

Travel Smart Ranking 2024

| Category | Company              | Country            | Sector                            | Target specificity        | Years since target announcement* | Target type | Target | Target Year | CDP reporting | Reporting Specificity | 2019 air travel emissions* | Number of years of reporting*** | Reporting non-CO2 | 2022 vs. 2019 emissions <= -50% | Total Score | *Actual emissions if reported, estimated from BT emissions otherwise. Emissions in tCO2e including non-CO2 effects are disclosed if they are reported by the company **As of January 2024. ***Between 2019 and 2022, with thus a maximum of 4. |
|----------|----------------------|--------------------|-----------------------------------|---------------------------|----------------------------------|-------------|--------|-------------|---------------|-----------------------|----------------------------|---------------------------------|-------------------|---------------------------------|-------------|--|
| A        | Swire                | Switzerland        | Finance                           | AT target                 | 2                                | Absolute    | -50%   | 2023        | yes           | AT reporting          | 73,188 tCO2e (non-CL)      | 4                               | yes               | yes                             | 13.5        |  |
| A        | Zurich Insurance     | Switzerland        | Finance                           | AT target                 | 2                                | Absolute    | -70%   | 2023        | yes           | AT reporting          | 39,435 tCO2e (non-CL)      | 4                               | yes               | yes                             | 13.5        |  |
| A        | Lloyds Banking Gr    | United Kingdom     | Services                          | BT target                 | 2                                | Absolute    | -50%   | 2023        | yes           | AT reporting          | 20,174 tCO2e (non-CL)      | 4                               | yes               | yes                             | 13          |  |
| A        | Arcadis NV           | Netherlands        | Consulting                        | AT target                 | 2                                | Intensity   | -50%   | 2025        | yes           | AT reporting          | 28,220 tCO2e (non-CL)      | 4                               | yes               | yes                             | 12.5        |  |
| A        | Fidelity Internatio  | United Kingdom     | Finance                           | AT target                 | 2                                | Absolute    | -50%   | 2024        | no            | AT reporting          | 10,862 tCO2                | 4                               | no                | yes                             | 12.5        |  |
| A        | ABN Amro             | Netherlands        | Finance                           | AT target                 | 4                                | Absolute    | -50%   | 2025        | yes           | AT/BT reporting       | 10,400 tCO2                | 4                               | no                | no                              | 12          |  |
| A        | Abrdn                | United Kingdom     | Finance                           | BT target                 | 3                                | Absolute    | -72%   | 2025        | yes           | AT/BT reporting       | 9,282 tCO2                 | 4                               | no                | yes                             | 12          |  |
| A        | Novo Nordisk         | Denmark            | Pharmaceuticals                   | AT target                 | 2                                | Absolute    | -50%   | 2025        | yes           | AT/BT reporting       | 63,050 tCO2                | 4                               | no                | no                              | 12          |  |
| A        | Ericsson             | Sweden             | Telecom                           | BT target                 | 2                                | Absolute    | -50%   | 2023        | yes           | BT reporting          | 62,589 tCO2                | 4                               | no                | yes                             | 11.5        |  |
| A        | AstraZeneca          | United Kingdom     | Pharmaceuticals                   | BT target                 | 3                                | Absolute    | -23%   | 2025        | yes           | AT/BT reporting       | 210,568 tCO2e (non-CL)     | 4                               | yes               | yes                             | 11          |  |
| A        | Crédit Agricole      | France             | Finance                           | BT target                 | 2                                | Absolute    | -30%   | 2025        | yes           | AT/BT reporting       | 43,859 tCO2                | 4                               | no                | yes                             | 11          |  |
| A        | HSBC                 | United Kingdom     | Finance                           | BT target                 | 3                                | Absolute    | -50%   | 2030        | yes           | BT reporting          | 197,078 tCO2e (non-CL)     | 4                               | yes               | yes                             | 11          |  |
| A        | Mapfre               | Spain              | Finance                           | AT target                 | 2                                | Absolute    | -8%    | 2024        | yes           | BT reporting          | 11,116 tCO2e (non-CL)      | 4                               | yes               | yes                             | 11          |  |
| A        | Oracle               | United States of A | Technology                        | AT target                 | 3                                | Absolute    | -25%   | 2025        | yes           | AT/BT reporting       | 173,807 tCO2               | 4                               | no                | yes                             | 11          |  |
| A        | Pfizer Inc           | United States of A | Pharmaceuticals                   | BT target                 | 3                                | Absolute    | -25%   | 2025        | yes           | BT reporting          | 276,712 tCO2e (non-CL)     | 4                               | yes               | yes                             | 11          |  |
| A        | PricewaterhouseC     | United Kingdom     | Consulting                        | BT target                 | 2                                | Absolute    | -50%   | 2030        | yes           | AT reporting          | 677,165 tCO2e (non-CL)     | 4                               | yes               | yes                             | 11          |  |
