchases of securities issued by RWE AG for products Art. 8 SFDR, while also requesting engagement from the company to hear its version of this social controversy.

In December, the letter was shared with other management companies that joined the initiative and, following the end of the year, in January 2022, the letter was sent to RWE. The company proved very open to dialogue and quickly prepared a detailed response, illustrating the care afforded to the social element of the Hambach controversy and to the social aspects of its business in general.

ANIMA deemed it appropriate to investigate further the information received and therefore organized a meeting to discuss the issue with the company in April 2022. RWE AG described the events in detail and highlighted its sensitivity towards the issue, declaring that it has always sought beneficial agreements with the communities involved and that it has adopted specific actions aimed at relocating the people living in the villages affected, with particular focus on relational and social aspects, such as the reconstruction of places of worship, social aggregation and historical interest in the new sites.

In conclusion, ANIMA found this social engagement to be satisfactory, due to both the willingness shown and the clarifications provided by the company in relation to the dispute; therefore, ANIMA subsequently lifted the investment ban in RWE AG.

### Engagement with Carrefour

In February 2022, ANIMA joined an engagement initiative led by other management companies with regard to Carrefour SA, a French chain of supermarkets and hypermarkets, whose securities were held in some of its managed portfolios. The objective of the engagement was to bring to the attention of Carrefour SA incidents of human rights violations in China, in particular the Xinjiang Uyghur Autonomous Region<sup>2</sup>, and to encourage the company to take immediate steps to ensure that

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<sup>1</sup> RAI, 'Presa Diretta', 29 September 2021.

<sup>2</sup> On 31 August 2022, the OHCHR published a report on serious human rights violations committed by China in

its supply chain was not involved with forced labour in and from Xinjiang. In particular, Carrefour was asked to carefully map its value chain in order to identify direct and indirect commercial relations connected to the Xinjiang Uyghur Autonomous Region, and on the basis of this analysis, take action to stop trade relations with the identified suppliers involved and publish in a transparent manner the efforts and progress made in terms of these corrective actions.

The company responded to the engagement request by agreeing to participate in a meeting in order to illustrate and discuss its sustainability strategy, which ANIMA will continue to monitor over the next few years.

## Engagement with Atlantia

In February 2022, ANIMA participated by invitation in the presentation held by the Chief Risk Officer of Atlantia - an Italian company operating in the infrastructure sector - on the group's Climate Action Plan, within which Atlantia defined its commitment to combating climate change through the identification of short, medium and long-term GHG emission reduction targets, and the main actions to be implemented. In addition, Atlantia stated its target of becoming carbon neutral in direct activities by 2040. The company decided to organise this meeting in order to discuss and gather investors' opinions on this plan. The plan presented was well-received during the meeting and subsequently approved during the Shareholders' Meeting on 21 April 2022, in which ANIMA participated and voted in favour.

## Engagement with CK Hutchison

In February 2022, ANIMA's ESG Committee decided to request the engagement with CK Hutchison Holdings Ltd, a Hong Kong-based company whose securities were held in some of its managed portfolios. The engagement request was made on the basis of the low ESG Score attributed to the company by the info provider used by ANIMA, despite the existing sustainability policy and therefore formal commitment to these issues. The company engaged in collaborative exchanges, sharing the updated documentation on sustainability and underlining its commitment to these issues. ANIMA acknowledged this collaborative response and continued to monitor the company's ESG rating, which significantly improved during the year.

## Engagement with Crowdstrike

In March 2022, ANIMA's ESG Committee decided to request the engagement with Crowdstrike Holdings Inc, an American company active in information security technology, given the low ESG Score resulting from the failure to share essential documents, policies and data useful to evaluate its commitment to sustainability. The company responded by providing a clear and transparent explanation of the reasons why some data had not been published and by sharing the requested documentation. In order to verify the statements made by the company, ANIMA continued to monitor the company's ESG rating, which improved during the year.

## Engagement with Starbucks

In March 2022, together with more than 70 investors, ANIMA participated in an engagement initiative with Starbucks, a US company whose securities were held in some of its managed portfolios. Following anti-union actions by the company, the group of investors signed - through the PRI collaboration platform - a letter addressed to Starbucks asking that it respect the right of employees to organise union associations and negotiate collective agreements.

