



| Company Name | Country | Sector (condensed) | Category | Total Score | Target | Target Year | Target specificity | Target type | Months since target announcement* | 2019 emissions (tCO2) - Air travel only** | Reporting specificity | Number of years of reporting*** |
|-------------------------------|---------------|-----------------------------------|----------|----------------|--------|----------------|-----------------------|----------------|-----------------------------------|--|--------------------------|------------------------------------|
| Novo Nordisk | Denmark | Pharmaceuticals and Biotechnology | Α | 11 | -50% | 2025 | Air travel Target | absolute | 8 | 63,050 | Air travel | 3 |
| Swiss Re | Switzerland | Finance | Α | 10 | -30% | 2021 | Air travel Target | absolute | 9 | 62,657 | Air travel | 3 |
| Legal & General Group | United | Finance | Α | 10 | -100% | 2030 | Business travel | absolute | 31 | 5,233 | Business | 3 |
| Fidelity International | United | Finance | Α | 10 | -50% | 2024 | Air travel Target | absolute | 3 | 10,216 | Air travel | 1 |
| Zurich Insurance Group | Switzerland | Finance | Α | 9.5 | -70% | 2022 | Business travel | absolute | 3 | 17,353 | Business | 3 |
| Lloyds Banking Group | United | Finance | Α | 9.5 | -50% | 2021 | Business travel | absolute | 8 | 22,768 | Business | 3 |
| Ernst & Young | United | Consulting | Α | 9.5 | -35% | 2025 | Business travel | absolute | 11 | 69,738 | Air travel | 3 |
| Crédit Agricole | France | Finance | Α | 9.5 | -25% | 2025 | Business travel | absolute | 5 | 43,859 | Air travel | 3 |
| PricewaterhouseCoopers (PwC) | United | Consulting | В | 9 | -50% | 2030 | Business travel | absolute | 6 | 59,056 | Air travel | 2 |
| Intesa Sanpaolo | Italy | Finance | В | 9 | -34% | 2022 | Business travel | absolute | 67 | 6,904 | Business | 3 |
| Salesforce | USA | Technology | В | 8.5 | -50% | 2021 | Business travel | intensity | 8 | 101,602 | Business | 3 |
| S&P Global | USA | Finance | В | 8.5 | -25% | 2025 | Business travel | absolute | 11 | 36,139 | Business | 3 |
| Capgemini | France | Consulting | В | 8.5 | -50% | 2030 | Business travel | intensity | 15 | 188,571 | Air travel | 3 |
| AXA | France | Insurance | В | 8.5 | -18% | 2025 | Business travel | absolute | 31 | 65,633 | Business | 3 |
| Atlassian Corporation Plc | United | Technology | В | 8.5 | -25% | 2025 | Business travel | absolute | 23 | 15,724 | Business | 2 |
| AstraZeneca | United | Pharmaceuticals and Biotechnology | В | 8.5 | -46% | 2030 | Business travel | absolute | 24 | 210,568 | Air travel | 3 |
| Adobe | USA | Technology | В | 8.5 | -30% | 2025 | Business travel | absolute | 11 | 68,473 | Business | 3 |
| ABN Amro Holding | Netherlands | | В | 8.5 | -50% | 2026 | Air travel Target | absolute | 8 | 7,535 | Business | 2 |
| Veritas Technologies, LLC | USA | Technology | В | 8 | -19% | 2025 | Business travel | absolute | 11 | 14,273 | Business | 3 |
| Pfizer Inc | USA | Pharmaceuticals and Biotechnology | В | 8 | -25% | 2025 | Business travel | absolute | 9 | 150,647 | Business | 3 |
| Jacobs | USA | Consulting | В | 8 | -20% | 2022 | Business travel | absolute | 31 | 75,416 | Business | 2 |
| Interface | USA | Construction and Engineering | В | 8 | -50% | 2030 | Business travel | absolute | 11 | 3,541 | Business | 2 |
| CGI IT UK LTD | United | Technology | В | 8 | -46% | 2026 | Business travel | absolute | 11 | 1,337 | Air travel | 2 |
| BNP Paribas | France | Finance | В | 8 | -25% | 2020 | Business travel | intensity | 84 | 86,261 | Business | 3 |
| A1 Telekom Austria | Austria | Telecom | В | 8 | -50% | 2030 | Business travel | absolute | 16 | <u>-</u> | Scope 3 | 2 |
| Valmet | Finland | Energy | В | 7.5 | -30% | 2030 | Business travel | absolute | 5 | 27,332 | Business | 3 |