| B        | Adobe                | United States of A | Technology                        | BT target                 | 3                                | Absolute    | -30%   | 2023        | yes           | BT reporting          | 68,473 tCO2                | 4                               | no                | yes                             | 10.5        |  |
| B        | Antea Nederland      | Netherlands        | Consulting                        | BT target                 | 2                                | Absolute    | -50%   | 2030        | no            | AT reporting          | 182 tCO2e (non-CL)         | 3                               | yes               | no                              | 10.5        |  |
| B        | Atlasian Corporat    | United States of A | Technology                        | BT target                 | 3                                | Absolute    | -25%   | 2025        | no            | BT reporting          | 19,380 tCO2e (non-CL)      | 4                               | yes               | yes                             | 10.5        |  |
| B        | M&G plc              | United Kingdom     | Finance                           | BT target                 | 1                                | Absolute    | -46%   | 2030        | yes           | AT reporting          | 8,946 tCO2e (non-CL)       | 4                               | yes               | yes                             | 10.5        |  |
| B        | Rabobank             | Netherlands        | Finance                           | AT target                 | 1                                | Absolute    | -42%   | 2030        | yes           | AT reporting          | 18,510 tCO2                | 4                               | no                | yes                             | 10.5        |  |
| B        | S&P Global           | United States of A | Finance                           | BT target                 | 3                                | Absolute    | -25%   | 2025        | yes           | BT reporting          | 50,493 tCO2                | 4                               | no                | yes                             | 10.5        |  |
| B        | Schroders            | United Kingdom     | Finance                           | BT target                 | 2                                | Absolute    | -50%   | 2030        | yes           | BT reporting          | 15,833 tCO2                | 4                               | no                | yes                             | 10.5        |  |
| B        | Tetra Pak            | Sweden             | Manufacturing                     | BT target                 | 4                                | Absolute    | -50%   | 2030        | yes           | BT reporting          | 26,620 tCO2                | 4                               | no                | yes                             | 10.5        |  |
| B        | Wipro                | India              | Technology                        | BT target                 | 3                                | Absolute    | -20%   | 2030        | yes           | BT reporting          | 95,282 tCO2                | 4                               | no                | yes                             | 10.5        |  |
| B        | AXA                  | France             | Insurance                         | BT target                 | 4                                | Absolute    | -18%   | 2025        | yes           | BT reporting          | 65,633 tCO2                | 4                               | no                | yes                             | 10          |  |
| B        | Capgemini            | France             | Consulting                        | BT target                 | 1                                | Intensity   | -55%   | 2025        | yes           | AT/BT reporting       | 218,752 tCO2e (non-CL)     | 4                               | yes               | yes                             | 10          |  |
| B        | Deloitte             | United Kingdom     | Consulting                        | BT target                 | 3                                | Intensity   | -50%   | 2030        | yes           | AT reporting          | 935,937 tCO2e (non-CL)     | 4                               | yes               | yes                             | 10          |  |
| B        | Ernst & Young Glo    | United Kingdom     | Consulting                        | AT target                 | 2                                | Absolute    | -35%   | 2025        | yes           | BT reporting          | 846,000 tCO2e (non-CL)     | 3                               | yes               | yes                             | 10          |  |
| B        | Jacobs               | United States of A | Consulting                        | BT target                 | 4                                | Absolute    | -50%   | 2030        | yes           | BT reporting          | 75,416 tCO2                | 4                               | no                | no                              | 10          |  |
| B        | LTIMindtree          | India              | Consulting                        | AT target                 | 0                                | Absolute    | -20%   | 2023        | yes           | AT reporting          | 20,541 tCO2                | 3                               | no                | no                              | 10          |  |
| B        | Marsh & McLennan     | United States of A | Insurance                         | BT target                 | 2                                | Absolute    | -15%   | 2025        | no            | AT reporting          | 79,556 tCO2                | 4                               | no                | no                              | 10          |  |
| B        | Publicis             | France             | Services                          | BT target                 | 2                                | Absolute    | -50%   | 2030        | yes           | BT reporting          | 52,162 tCO2                | 4                               | no                | no                              | 10          |  |
| B        | Salesforce           | United States of A | Technology                        | BT target                 | 2                                | Intensity   | -50%   | 2023        | yes           | BT reporting          | 109,299 tCO2               | 4                               | no                | no                              | 10          |  |
| B        | Vattenfall           | Sweden             | Energy                            | BT target                 | 3                                | Absolute    | -50%   | 2030        | yes           | BT reporting          | 9,203 tCO2                 | 4                               | no                | no                              | 10          |  |