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the Xinjiang Uyghur Autonomous Region. (Office of the United Nations High Commissioner for Human Rights, August 2022, [OHCHR Assessment of human rights concerns in the Xinjiang Uyghur Autonomous Region, People's Republic of China](#)).



## Engagement with Leonardo

In July 2022, ANIMA launched an engagement initiative with Leonardo S.p.A., an Italian company operating in the defence, aerospace and security sectors, in which other institutional investors also took part. ANIMA decided to launch this initiative in order to examine more in-depth the company's involvement in the production of nuclear weapons and to discuss possible actions to mitigate the related reputational risk.

This in-depth examination came about following ANIMA's decision to update its ESG strategies in April 2022, excluding issuers involved in the production of nuclear weapons from the funds classified as Articles 8 and 9 according to the SFDR.

During the meeting, the company stated that it does not deem necessary any action to mitigate the reputational risk in question, insofar as the group fully complies with the Italian legislation in force. ANIMA acknowledged the response provided by the company and divested in line with the provisions of its ESG Policy and strategies.

## Engagement with Amazon

In October 2022, ANIMA participated in an initiative launched by the PRI by signing a letter addressed to Amazon.com Inc. through the PRI collaboration platform. The letter encouraged the company to ask for an independent third-party evaluation of Amazon's commitment to, policies and practices of freedom of association and collective bargaining, in order to identify, address and prevent any misalignment of the company's practices with the ILO Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights.

## Engagement with Daikin

In December 2022, ANIMA's ESG Committee decided to request the engagement with Daikin Industries Ltd, a Japanese company specialised in the production of air conditioning and purification devices, whose securities were held in some of its managed portfolios. The engagement request was prompted by the company being included by Moody's ESG Solutions on the list of companies involved in the production of white phosphorus munitions, which are excluded under ANIMA's ESG Policy.

ANIMA asked Daikin Industries Ltd for clarifications regarding its involvement in the production of these munitions and the future prospects of this line of business, specifying that confirmation of such involvement would lead to the exclusion of Daikin Industries Ltd from its portfolios. The company responded to ANIMA's request by confirming its involvement in the production of white phosphorus munitions.

ANIMA acknowledged the answer of the company and, on the basis of its own assessments, also based on data from external providers, decided to dispose of the Daikin Industries Ltd securities held in its portfolios, within the times required based on market conditions, in accordance with ANIMA's ESG Policy and in the interest of the investors.

## Engagement with Komatsu

In December 2022, ANIMA's ESG Committee decided to request the engagement with Komatsu Ltd, a Japanese company specialised in the production of equipment for the construction, mining and forestry industries, whose securities were held in some of its managed portfolios. The engagement request was prompted by the company being included by Moody's ESG Solutions on the list of companies involved in the production of white phosphorus munitions, which are excluded under ANIMA's ESG Policy.

ANIMA asked Komatsu Ltd for clarifications regarding its involvement in the production of these munitions and the future prospects of this line of business, specifying that confirmation of such involvement would lead to the exclusion of Komatsu Ltd from its portfolios. The company responded to ANIMA's request by confirming its involvement in the production of white phosphorus munitions.

ANIMA acknowledged the answer of the company and, on the basis of its own assessments, also based on data from external providers, decided to dispose of the Komatsu Ltd securities held in its portfolios, within the times required based on market conditions, in accordance with ANIMA's ESG Policy and in the interest of the investors.

## Engagement: support at shareholders' meetings for specific motions by minority shareholders on ESG issues

During 2022, ANIMA took part in shareholders' meeting decisions, in about 10% of the cases voting against the recommendations by the company management, supporting 202 proposals from minority shareholders on ESG issues; in particular, 66% related to governance issues and 34% to environmental and social issues.

The table below summarizes the main proposals by the minority shareholders on environmental or social issues supported by ANIMA, despite contrary recommendations by the management.