| Roche | Switzerland | Pharmaceuticals and Biotechnology | В | 7.5 | -18% | 2025 | Air travel Target | absolute | 11 | 166,428 | Business | 2 |
| Richemont | Switzerland | Manufacturing | В | 7.5 | -55% | 2030 | Business travel | intensity | 4 | 38,998 | Business | 3 |
| Ramboll Group A/S | Denmark | Consulting | В | 7.5 | -28% | 2030 | Business travel | absolute | 11 | 21,286 | Business | 3 |
| Deloitte | United | Consulting | В | 7.5 | -50% | 2030 | Business travel | intensity | 10 | 494,824 | Air travel | 3 |
| Blackrock | USA | Finance | В | 7.5 | -40% | 2030 | Business travel | absolute | 10 | 30,108 | Business | 3 |
| | Germany | Pharmaceuticals and Biotechnology | В | 7.5 | -40% | 2029 | Business travel | absolute | 17 | 294,000 | Air travel | 3 |
| Bayer Mckinsey & Co. | USA | Consulting | В | 7.5 | -30% | 2025 | Business travel | intensity | 0 | 594,500 | Air travel | 3 |
| | | O Company | В | | -30% | | Business travel | | · · | 24,932 | Business | 3 |
| Dassault Systemes | France | Technology | В | 7 | | 2027 | Business travel | absolute | 11 | 361,765 | Business | |
| Boston Consulting Group | USA United | Consulting | В | 7 | -30% | 2025 | Business travel | intensity | 13 | 361,765 | Business | 3 2 |
| Carbon Intelligence | | Consulting | _ | 6.5 | -40% | 2030 | | intensity | 35 | 11 | | _ |
| ERM | United | Consulting | В | 6 | -30% | 2025 | Broad Target | absolute | 4 | - 86,582 | Scope 3 Business | 0 |
| Bain & Co. | USA | Consulting | В | 6 | -35% | 2026 | Business travel | intensity | 5 | 80,382 | | 2 |
| Roland Berger | Germany | Consulting | С | 5 | -40% | 2028 | Business travel | intensity | 4 | | Scope 3 | 1 |
| Antea Nederland B.V. | Netherlands | | С | 5 | -50% | 2030 | Business travel | absolute | 11 | - - 150 | Insufficient | 0 |
| Raiffeisen Bank International | Austria | Finance . | С | 4 | - | 0 | Broad Target | - | 0 | 5,159 | Air travel | 3 |
| Prudential plc | United | Insurance | С | 4 | - | 0 | Broad Target | - | 0 | 6,092 | Air travel | 3 |
| Mapfre | Spain | Insurance | С | 4 | - | 0 | Broad Target | - | 0 | 10,909 | Air travel | 3 |
| Johnson Controls | Ireland | Technology | С | 4 | - | 0 | Broad Target | - | 0 | 43,000 | Air travel | 3 |

| IEDONIMO MADTINIC CODO | Dentural | D-4-II | | | | • | Donald Town | | 0 | 2,306 | Air travel | 2 |
|-----------------------------------|-------------|-----------------------------------|---|-----|---|---|--------------|---|---|-----------------|-----------------------|---|
| JERONIMO MARTINS SGPS | Portugal | Retail | C | 4 | - | 0 | Broad Target | - | 0 | 2,306 12,501 | Air travel | 3 |
| ICA Gruppen | Sweden | Retail | С | | - | _ | Broad Target | - | 0 | 100,000 | Air travel | _ |
| Deutsche Post DHL Group | Germany | Logistics | С | 4 | - | 0 | Broad Target | - | 0 | 146 | | 3 |
| Belfius | Belgium | Finance | С | 4 | - | 0 | Broad Target | - | 0 | 3,086 | Air travel Air travel | 3 |
| Bawag AG | Austria | Insurance | С | 4 | - | 0 | Broad Target | - | 0 | | | 3 |
| Ball Corporation | USA | Logistics | С | 4 | - | 0 | Broad Target | - | 0 | 10,095 | Air travel | 3 |
| Aegon | Netherlands | | С | 4 | - | 0 | Broad Target | - | 0 | 11,637 | Air travel | 3 |
| Uniqa Insurance Group AG | Austria | Insurance | С | 3.5 | - | 0 | Broad Target | - | 0 | 558 | Air travel | 2 |
| Novartis | Switzerland | Pharmaceuticals and Biotechnology | С | 3.5 | - | 0 | Broad Target | - | 0 | 191,293 | Air travel | 3 |
| M&G plc | United | Finance | С | 3.5 | - | 0 | Broad Target | - | 0 | 8,946 | Air travel | 2 |
| Linde | United | Chemicals | С | 3.5 | - | 0 | Broad Target | - | 0 | 27,300 | Air travel | 2 |
| Diageo | United | Retail | С | 3.5 | - | 0 | Broad Target | - | 0 | 10,792 | Air travel | 2 |