| B        | Veritas Technolog    | United States of A | Technology                        | BT target                 | 2                                | Absolute    | -19%   | 2025        | no            | BT reporting          | 14,273 tCO2e (non-CL)      | 4                               | yes               | yes                             | 10          |  |
| B        | Boston Consulting    | United States of A | Consulting                        | BT target                 | 3                                | Intensity   | -49%   | 2025        | yes           | AT/BT reporting       | 361,765 tCO2e (non-CL)     | 4                               | yes               | no                              | 9.5         |  |
| B        | ERM                  | United Kingdom     | Consulting                        | BT target                 | 2                                | Absolute    | -30%   | 2025        | no            | BT reporting          | 11,167 tCO2                | 4                               | no                | no                              | 9.5         |  |
| B        | Interface            | United States of A | Construction and                  | BT target                 | 2                                | Absolute    | -30%   | 2030        | yes           | BT reporting          | 3,541 tCO2                 | 4                               | no                | yes                             | 9.5         |  |
| B        | Servier              | France             | Pharmaceuticals                   | BT target                 | 3                                | Absolute    | -16%   | 2025        | no            | AT reporting          | 28,886 tCO2                | 3                               | no                | no                              | 9.5         |  |
| B        | Sopra Steria Grou    | France             | Technology                        | BT target                 | 7                                | Intensity   | -43%   | 2025        | yes           | BT reporting          | 25,133 tCO2                | 4                               | no                | yes                             | 9.5         |  |
| B        | AFRY (AF Pöyry)      | Sweden             | Consulting                        | BT target                 | 2                                | Absolute    | -30%   | 2027        | yes           | BT reporting          | 10,475 tCO2                | 4                               | no                | yes                             | 9           |  |
| B        | Amundi               | France             | Finance                           | BT target                 | 2                                | Intensity   | -30%   | 2025        | no            | BT reporting          | 5,797 tCO2                 | 4                               | no                | yes                             | 9           |  |
| B        | Bain & Co.           | United States of A | Consulting                        | BT target                 | 2                                | Intensity   | -35%   | 2026        | yes           | BT reporting          | 146,763 tCO2e (non-CL)     | 4                               | yes               | yes                             | 9           |  |
| B        | Blackrock            | United States of A | Finance                           | BT target                 | 3                                | Absolute    | -40%   | 2030        | no            | BT reporting          | 30,108 tCO2                | 4                               | no                | yes                             | 9           |  |
| B        | Dassault Systeme     | France             | Technology                        | BT target                 | 3                                | Absolute    | -23%   | 2027        | yes           | BT reporting          | 36,939 tCO2                | 4                               | no                | yes                             | 9           |  |
| B        | Michelin             | France             | Manufacturing                     | BT target                 | 0                                | Absolute    | -30%   | 2025        | yes           | BT reporting          | 24,554 tCO2                | 2                               | no                | yes                             | 9           |  |
| B        | Ramboll Group A/     | Denmark            | Consulting                        | BT target                 | 2                                | Absolute    | -28%   | 2030        | yes           | BT reporting          | 21,286 tCO2                | 4                               | no                | no                              | 9           |  |
| B        | SPiE                 | France             | Consulting                        | BT target                 | 1                                | Absolute    | -20%   | 2025        | yes           | BT reporting          | 18,141 tCO2                | 4                               | no                | no                              | 9           |  |
| B        | Stellasec Inc.       | United States of A | Manufacturing                     | BT target                 | 2                                | Absolute    | -14%   | 2030        | yes           | BT reporting          | 12,408 tCO2                | 4                               | no                | yes                             | 9           |  |
| B        | Valmet               | Finland            | Energy                            | BT target                 | 2                                | Absolute    | -30%   | 2030        | yes           | BT reporting          | 34,237 tCO2                | 4                               | no                | no                              | 9           |  |
| B        | McKinsey & Co.       | United States of A | Consulting                        | BT target                 | 3                                | Intensity   | -30%   | 2025        | yes           | AT/BT reporting       | 594,500 tCO2               | 4                               | no                | no                              | 8.5         |  |
| B        | Roche                | Switzerland        | Pharmaceuticals                   | AT target                 | 2                                | Intensity   | -18%   | 2025        | no            | BT reporting          | 166,428 tCO2               | 4                               | no                | yes                             | 8.5         |  |