	Company	Proposal by minority shareholders	Subject	Issue
1.	AbbVie Inc.	Report on the Board of Directors' supervision of the risks associated with anti-competitive practices	Health & Safety	S
2.	AbbVie Inc.	Report on the consistency of political propaganda expenditure with company values and priorities	Community	S
3.	Apple Inc.	Report on forced labour	Human rights	S
4.	Apple Inc.	Report on the Gender/Racial Pay Gap	Diversity and inclusion	S
5.	Apple Inc.	Civil rights audit report	Diversity and inclusion	S
6.	Apple Inc.	Report on confidentiality clauses relating to employment relationships	Diversity and inclusion	S
7.	Archer-Daniels-Midland Company	Report on the use of pesticides in the supply chain	Responsible supply chain	E, S
8.	Berkshire Hathaway Inc.	Report on climate-related risks and opportunities	Climate	E
9.	Berkshire Hathaway Inc.	Report on greenhouse gas (GHG) emission reduction targets	Climate	E
10.	Berkshire Hathaway Inc.	Report on the effectiveness of efforts and metrics to promote diversity, equity and inclusion	Diversity and inclusion	S
11.	BHP Group Limited	Approval of Climate Reporting and Audit	Climate	E
12.	Booking Holdings Inc.	Report on climate change-related KPIs in the executive compensation policy	Remuneration	E, S
13.	Caterpillar Inc.	Report on payments and lobbying policies	Community	S

14.	Citigroup Inc.	Report on respect for the rights of indigenous peoples	Human rights	S
15.	ConocoPhillips	Report on greenhouse gas (GHG) emission reduction targets	Climate	E
16.	ConocoPhillips	Report on payments and lobbying policies	Community	S
17.	Eli Lilly and Company	Report on payments and lobbying policies	Community	S
18.	Eli Lilly and Company	Publication of a report provided by a third party on the consistency of the company's lobbying activities with its public statements	Community	S
19.	Eli Lilly and Company	Report on the Board of Directors' supervision of the risks associated with anti-competitive pricing strategies	Health & Safety	S
20.	General Motors Company	Report on the exploitation of child labour in relation to electric vehicles	Human rights	S
21.	Intel Corporation	Report on third-party civil rights audit	Diversity and inclusion	S
22.	International Business Machines Corporation	Report on confidentiality clauses relating to employment relationships	Diversity and inclusion	S
23.	Johnson & Johnson	Supervision of and reporting on an Ethnicity Equity Audit	Diversity and inclusion	S
24.	Johnson & Johnson	Report on government financial support and access to COVID-19 vaccines and drugs	Health & Safety	S
25.	Johnson & Johnson	Publication of a report provided by a third party on the consistency of the company's lobbying activities with its public statements	Community	S
26.	Mastercard Incorporated	Report on political contributions	Community	S
27.	Mastercard Incorporated	Report on the risks associated with selling and buying ghost weapons	Business ethics	S
28.	Microsoft Corporation	Report on hiring people with criminal records	Diversity and inclusion	S
29.	Microsoft Corporation	Assessment of and reporting on the management of systemic climate risk by the company's pension funds	Climate	E
30.	Microsoft Corporation	Report on government use of Microsoft technology	Data security & Privacy	S

31.	Microsoft Corporation	Report on the development of products for military use	Business ethics	S
32.	Microsoft Corporation	Report on tax transparency	Business ethics	S
33.	Monster Beverage Corporation	Report on greenhouse gas (GHG) emission reduction targets aligned with the Paris Agreement	Climate	E
34.	NIKE, Inc.	Adoption of a policy for procurement from China	Human rights	S
35.	Pfizer Inc.	Report on the feasibility of technology transfer to boost production of the COVID-19 vaccine	Health & Safety	S
36.	Pfizer Inc.	Report on the Board of Directors' supervision of the risks associated with anti-competitive practices	Health & Safety	S
37.	Republic Services, Inc.	Report on the third-party environmental justice audit	Diversity and inclusion	S
38.	Republic Services, Inc.	Report on third-party civil rights audit	Diversity and inclusion	S
39.	Royal Bank of Canada	Assessing and mitigating the human rights and reputational risks associated with the financialisation of housing	Human rights	S
40.	Royal Bank of Canada	Adoption of an annual advisory voting policy on the Environment and Climate Change Action Plan and on the bank's targets	Climate	E
41.	Royal Bank of Canada	Produce a report on the loans granted by the bank in support of the circular economy	Sustainable finance	E, S
42.	Salesforce, Inc.	Supervising and reporting on a Racial Equality audit	Diversity and inclusion	S
43.	Starbucks Corporation	Report on the prevention of harassment and discrimination in the workplace	Diversity and inclusion	S
44.	Sysco Corporation	Report on the third-party review of civil rights	Diversity and inclusion	S
45.	Sysco Corporation	Report on a supply chain risk assessment by a third-party commission	Responsible supply chain	S
46.	Tesla, Inc.	Report on efforts to prevent harassment and discrimination in the workplace	Diversity and inclusion	S
47.	Tesla, Inc.	Report on ethnic and gender diversity on boards of directors	Diversity and inclusion	S