| Daimler AG | Germany | Manufacturing | С | 3.5 | - | 0 | Broad Target | - | 0 | 70,700 | Air travel | 2 |
| Cundall Johnston and Partners LLP | United | Consulting | С | 3.5 | - | 0 | Broad Target | - | 0 | 67 | Air travel | 2 |
| Wells Fargo | USA | Finance | С | 3 | - | 0 | Broad Target | - | 0 | 60,251 | Business | 3 |
| Walmart | USA | Retail | С | 3 | - | 0 | Broad Target | - | 0 | 58,726 | Business | 3 |
| Voestalpine AG | Austria | Manufacturing | С | 3 | - | 0 | Broad Target | - | 0 | 32,737 | Business | 3 |
| Vodafone | United | Telecom | С | 3 | - | 0 | Broad Target | - | 0 | 36,632 | Business | 3 |
| Vienna Insurance Group | Austria | Insurance | С | 3 | - | 0 | No Target | - | 0 | 932 | Air travel | 2 |
| Verbund AG | Austria | Utilities | С | 3 | - | 0 | Broad Target | - | 0 | 1,290 | Business | 3 |
| United Health Group | USA | Insurance | С | 3 | - | 0 | Broad Target | - | 0 | 48,496 | Business | 3 |
| Uniper | Germany | Energy | С | 3 | - | 0 | Broad Target | - | 0 | 3,513 | Business | 3 |
| UniCredit | Italy | Finance | С | 3 | - | 0 | Broad Target | - | 0 | 5,136 | Business | 3 |
| UCB | Belgium | Pharmaceuticals and Biotechnology | С | 3 | - | 0 | Broad Target | - | 0 | 31,432 | Business | 3 |
| UBS | Switzerland | Finance | С | 3 | - | 0 | Broad Target | - | 0 | 31,667 | Business | 3 |
| Totalenergies | France | Energy | С | 3 | - | 0 | Broad Target | - | 0 | 52,820 | Business | 3 |
| Thomson Reuters | USA | Technology | С | 3 | - | 0 | Broad Target | - | 0 | 17,489 | Business | 3 |
| The Estée Lauder Companies | USA | Retail | С | 3 | - | 0 | Broad Target | _ | 0 | 26,863 | Business | 3 |
| Tesco | United | Retail | С | 3 | - | 0 | Broad Target | _ | 0 | 10,985 | Business | 3 |
| Telefonica | Spain | Telecom | С | 3 | - | 0 | Broad Target | _ | 0 | 47,486 | Business | 3 |
| Stryker | USA | Technology | С | 3 | - | 0 | Broad Target | _ | 0 | 60,119 | Business | 3 |
| Steelcase Inc. | USA | Retail | С | 3 | - | 0 | Broad Target | _ | 0 | 10,564 | Business | 3 |
| Sopra Steria Group | France | Technology | С | 3 | | 0 | Broad Target | _ | 0 | 25,133 | Business | 3 |
| Solvay | Belgium | Chemicals | c | 3 | | 0 | Broad Target | _ | 0 | 7,246 | Business | 3 |
| Skanska AB | Sweden | Construction and Engineering | c | 3 | | 0 | Broad Target | _ | 0 | 6,612 | Business | 3 |
| Siemens | Germany | Manufacturing | c | 3 | | 0 | Broad Target | _ | 0 | 309,838 | Air travel | 3 |
| SGS SA | Switzerland | Consulting | c | 3 | | 0 | Broad Target | _ | 0 | 21,481 | Business | 3 |
| Scottish Power | United | Utilities | c | 3 | | 0 | Broad Target | _ | 0 | 14,127 | Business | 4 |
| Sanofi | France | Pharmaceuticals and Biotechnology | c | 3 | | 0 | Broad Target | _ | 0 | 112,298 | Business | 3 |
| Royal Philips | | Manufacturing | c | 3 | | 0 | Broad Target | _ | 0 | 110,948 | Business | 3 |
| Royal Bank Scotland | United | Finance | c | 3 | | 0 | Broad Target | | 0 | 30,939 | Business | 3 |
| Rio Tinto Group | United | Mining | c | 3 | | 0 | Broad Target | _ | 0 | - | Air travel | 1 |
| Repsol | Spain | Energy | c | 3 | | 0 | Broad Target | | 0 | 10,486 | Business | 3 |
| Renault | France | Manufacturing | c | 3 | | 0 | Broad Target | | 0 | 31,601 | Business | 3 |
| Refinitiv | United | Technology | c | 3 | | 0 | Broad Target | | 0 | 8,193 | Business | 4 |
| | | | | | - | _ | _ | - | | 677 | Business | |
| Redes Energéticas Nacionais | Portugal | Energy | С | 3 | | 0 | Broad Target | - | 0 | 1,327 | Business | 3 |
| Proximus Group | Belgium | Telecom | С | 3 | | 0 | Broad Target | - | 0 | 1,327 | | |
| PepsiCo | USA | Retail | С | 3 | | 0 | Broad Target | - | 0 | | Business Business | 3 |
| PayPal | USA | Technology | С | 3 | | 0 | Broad Target | - | 0 | 24,731 | | 3 |