| B        | TietoEvry            | Finland            | Technology                        | BT target                 | 3                                | Intensity   | -47%   | 2030        | yes           | BT reporting          | 15,764 tCO2                | 4                               | no                | yes                             | 8.5         |  |
| B        | Allianz              | Germany            | Insurance                         | BT target                 | 3                                | Intensity   | -40%   | 2025        | no            | BT reporting          | -                          | 3                               | no                | no                              | 8           |  |
| B        | Simon-Kucher & P     | Germany            | Consulting                        | BT target                 | 0                                | Absolute    | -25%   | 2030        | no            | BT reporting          | -                          | 1                               | yes               | no                              | 7           |  |
| C        | Roland Berger        | Germany            | Consulting                        | BT target                 | 2                                | Intensity   | -40%   | 2028        | no            | Scope 3 reporting     | -                          | 4                               | no                | no                              | 6           |  |
| C        | Novartis             | Switzerland        | Pharmaceuticals and Biotechnology | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 191,293 tCO2e (non-CL)     | 4                               | yes               | yes                             | 5.5         |  |
| C        | Sonova               | Switzerland        | Medical                           | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT reporting          | 22,768 tCO2e (non-CL)      | 4                               | yes               | no                              | 5.5         |  |
| C        | WPP                  | United Kingdom     | Marketing                         | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 122,967 tCO2e (non-CL)     | 4                               | yes               | yes                             | 5.5         |  |
| C        | Autodesk, Inc.       | United States of A | Technology                        | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 74,123 tCO2e (non-CL)      | 4                               | yes               | yes                             | 5           |  |
| C        | Banco Comercial      | Portugal           | Finance                           | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 894 tCO2                   | 4                               | no                | yes                             | 5           |  |
| C        | Bayer                | Germany            | Pharmaceuticals and Biotechnology | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 294,000 tCO2e (non-CL)     | 4                               | yes               | yes                             | 5           |  |
| C        | Deutsche Post DHL    | Germany            | Logistics                         | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT reporting          | 70,000 tCO2                | 4                               | no                | no                              | 5           |  |
| C        | Experian plc         | Ireland            | Finance                           | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 11,035 tCO2e (non-CL)      | 4                               | yes               | yes                             | 5           |  |
| C        | Galp Energia         | Portugal           | Oil and Gas                       | No target                 | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 4,495 tCO2e (non-CL)       | 4                               | yes               | yes                             | 5           |  |
| C        | Telefonica           | Spain              | Telecom                           | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 48,081 tCO2e (non-CL)      | 4                               | yes               | yes                             | 5           |  |
| C        | UCB                  | Belgium            | Pharmaceuticals and Biotechnology | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 31,432 tCO2e (non-CL)      | 4                               | yes               | yes                             | 5           |  |
| C        | ABB LTD N            | Switzerland        | Technology                        | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 115,204 tCO2               | 4                               | no                | no                              | 4.5         |  |
| C        | Adeco Group AG       | Switzerland        | Services                          | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 17,370 tCO2                | 4                               | no                | no                              | 4.5         |  |
| C        | Assicurazioni Gen    | Italy              | Finance                           | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 16,394 tCO2                | 4                               | no                | yes                             | 4.5         |  |
| C        | Bali Corporation     | United States of A | Logistics                         | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 10,095 tCO2                | 4                               | no                | no                              | 4.5         |  |
| C        | Bawag AG             | Austria            | Insurance                         | No target                 | -                                | -           | -      | no          | no            | AT reporting          | 3,086 tCO2                 | 4                               | no                | yes                             | 4.5         |  |
| C        | Boston Scientific    | United States of A | Medical                           | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 90,926 tCO2e (non-CL)      | 4                               | yes               | no                              | 4.5         |  |
| C        | BT Group             | United Kingdom     | Telecom                           | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 46,416 tCO2                | 4                               | no                | yes                             | 4.5         |  |
| C        | Carlsberg            | Denmark            | Brewing and Food Processing       | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 19,493 tCO2                | 4                               | no                | no                              | 4.5         |  |