48	Tesla, Inc.	Report on the impacts of using mandatory arbitration	Human capital management	S
49.	Tesla, Inc.	Report on corporate climate lobbying activities in line with the Paris Agreement	Climate	E
50.	Tesla, Inc.	Adopting a policy on respecting the rights to freedom of association and collective bargaining	Human rights	S
51.	Tesla, Inc.	Report on the elimination of child labour in the battery supply chain	Human rights	S
52.	Tesla, Inc.	Report on exposure to water risks	Environment	E
53.	The Coca-Cola Company	Report on the external costs of public health	Health & Safety	E, S
54.	The Coca-Cola Company	Report on public policies and global political influence	Community	S
55.	The PNC Financial Services Group, Inc.	Report on risk management and the nuclear weapons industry	Business ethics	S
56.	The Walt Disney Company	Report on payments and lobbying policies	Community	S
57.	The Walt Disney Company	Report on human rights due diligence	Human rights	S
58.	The Walt Disney Company	Report on the Gender/Racial Pay Gap	Diversity and inclusion	S
59.	Uber Technologies, Inc.	Report on payments and lobbying policies	Community	S
60.	United Parcel Service, Inc.	Report on payments and lobbying policies	Community	S
61.	United Parcel Service, Inc.	Report on the corporate climate lobbying activities aligned with the Paris Agreement	Climate	E
62.	United Parcel Service, Inc.	Adopting scientifically based and independently verified greenhouse gas (GHG) reduction targets	Climate	E
63.	United Parcel Service, Inc.	Report on the effectiveness of efforts and metrics towards diversity, equity and inclusion	Diversity and inclusion	S
64.	Wells Fargo & Company	Report on diversity on the Board of Directors	Diversity and inclusion	S, G
65.	Wells Fargo & Company	Report on respect for the rights of indigenous peoples	Human rights	S

66.	Wells Fargo & Company	Supervising and reporting on a Racial Equality audit	Diversity and inclusion	S
67.	Wells Fargo & Company	Report on incentive-based compensation and the risks of material loss	Remuneration	S

Voting intentions for motions proposed by minority shareholders that have been declared in advance, via the PRI collaboration platform, for the shareholders' meetings of:

- AbbVie Inc.
- Berkshire Hathaway Inc.
- Caterpillar Inc.
- Citigroup Inc.
- CRH plc
- Glencore International plc
- Republic Services Inc.
- Salesforce.com Inc.
- Uber Technologies Inc.
- United Parcel Service Inc.
- Well Fargo & Co

### **Engagement: collective initiatives for the promotion and dissemination of the E Principles**

In 2022, ANIMA renewed its membership with the Principles for Responsible Investment (PRI) and the Carbon Disclosure Project (CDP), a non-profit organisation of data collection and reporting on the most important environmental factors. As part of these initiatives, ANIMA supported the CDP Science Based Target (SBT) Campaign for 2022, signed the Business Letter in Support of Ambitious EU Sustainability Reporting Standards (ESRS) endorsed by CDP and signed the letter of support to EU legislators for the issue of the Corporate Sustainability Reporting Directive through the PRI collaboration platform. Finally, in early 2023, in line with its commitment to help promote and disseminate ESG principles, ANIMA decided to join the Sustainable Finance Forum, a non-profit multi-stakeholder association founded in 2001 with the aim of encouraging the inclusion of environmental, social and governance (ESG) criteria in financial products and processes, and the Institutional Investors Group on Climate Change (IIGCC), a European body for investor collaboration in the fight against climate change.