| Oriflame Cosmetics | Switzerland | Retail | С | 3 | | 0 | Broad Target | - | 0 | 14,688 | Business | 3 |
| Oracle | USA | Technology | С | 3 | | 0 | Broad Target | - | 0 | 133,782 | Business | 3 |
| NRG Energy | USA | Energy | С | 3 | - | 0 | Broad Target | - | 0 | 7,697 | Business | 3 |
| NN Group | Netherlands | Finance | С | 3 | • | 0 | Broad Target | - | 0 | 3,698 | Business | 3 |

| Nestlix | 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
|--|--|
| Naturgy Energy Group | 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| Moody's Corporation | 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| London Stock Exchange Group PLC | 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| Lockheed Martin | 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| L'Oréal France Retail C 3 - 0 Broad Target - 0 126,857 Business RMG UK United Consulting C 3 - 0 Broad Target - 0 25,913 Business C 3 - 0 Broad Target - 0 25,913 Business C 3 - 0 Broad Target - 0 139,321 Business C C 139,321 Business C C C C C C C C C | 3 3 3 3 3 3 3 1 3 3 3 3 3 3 3 3 3 3 3 3 |
| KPMG UK United Consulting C 3 - 0 Broad Target - 0 25,913 Business JPM organ Chase USA Finance C 3 - 0 Broad Target - 0 139,321 Business Inditex Spain Retail C 3 - 0 Broad Target - 0 34,219 Business Iberdrola Spain Utilities C 3 - 0 Broad Target - 0 14,127 Business Hyatt USA Travel C 3 - 0 Broad Target - 0 14,127 Business Hyatt USA Travel C 3 - 0 Broad Target - 0 61,975 Business Hyatt USA Manufacturing C 3 - 0 Broad Target - 0 61,975 Business Honeywell | 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| DP Morgan Chase USA Finance C 3 - 0 Broad Target - 0 139,321 Business Indra Sistemas Spain Technology C 3 - 0 Broad Target - 0 6,279 Business Indra Sistemas Spain Technology C 3 - 0 Broad Target - 0 34,219 Business Indra Sistemas Spain Utilities C 3 - 0 Broad Target - 0 34,219 Business Indra Sistemas India Sistem | 3 3 3 3 1 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| Indra Sistemas Spain Technology C 3 - 0 Broad Target - 0 6,279 Business Indra Sistemas Spain Retail C 3 - 0 Broad Target - 0 34,219 Business Indra Sistemas Spain Retail C 3 - 0 Broad Target - 0 34,219 Business Indra Sistemas Spain Retail C 3 - 0 Broad Target - 0 14,127 Business Indra Sistemas Spain Retail C 3 - 0 Broad Target - 0 - Air travel USA Travel C 3 - 0 Broad Target - 0 61,975 Business Honeywell USA Manufacturing C 3 - 0 Broad Target - 0 125,623 Business Goldman Sachs USA Finance C 3 - 0 Broad Target - 0 104,275 Business GlavoSmithKline United Pharmaceuticals and Biotechnology C 3 - 0 Broad Target - 0 47,161 Business Galp Energia Portugal Energy C 3 - 0 Broad Target - 0 447,161 Business Galp Energia Portugal Energy C 3 - 0 Broad Target - 0 4,495 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 4,495 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 4,495 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 4,495 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 4,495 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 4,495 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 4,495 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 4,495 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 4,495 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 6,084 Experian Ireland Finance C 3 - 0 Broad Target - 0 6,084 Experian Ireland Finance C 3 - 0 Broad Target - 0 6,084 Experian Ireland Finance C 3 - 0 Broad Target - 0 6,084 Experian Ireland Fina | 3 3 3 1 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| Inditex | 3 3 1 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| Iberdrola Spain Utilities C 3 - 0 Broad Target - 0 14,127 Business Hyatt USA Travel C 3 - 0 Broad Target - 0 - Air travel HSBC United Finance C 3 - 0 Broad Target - 0 - Air travel HSBC United