| C        | Cisco                | United States of A | Technology                        | No target                 | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 298,538 tCO2e (non-CL)     | 4                               | yes               | yes                             | 4.5         |  |
| C        | Coca-Cola            | United States of A | Food Processing                   | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | AT/BT reporting       | 100,708 tCO2               | 4                               | no                | no                              | 4.5         |  |
| C        | Continental          | Germany            | Manufacturing                     | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 72,455 tCO2                | 4                               | no                | yes                             | 4.5         |  |
| C        | Credit Suisse        | Switzerland        | Finance                           | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 54,662 tCO2                | 4                               | no                | yes                             | 4.5         |  |
| C        | CVS Health           | United States of A | Retail                            | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 82,202 tCO2                | 4                               | no                | yes                             | 4.5         |  |
| C        | Danielli & C Officin | Italy              | Manufacturing                     | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 35,324 tCO2                | 4                               | no                | yes                             | 4.5         |  |
| C        | Dell Technologies    | United States of A | Technology                        | No target                 | -                                | -           | -      | yes         | yes           | BT reporting          | 241,921 tCO2e (non-CL)     | 4                               | yes               | yes                             | 4.5         |  |
| C        | Deutsche Telekom     | Germany            | Telecom                           | Broader target (incl. BT) | -                                | -           | -      | yes         | yes           | BT reporting          | 63,440 tCO2                | 4                               | no                | yes                             | 4.5         |  |



|   |                      |                     |                  |                           |   |     |                 |                   |   |     |     |     |
|---|----------------------|---------------------|------------------|---------------------------|---|-----|-----------------|-------------------|---|-----|-----|-----|
| C | Solvay               | Belgium             | Chemicals        | No target                 | - | yes | BT reporting    | 7,246 IC02        | 4 | no  | yes | 4   |
| C | Tecnicas Reunidas    | Spain               | Construction and | Broader target (incl. BT) | - | yes | BT reporting    | 14,850 IC02       | 4 | no  | no  | 4   |
| C | ThyssenKrupp         | Germany             | Construction and | Broader target (incl. BT) | - | yes | BT reporting    | 256,491 IC02      | 4 | no  | yes | 4   |
| C | Vodafone             | United Kingdom      | Telecom          | Broader target (incl. BT) | - | yes | BT reporting    | 36,632 IC02       | 4 | no  | no  | 4   |
| C | Voestalpine AG       | Austria             | Manufacturing    | Broader target (incl. BT) | - | yes | BT reporting    | 32,737 IC02       | 4 | no  | no  | 4   |
| C | Abertis Infraestruct | Spain               | Construction and | No target                 | - | yes | BT reporting    | 9,763 IC02        | 4 | no  | no  | 3.5 |
| C | Acciona              | Spain               | Energy           | No target                 | - | yes | BT reporting    | 10,387 IC02       | 4 | no  | no  | 3.5 |
| C | Air Liquide          | France              | Chemicals        | No target                 | - | yes | BT reporting    | 52,902 IC02       | 4 | no  | no  | 3.5 |
| C | Amgen                | United States of Ai | Pharmaceuticals  | No target                 | - | yes | BT reporting    | 43,472 IC02       | 4 | no  | no  | 3.5 |
| C | AMS AG               | Austria             | Technology       | No target                 | - | yes | BT reporting    | 5,174 IC02        | 4 | no  | no  | 3.5 |
| C | Atos                 | France              | Technology       | No target                 | - | no  | BT reporting    | 27,038 IC02       | 4 | no  | yes | 3.5 |
| C | Autoliv Inc          | Sweden              | Manufacturing    | Broader target (incl. BT) | - | yes | BT reporting    | -                 | 3 | no  | no  | 3.5 |
| C | BASF                 | Germany             | Chemicals        | No target                 | - | yes | BT reporting    | 98,539 IC02       | 4 | no  | no  | 3.5 |
| C | bioMérieux           | France              | Medical          | Broader target (incl. BT) | - | no  | BT reporting    | 15,940 IC02       | 4 | no  | no  | 3.5 |
| C | BMW                  | Germany             | Manufacturing    | No target                 | - | yes | BT reporting    | 93,935 IC02       | 4 | no  | no  | 3.5 |
| C | Caixa Geral de Des   | Portugal            | Finance          | No target                 | - | yes | BT reporting    | 742 IC02          | 4 | no  | no  | 3.5 |
| C | Carrefour            | France              | Retail           | No target                 | - | yes | BT reporting    | 4,116 IC02        | 4 | no  | no  | 3.5 |
| C | Cligroup             | United States of Ai | Finance          | No target                 | - | yes | BT reporting    | 97,160 IC02       | 4 | no  | no  | 3.5 |
| C | Compagnie de Sai     | France              | Construction and | Broader target (incl. BT) | - | yes | BT reporting    | 186,565 IC02      | 3 | no  | yes | 3.5 |
| C | Deutsche Bank        | Germany             | Finance          | No target                 | - | no  | BT reporting    | 51,040 IC02       | 4 | no  | yes | 3.5 |
| C | Diageo               | United Kingdom      | Retail           | Broader target (incl. BT) | - | yes | AT/BT reporting | 10,792 IC02       | 2 | no  | no  | 3.5 |
| C | Elcacec Energia      | Portugal            | Manufacturing    | Broader target (incl. BT) | - | yes | BT reporting    | 4,378 IC02        | 3 | no  | no  | 3.5 |
| C | EnBW Energie         | Germany             | Energy           | No target                 | - | yes | BT reporting    | 2,879 IC02        | 4 | no  | no  | 3.5 |
| C | ENI SPA              | Italy               | Oil and Gas      | No target                 | - | yes | BT reporting    | 21,405 IC02       | 4 | no  | no  | 3.5 |
| C | FedEx                | United States of Ai | Logistics        | No target                 | - | yes | AT/BT reporting | 60,949 IC02       | 3 | no  | no  | 3.5 |
| C | Ferrari              | Italy               | Manufacturing    | No target                 | - | yes | BT reporting    | 3,134 IC02        | 4 | no  | no  | 3.5 |
| C | General Motors       | United States of Ai | Manufacturing    | No target                 | - | yes | BT reporting    | 30,828 IC02       | 4 | no  | no  | 3.5 |
| C | Gestamp              | Spain               | Manufacturing    | No target                 | - | yes | BT reporting    | 18,334 IC02       | 4 | no  | no  | 3.5 |
| C | GRIFOLS              | Spain               | Pharmaceuticals  | No target                 | - | yes | BT reporting    | 8,219 IC02        | 4 | no  | no  | 3.5 |
| C | Grupo Elecnor        | Spain               | Construction and | No target                 | - | yes | BT reporting    | 4,264 IC02        | 4 | no  | no  | 3.5 |
| C | HDFC Bank            | India               | Finance          | No target                 | - | yes | BT reporting    | 9,907 IC02        | 4 | no  | no  | 3.5 |
| C | Henkel AG & Co. K    | Germany             | Retail           | No target                 | - | yes | BT reporting    | 52,892 IC02       | 4 | no  | no  | 3.5 |
| C | ICA Gruppen          | Sweden              | Retail           | Broader target (incl. BT) | - | yes | BT reporting    | 3,408 IC02        | 3 | no  | no  | 3.5 |
| C | Intercontinental H   | United Kingdom      | Hospitality      | No target                 | - | yes | BT reporting    | 26,077 IC02       | 4 | no  | no  | 3.5 |
| C | Ion Beam Applicat    | Belgium             | Medical          | Broader target (incl. BT) | - | yes | BT reporting    | 2,762 IC02        | 3 | no  | no  | 3.5 |
| C | JP Morgan Chase      | United States of Ai | Finance          | No target                 | - | yes | BT reporting    | 139,321 IC02      | 4 | no  | no  | 3.5 |
| C | Kerry Group PLC      | Ireland             | Food Processing  | Broader target (incl. BT) | - | yes | BT reporting    | -                 | 3 | no  | no  | 3.5 |
| C | Kingspan Group P     | Ireland             | Materials        | No target                 | - | yes | BT reporting    | 30,536 IC02       | 4 | no  | no  | 3.5 |
| C | L3Harris             | United States of Ai | Manufacturing    | No target                 | - | yes | BT reporting    | 13,219 IC02       | 4 | no  | no  | 3.5 |
| C | Legal & General Gi   | United Kingdom      | Finance          | No target                 | - | yes | BT reporting    | 5,233 IC02        | 4 | no  | no  | 3.5 |
| C | Leidos               | United States of Ai | Construction and | No target                 | - | yes | BT reporting    | 26,364 IC02       | 4 | no  | no  | 3.5 |
| C | Leonardo             | Italy               | Aerospace        | No target                 | - | yes | BT reporting    | 38,994 IC02       | 4 | no  | no  | 3.5 |
| C | Lockheed Martin      | United States of Ai | Defense          | No target                 | - | yes | BT reporting    | 130,615 IC02      | 4 | no  | no  | 3.5 |
| C | Medtronic            | Ireland             | Technology       | No target                 | - | yes | AT/BT reporting | 170,895 IC02      | 4 | no  | no  | 3.5 |
| C | Merck & Co.          | United States of Ai | Pharmaceuticals  | Broader target (incl. BT) | - | yes | BT reporting    | 251,850 IC02      | 4 | no  | no  | 3.5 |
| C | Meta                 | United States of Ai | Technology       | No target                 | - | no  | BT reporting    | 407,178 IC02e (no | 4 | yes | yes | 3.5 |
| C | Microsoft            | United States of Ai | Technology       | Broader target (incl. BT) | - | yes | BT reporting    | 302,156 IC02      | 4 | no  | yes | 3.5 |
| C | Mundys               | Italy               | Construction and | No target                 | - | yes | AT/BT reporting | 1,848 IC02        | 3 | no  | no  | 3.5 |
| C | Norma Group          | Germany             | Manufacturing    | No target                 | - | yes | BT reporting    | 109,438 IC02      | 4 | no  | no  | 3.5 |
| C | Prada                | Italy               | Manufacturing    | Broader target (incl. BT) | - | yes | BT reporting    | 3,421 IC02        | 3 | no  | no  | 3.5 |
| C | Prysmian spa         | Italy               | Manufacturing    | No target                 | - | yes | BT reporting    | 3,575 IC02        | 4 | no  | no  | 3.5 |
| C | Reckitt Benckiser    | United Kingdom      | Retail           | No target                 | - | yes | BT reporting    | 107,958 IC02      | 4 | no  | no  | 3.5 |
| C | SAP                  | Germany             | Technology       | No target                 | - | yes | AT/BT reporting | 339,600 IC02      | 4 | no  | yes | 3.5 |
| C | Schaeffler Group     | Germany             | Manufacturing    | No target                 | - | yes | BT reporting    | 14,904 IC02       | 4 | no  | no  | 3.5 |
| C | Sonae                | Portugal            | Retail           | No target                 | - | yes | BT reporting    | 804 IC02          | 4 | no  | no  | 3.5 |
| C | SSE                  | United Kingdom      | Utilities        | No target                 | - | yes | BT reporting    | 6,606 IC02        | 4 | no  | no  | 3.5 |
| C | State Bank of Indi   | India               | Finance          | No target                 | - | yes | BT reporting    | 29,363 IC02       | 4 | no  | no  | 3.5 |
| C | Stryker              | United States of Ai | Technology       | No target                 | - | yes | BT reporting    | 52,800 IC02       | 4 | no  | no  | 3.5 |
| C | Tata Consultancy     | India               | Technology       | No target                 | - | yes | BT reporting    | 91,534 IC02       | 4 | no  | no  | 3.5 |
| C | Totalenergies        | France              | Oil and Gas      | No target                 | - | yes | AT/BT reporting | 52,800 IC02       | 3 | no  | no  | 3.5 |
| C | United Health Gro    | United States of Ai | Insurance        | No target                 | - | yes | BT reporting    | 48,497 IC02       | 4 | no  | no  | 3.5 |
| C | Valco                | France              | Manufacturing    | No target                 | - | yes | BT reporting    | 19,874 IC02       | 4 | no  | no  | 3.5 |
| C | Veolia               | France              | Construction and | No target                 | - | yes | BT reporting    | 12,675 IC02       | 4 | no  | no  | 3.5 |
| C | Vinci                | France              | Construction and | Broader target (incl. BT) | - | yes | BT reporting    | 71,197 IC02       | 3 | no  | no  | 3.5 |
| C | Walmart              | United States of Ai | Retail           | No target                 | - | yes | BT reporting    | 58,726 IC02       | 4 | no  | no  | 3.5 |