Finance C 3 - 0 Broad Target - 0 - Air travel HSBC USA Manufacturing C 3 - 0 Broad Target - 0 125,623 Business Goldman Sachs USA Finance C 3 - 0 Broad Target - 0 104,275 Business GlaxoSmithKline United Pharmaceuticals and Biotechnology C 3 - 0 Broad Target - 0 47,161 Business Galp Energia Energy C 3 - 0 Broad Target - 0 47,161 Business Galp Energia Portugal Energy C 3 - 0 Broad Target - 0 4,495 Business FedEx USA Logistics C 3 - 0 Broad Target - 0 4,495 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 60,849 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 22,495 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 22,495 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 89,075 Business Electricité de France France Utilities C 3 - 0 Broad Target - 0 5,429 Business Electricité de France Utilities C 3 - 0 Broad Target - 0 5,429 Business Electricité de France USA Chemicals C 3 - 0 Broad Target - 0 5,6867 Business Electricité de France USA Chemicals C 3 - 0 Broad Target - 0 5,6867 Business Electricité de France USA Chemicals C 3 - 0 Broad Target - 0 5,429 Business Electricité de France USA Chemicals C 3 - 0 Broad Target - 0 5,6867 Business Electricité de France USA Chemicals C 3 - 0 Broad Target - 0 5,6867 Business | 3 1 1 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| Hyatt USA Travel C 3 - 0 Broad Target - 0 0 - Air travel | 1 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| HSBC United Finance C 3 - 0 Broad Target - 0 61,975 Business Honeywell USA Manufacturing C 3 - 0 Broad Target - 0 125,623 Business Goldman Sachs USA Finance C 3 - 0 Broad Target - 0 104,275 Business GlaxoSmithKline United Pharmaceuticals and Biotechnology C 3 - 0 Broad Target - 0 47,161 Business Galp Energia Portugal Energy C 3 - 0 Broad Target - 0 141,349 Business FedEx USA Logistics C 3 - 0 Broad Target - 0 4,495 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 60,849 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 60,849 Business Exication Group Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Ericsson Group Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Exication Group Energy C 3 - 0 Broad Target - 0 11,035 Business Exication Group Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Ericsson Group Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Exication Group Energia General Energy C 3 - 0 Broad Target - 0 11,035 Business Exication Group Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Exication Group Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Exication Group Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Exication Group Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Exication Group Sweden Telecom C 3 - 0 Broad Target - 0 5,429 Business Experiance France Utilities C 3 - 0 Broad Target - 0 5,429 Business EDP-Energias de Portugal S.A. Portugal Utilities C 3 - 0 Broad Target - 0 5,429 Business Ecolab USA Chemicals C 3 - 0 Broad Target - 0 5,429 Business Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 5,429 Business | 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| Honeywell USA Manufacturing C 3 - 0 Broad Target - 0 125,623 Business Goldman Sachs USA Finance C 3 - 0 Broad Target - 0 104,275 Business GlaxoSmithKline United Pharmaceuticals and Biotechnology C 3 - 0 Broad Target - 0 47,161 Business General Electric USA Manufacturing C 3 - 0 Broad Target - 0 141,349 Business Galp Energia Portugal Energy C 3 - 0 Broad Target - 0 141,349 Business Galp Energia Portugal Energy C 3 - 0 Broad Target - 0 4,495 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 60,849 Business Experian Froup Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Froup Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Exication Group Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Experian Experian Experian Froup Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Experian Experian Experian Experian Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Experian Experian Experian Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ex | 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| Goldman Sachs GlaxoSmithKline United Pharmaceuticals and Biotechnology C 3 - 0 Broad Target - 0 47,161 Business General Electric USA Manufacturing C 3 - 0 Broad Target - 0 47,161 Business Galp Energia FedEx Galp Energia FedEx USA Logistics C 3 - 0 Broad Target - 0 4,495 Business FedEx Experian Group Ireland Finance C 3 - 0 Broad Target - 0 6,849 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 6,849 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Frieson Group Sweden Telecom C 3 - 0 Broad Target - 0 11,035 Business Experian Frieson Group Sweden Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Frieson Group Frieson Group Frieson Group Frieson Group Sweden Finance C 3 - 0 Broad Target - 0 Broad Target - 0 Experian Group Frieson Group Fries | 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 |
| Goldman Sachs GlaxoSmithKline United Pharmaceuticals and Biotechnology C 3 - 0 Broad Target - 0 47,161 Business General Electric USA Manufacturing C 3 - 0 Broad Target - 0 47,161 Business General Electric USA Manufacturing C 3 - 0 Broad Target - 0 44,95 Business Galp Energia Portugal Energy C 3 - 0 Broad Target - 0 4,495 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 60,849 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Experian Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Experian Experian Experian Experian Uilidies C 3 - 0 Broad Target - 0 Broad Target - 0 Experian Experian Experian Experian Experian Experian Experian Experian Uilities C 3 - 0 Broad Target - 0 Broad Target - 0 Experian Experia | 3 3 3 3 3 3 3 3 3 3 |
| GlaxoSmithKline United Pharmaceuticals and Biotechnology C 3 - 0 Broad Target - 0 47,161 Business General Electric USA Manufacturing C 3 - 0 Broad Target - 0 141,349 Business Galp Energia Portugal Energy C 3 - 0 Broad Target - 0 4,495 Business FedEx USA Logistics C 3 - 0 Broad Target - 0 60,849 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 60,849 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Exicsson Group Sweden Felecom C 3 - 0 Broad Target - 0 11,035 Business Exicsson Group Sweden Finance C 3 - 0 Broad Target - 0 11,035 Business Exicsson Group Broad Target - 0 11,035 Business Exicsson Group Exilian Exil | 3 3 3 3 3 3 3 3 3 |
| General Electric USA Manufacturing C 3 - 0 Broad Target - 0 4,495 Business Business B | 3 3 3 3 3 3 3 |
| Galp Energia Portugal Energy C 3 - 0 Broad Target - 0 4,495 Business FedEx USA Logistics C 3 - 0 Broad Target - 0 60,849 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Exicsson Group Sweden Telecom C 3 - 0 Broad Target - 0 82,599 Business ENI SpA Italy Oil and Gas C 3 - 0 Broad Target - 0 21,405 Business Électricité de France France Utilities C 3 - 0 Broad Target - 0 89,075 Business EDP - Energias de Portugal S.A. Portugal Utilities C 3 - 0 Broad Target - 0 5,429 Business Ecolab USA Chemicals C 3 - 0 Broad Target - 0 58,687 Business Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 63,440 Business | 3 3 3 3 3 3 |
| FedEx USA Logistics C 3 - 0 Broad Target - 0 60,849 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Group Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Group Sweden Telecom C 3 - 0 Broad Target - 0 82,599 Business ENI SpA Italy Oil and Gas C 3 - 0 Broad Target - 0 21,405 Business Electricité de France France Utilities C 3 - 0 Broad Target - 0 89,075 Business EDP - Energias de Portugal S.A. Portugal Utilities C 3 - 0 Broad Target - 0 5,429 Business Ecolab USA Chemicals C 3 - 0 Broad Target - 0 58,687 Business Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 63,440 Business | 3 3 3 3 3 |