| C | Wärtsilä Corporati   | Finland             | Manufacturing    | No target                 | - | yes | BT reporting    | 25,149 IC02       | 4 | no  | no  | 3.5 |
| C | Wolters Kluwer       | Netherlands         | Finance          | Broader target (incl. BT) | - | yes | AT reporting    | 22,615 IC02       | 1 | no  | no  | 3.5 |
| C | LPP S.A.             | Poland              | Retail           | No target                 | - | yes | BT reporting    | 3,055 IC02        | 4 | no  | no  | 3.5 |
| C | Abbott               | United States of Ai | Technology       | No target                 | - | yes | BT reporting    | 255,545 IC02      | 4 | no  | no  | 3   |
| C | Adani Green Ener     | India               | Energy           | No target                 | - | yes | BT reporting    | -                 | 3 | no  | no  | 3   |
| C | Ahold Delhaize       | Netherlands         | Retail           | No target                 | - | yes | BT reporting    | 13,249 IC02       | 3 | no  | no  | 3   |
| C | Aon                  | Ireland             | Insurance        | No target                 | - | yes | BT reporting    | 29,787 IC02       | 3 | no  | no  | 3   |
| C | Bank of America      | United States of Ai | Finance          | No target                 | - | yes | BT reporting    | 125,045 IC02      | 3 | no  | no  | 3   |
| C | Belarent NV          | Belgium             | Manufacturing    | No target                 | - | yes | BT reporting    | 1,985 IC02        | 3 | no  | no  | 3   |
| C | Boeing               | United States of Ai | Defense          | No target                 | - | yes | BT reporting    | 223,217 IC02      | 4 | no  | no  | 3   |
| C | Bouygues             | France              | Construction and | Broader target (incl. BT) | - | yes | BT reporting    | 244,898 IC02      | 3 | no  | no  | 3   |
| C | CANPACK Group        | Poland              | Manufacturing    | No target                 | - | yes | BT reporting    | -                 | 3 | no  | no  | 3   |
| C | Comcast              | United States of Ai | Telecom          | No target                 | - | yes | BT reporting    | 155,844 IC02      | 4 | no  | no  | 3   |
| C | Compass Group        | United Kingdom      | Food Processing  | No target                 | - | yes | BT reporting    | 44,465 IC02       | 3 | no  | no  | 3   |
| C | Daimler Truck AG     | Germany             | Manufacturing    | No target                 | - | no  | AT reporting    | 70,700 IC02       | 2 | no  | no  | 3   |
| C | Engie                | France              | Utilities        | No target                 | - | yes | BT reporting    | 35,503 IC02       | 3 | no  | no  | 3   |
| C | Ferguson plc         | United Kingdom      | Manufacturing    | No target                 | - | yes | BT reporting    | -                 | 3 | no  | no  | 3   |
| C | Fidelity Investmen   | United States of Ai | Finance          | No target                 | - | no  | BT reporting    | -                 | 2 | no  | no  | 3   |
| C | Fugro                | Netherlands         | Energy           | Broader target (incl. BT) | - | yes | BT reporting    | -                 | 2 | no  | no  | 3   |
| C | General Dynamics     | United States of Ai | Defense          | No target                 | - | yes | BT reporting    | -                 | 3 | no  | no  | 3   |
| C | GlaxoSmithKline      | United Kingdom      | Pharmaceuticals  | No target                 | - | yes | BT reporting    | 47,161 IC02       | 3 | no  | no  | 3   |
| C | Goldman Sachs        | United States of Ai | Finance          | No target                 | - | yes | BT reporting    | 104,275 IC02      | 3 | no  | no  | 3   |
| C | Grundfos holding     | Denmark             | Manufacturing    | Broader target (incl. BT) | - | yes | BT reporting    | -                 | 2 | no  | no  | 3   |
| C | Hexagon AB           | Sweden              | Manufacturing    | Broader target (incl. BT) | - | yes | BT reporting    | -                 | 2 | no  | no  | 3   |
| C | IBM                  | United States of Ai | Technology       | No target                 | - | yes | BT reporting    | 302,842 IC02      | 4 | no  | yes | 3   |
| C | Johnson & Johnst     | United States of Ai | Pharmaceuticals  | Broader target (incl. BT) | - | yes | BT reporting    | 453,088 IC02      | 4 | no  | no  | 3   |
| C | Lonza                | Switzerland         | Services         | No target                 | - | yes | BT reporting    | 10,868 IC02       | 3 | no  | no  | 3   |
| C | Morgan Stanley       | United States of Ai | Finance          | No target                 | - | yes | BT reporting    | 76,740 IC02       | 3 | no  | no  | 3   |
| C | Ninety One           | United Kingdom      | Finance          | No target                 | - | yes | BT reporting    | 5,765 IC02        | 3 | no  | no  | 3   |
| C | PKN Orlen            | Poland              | Energy           | No target                 | - | yes | BT reporting    | 457 IC02          | 3 | no  | no  | 3   |

|   |                     |                     |                   |                           |   |     |   |   |     |    |      |
|---|---------------------|---------------------|-------------------|---------------------------|---|-----|---|---|-----|----|------|
| C | Rio Tinto Group     | United Kingdom      | Mining            | No target                 | - | yes | AT/BT reporting -                       | 2 | no  |    | 3    |
| C | RPS Group plc       | United Kingdom      | Consulting        | Broader target (incl. BT) | - | no  | BT reporting 1,263 tCO2e                | 3 | no  |    | 3    |
| C | RTX                 | United States of Ai | Defense           | No target                 | - | yes | BT reporting 154,093 tCO2e              | 4 | no  |    | 3    |
| C | Sandvik AB          | Sweden              | Agriculture       | Broader target (incl. BT) | - | yes | BT reporting 57,440 tCO2e (non-scope 3) | 1 | yes | no | 3    |
| C | shell plc           | United Kingdom      | Oil and Gas       | No target                 | - | yes | BT reporting 166,647 tCO2e              | 4 | no  |    | 3    |
| C | Sodebo              | France              | Food Processing   | Broader target (incl. BT) | - | yes | BT reporting 17,981 tCO2e               | 2 | no  |    | 3    |
| C | Tesco               | United Kingdom      | Retail            | Broader target (incl. BT) | - | yes | BT reporting 10,985 tCO2e               | 2 | no  |    | 3    |
| C | The Navigator Corp. | Portugal            | Manufacturing     | No target                 | - | yes | BT reporting -                          | 3 | no  |    | 3    |
| C | Umicore             | Belgium             | Mining            | No target                 | - | yes | BT reporting 7,361 tCO2e                | 3 | no  |    | 3    |