| Experian Group Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Experian Experian C 3 - 0 Broad Target - 0 82,599 Business Experian Italy Oil and Gas C 3 - 0 Broad Target - 0 21,405 Business Electricité de France France Utilities C 3 - 0 Broad Target - 0 89,075 Business EDP - Energias de Portugal S.A. Portugal Utilities C 3 - 0 Broad Target - 0 5,429 Business Ecolab USA Chemicals C 3 - 0 Broad Target - 0 58,687 Business Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 63,440 Business | 3 3 3 3 3 |
| Experian Ireland Finance C 3 - 0 Broad Target - 0 11,035 Business Ericsson Group Sweden Telecom C 3 - 0 Broad Target - 0 82,599 Business ENI SpA Italy Oil and Gas C 3 - 0 Broad Target - 0 21,405 Business Électricité de France France Utilities C 3 - 0 Broad Target - 0 89,075 Business EDP - Energias de Portugal S.A. Portugal Utilities C 3 - 0 Broad Target - 0 5,429 Business Ecolab USA Chemicals C 3 - 0 Broad Target - 0 58,687 Business Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 63,440 Business | 3 3 3 3 |
| Ericsson Group Sweden Telecom C 3 - 0 Broad Target - 0 82,599 Business ENI SpA Italy Oil and Gas C 3 - 0 Broad Target - 0 21,405 Business Électricité de France France Utilities C 3 - 0 Broad Target - 0 89,075 Business EDP - Energias de Portugal S.A. Portugal Utilities C 3 - 0 Broad Target - 0 5,429 Business Ecolab USA Chemicals C 3 - 0 Broad Target - 0 58,687 Business Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 63,440 Business | 3 3 3 |
| ENI SPA Italy Oil and Gas C 3 - 0 Broad Target - 0 21,405 Business Électricité de France France Utilities C 3 - 0 Broad Target - 0 89,075 Business EDP - Energias de Portugal S.A. Portugal Utilities C 3 - 0 Broad Target - 0 5,429 Business Ecolab USA Chemicals C 3 - 0 Broad Target - 0 58,687 Business Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 63,440 Business | 3 |
| Électricité de France France Utilities C 3 - 0 Broad Target - 0 89,075 Business EDP - Energias de Portugal S.A. Portugal Utilities C 3 - 0 Broad Target - 0 5,429 Business Ecolab USA Chemicals C 3 - 0 Broad Target - 0 58,687 Business Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 63,440 Business | 3 |
| EDP - Energias de Portugal S.A. Portugal Utilities C 3 - 0 Broad Target - 0 5,429 Business Ecolab USA Chemicals C 3 - 0 Broad Target - 0 58,687 Business Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 63,440 Business | |
| Ecolab USA Chemicals C 3 - 0 Broad Target - 0 58,687 Business Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 63,440 Business | 3 |
| Deutsche Telekom Germany Telecom C 3 - 0 Broad Target - 0 63,440 Business | 3 |
| | 3 |
| Denner AG Switzerland Retail C 3 -15% 2030 Business travel absolute 0 - Insufficient | 0 |
| Similar No. | 3 |
| | 3 |
| | 3 |
| | _ |
| | 3 |
| | 3 |
| | 3 |
| British American Tobacco United Manufacturing C 3 - 0 Broad Target - 0 27,251 Business | 3 |
| BMW Germany Manufacturing C 3 - 0 Broad Target - 0 93,935 Business | 3 |
| BBVA Spain Finance C 3 - 0 Broad Target - 0 31,616 Business | 3 |
| BASF Germany Chemicals C 3 - 0 Broad Target - 0 98,539 Business | 3 |
| Barclays United Finance C 3 - 0 Broad Target - 0 49,369 Business | 3 |
| Bank of America USA Finance C 3 - 0 Broad Target - 0 125,045 Business | 3 |
| Banco Santander Spain Finance C 3 - 0 Broad Target - 0 53,445 Business | 3 |
| Aviva United Finance C 3 - 0 Broad Target - 0 8,939 Business | 3 |
| Autodesk, Inc. USA Technology C 3 - 0 Broad Target - 0 64,067 Business | 3 |
| AT&T USA Telecom C 3 - 0 Broad Target - 0 119,052 Business | 3 |
| Amgen USA Pharmaceuticals and Biotechnology C 3 - 0 Broad Target - 0 43,472 Business | 3 |