| C | Wells Fargo         | United States of Ai | Finance           | No target                 | - | yes | BT reporting 60,251 tCO2e               | 3 | no  |    | 3    |
| C | CCC                 | Poland              | Retail            | Broader target (incl. BT) | - | yes | BT reporting -                          | 2 | no  |    | 3    |
| C | Polski Cukier       | Poland              | Food Processing   | No target                 | - | yes | BT reporting -                          | 3 | no  |    | 3    |
| D | Alphabet, Inc.      | United States of Ai | Technology        | No target                 | - | yes | BT reporting 284,024 tCO2e              | 4 | no  |    | 2.5  |
| D | BHP                 | United Kingdom      | Mining            | No target                 | - | yes | Scope 3 reporting -                     | 4 | yes | no | 2.5  |
| D | Corlisteria Amorim  | Portugal            | Manufacturing     | No target                 | - | yes | BT reporting -                          | 2 | no  |    | 2.5  |
| D | Dole plc            | Ireland             | Agriculture       | No target                 | - | yes | BT reporting -                          | 2 | no  |    | 2.5  |
| D | Espersen            | Denmark             | Food Processing   | No target                 | - | yes | BT reporting 4,916 tCO2e                | 2 | no  |    | 2.5  |
| D | Holcim              | Switzerland         | Construction and  | No target                 | - | yes | BT reporting 225,816 tCO2e              | 3 | no  |    | 2.5  |
| D | Iveco               | Italy               | Manufacturing     | Broader target (incl. BT) | - | yes | BT reporting -                          | 1 | no  |    | 2.5  |
| D | McDonald's Corpse   | United States of Ai | Hospitality       | No target                 | - | yes | BT reporting -                          | 2 | no  |    | 2.5  |
| D | Mercedes-Benz       | Germany             | Manufacturing     | No target                 | - | yes | BT reporting -                          | 2 | no  |    | 2.5  |
| D | Volkswagen          | Germany             | Manufacturing     | No target                 | - | yes | BT reporting 522,523 tCO2e              | 4 | no  |    | 2.5  |
| D | The Walt Disney Co  | United States of Ai | Services          | Broader target (incl. BT) | - | yes | BT reporting 229,231 tCO2e              | 1 | no  |    | 2    |
| D | Altis SGPS S.A.     | Portugal            | Materials         | No target                 | - | yes | BT reporting -                          | 1 | no  |    | 2    |
| D | Amazon              | United States of Ai | Retail            | No target                 | - | yes | Scope 3 reporting -                     | 4 | no  |    | 2    |
| D | Arthur D Little inc | Belgium             | Consulting        | No target                 | - | yes | BT reporting -                          | 1 | no  |    | 2    |
| D | Danfoss             | Denmark             | Manufacturing     | No target                 | - | yes | BT reporting -                          | 1 | no  |    | 2    |
| D | Essilorluxottica    | France              | Pharmaceuticals a | No target                 | - | yes | BT reporting -                          | 1 | no  |    | 2    |
| D | Euronav NV          | Belgium             | Logistics         | No target                 | - | yes | BT reporting -                          | 1 | no  |    | 2    |
| D | Exor                | Netherlands         | Manufacturing     | No target                 | - | no  | BT reporting -                          | 2 | no  |    | 2    |
| D | Lenzing AG          | Austria             | Chemicals         | No target                 | - | yes | Scope 3 reporting -                     | 4 | no  |    | 2    |
| D | OMV Group           | Austria             | Oil and Gas       | No target                 | - | yes | Scope 3 reporting -                     | 3 | no  |    | 2    |
| D | Samruk Kappa Grp    | Ireland             | Manufacturing     | No target                 | - | yes | Scope 3 reporting -                     | 4 | no  |    | 2    |
| D | Spotify             | Sweden              | Technology        | No target                 | - | yes | BT reporting -                          | 2 | no  |    | 2    |
| D | Arthur Cox LLP      | Ireland             | Consulting        | Broader target (incl. BT) | - | no  | Scope 3 reporting -                     | 1 | no  |    | 1.5  |
| D | El grupo Corte Ing  | Spain               | Retail            | No target                 | - | no  | BT reporting -                          | 1 | no  |    | 1.5  |
| D | Erste Group         | Austria             | Finance           | No target                 | - | yes | Scope 3 reporting -                     | 1 | no  |    | 1.5  |
| D | Klöckner & Co       | Germany             | Mining            | Broader target (incl. BT) | - | no  | Scope 3 reporting -                     | 1 | no  |    | 1.5  |
| D | Netflix             | United States of Ai | Services          | Broader target (incl. BT) | - | no  | Scope 3 reporting 186,707 tCO2e         | 4 | no  |    | 1.5  |
| D | Robert Bosch GmB    | Germany             | Construction and  | No target                 | - | yes | BT reporting -                          | 0 | no  |    | 1.5  |
| D | Unilever            | United Kingdom      | Manufacturing     | No target                 | - | yes | BT reporting -                          | 0 | no  |    | 1.5  |
| D | TRUMPF Group        | Germany             | Manufacturing     | Broader target (incl. BT) | - | yes | Insufficient inform-                    | 0 | no  |    | 0    |
| D | Anheuser-Busch In   | Belgium             | Retail            | No target                 | - | yes | Insufficient inform-                    | 0 | no  |    | -0.5 |
| D | BP                  | United Kingdom      | Oil and Gas       | No target                 | - | yes | Insufficient inform-                    | 0 | no  |    | -0.5 |
| D | Danone              | France              | Retail            | No target                 | - | yes | Insufficient inform-                    | 0 | no  |    | -0.5 |
| D | Enel SpA            | Italy               | Utilities         | No target                 | - | yes | Insufficient inform-                    | 0 | no  |    | -0.5 |
| D | Lush                | United Kingdom      | Retail            | Broader target (incl. BT) | - | no  | Insufficient inform-                    | 0 | no  |    | -0.5 |
| D | Siemens Energy      | Germany             | Manufacturing     | No target                 | - | yes | Insufficient inform-                    | 0 | no  |    | -0.5 |
| D | Andritz AG          | Austria             | Manufacturing     | No target                 | - | no  | Insufficient inform-                    | 0 | no  |    | -1   |