| Allianz Germany Insurance C 3 - 0 Broad Target - 0 75,089 Business | 3 |
| Airbus Netherlands Aerospace C 3 - 0 Broad Target - 0 79,268 Business | 3 |
| Thyssenkrupp Germany Construction and Engineering C 2.5 - 0 Broad Target - 0 256,491 Business | 3 |
| Sonae Portugal Retail C 2.5 - 0 Broad Target - 0 804 Business | 2 |
| Société Générale France Finance C 2.5 - 0 No Target - 0 43,413 Business | 3 |
| Siemens Healthineers AG Germany Medical C 2.5 - 0 Broad Target - 0 52,892 Business | 3 |
| SAP Germany Technology C 2.5 - 0 Broad Target - 0 259,795 Business | 3 |

| SAINT-GOBAIN | France | Construction and Engineering | С | 2.5 | - | 0 | Broad Target | - | 0 | 186,565 | Business | 3 |
|------------------------------------|-------------|-----------------------------------|---|-----|---|---|--------------|---|---|----------|------------|---|
| Raytheon | USA | Defense | С | 2.5 | - | 0 | Broad Target | - | 0 | 149,686 | Business | 2 |
| Poste Italiene | Italy | Logistics | С | 2.5 | - | 0 | Broad Target | - | 0 | 7,692 | Business | 2 |
| NOS | Portugal | Telecom | С | 2.5 | - | 0 | Broad Target | - | 0 | 513 | Business | 2 |
| Munich Re | Germany | Insurance | С | 2.5 | - | 0 | Broad Target | - | 0 | 16,428 | Business | 2 |
| Merck & Co. | USA | Pharmaceuticals and Biotechnology | С | 2.5 | - | 0 | Broad Target | - | 0 | 262,010 | Business | 3 |
| Medtronic | Ireland | Technology | С | 2.5 | - | 0 | Broad Target | - | 0 | 170,895 | Business | 3 |
| LVMH | France | Retail | С | 2.5 | - | 0 | Broad Target | _ | 0 | 64,454 | Business | 2 |
| Leidos | USA | Construction and Engineering | С | 2.5 | - | 0 | No Target | _ | 0 | 28,354 | Business | 3 |
| KBC Bank | Belgium | Finance | С | 2.5 | - | 0 | Broad Target | _ | 0 | - | Scope 3 | 3 |
| ING Group | Netherlands | Finance | С | 2.5 | - | 0 | Broad Target | _ | 0 | 17 | Business | 2 |
| Holcim | Switzerland | Construction and Engineering | С | 2.5 | - | 0 | Broad Target | _ | 0 | 225,816 | Business | 3 |
| Heineken | Netherlands | | С | 2.5 | _ | 0 | Broad Target | _ | 0 | 16,194 | Business | 2 |
| Groupe PSA | France | Manufacturing | С | 2.5 | _ | 0 | Broad Target | _ | 0 | 17,687 | Business | 2 |
| General Motors | USA | Manufacturing | С | 2.5 | _ | 0 | Broad Target | _ | 0 | 30,828 | Business | 2 |
| Fidelity Investments | USA | Finance | c | 2.5 | _ | 0 | No Target | _ | 0 | - - | Air travel | 1 |
| Dell Technologies | USA | Technology | c | 2.5 | _ | 0 | Broad Target | _ | 0 | 241,921 | Business | 3 |
| Cisco | USA | Technology | c | 2.5 | | 0 | Broad Target | _ | 0 | 159,579 | Business | 3 |
| Carrefour | France | Retail | c | 2.5 | | 0 | Broad Target | _ | 0 | 12,161 | Business | 2 |
| Capita Plc | United | Consulting | c | 2.5 | | 0 | Broad Target | _ | 0 | , | Business | 2 |
| Boeing | USA | Defense | c | 2.5 | | 0 | Broad Target | | 0 | 223,217 | Business | 3 |
| Bennetts Associates | United | Construction and Engineering | c | 2.5 | | 0 | Broad Target | | 0 | 1,180 | Business | 2 |
| Banco Comercial Portugues | Portugal | Finance | c | 2.5 | | 0 | _ | | 0 | 894 | Business | 3 |
| | | | c | | - | _ | No Target | - | 0 | 3,203 | Business | 2 |
| Auchan | France | Retail | c | 2.5 | - | 0 | Broad Target | - | 0 | 13,506 | Business | 2 |
| Assicurazioni Generali | Italy | Finance | | 2.5 | - | 0 | Broad Target | - | | 93,467 | Business | 2 |
| ASML Holdings | Netherlands | · · | С | 2.5 | - | _ | Broad Target | - | 0 | 250,542 | Business | _ |
| Apple | USA | Technology | С | 2.5 | - | 0 | Broad Target | - | 0 | | | 3 |
| Aon | United | Insurance | С | 2.5 | - | 0 | Broad Target | - | 0 | 33,200 | Business | 2 |
| Amazon | USA | Retail | С | 2.5 | - | 0 | Broad Target | - | 0 | - 12.240 | Scope 3 | 3 |
| Ahold Delhaize | Netherlands | | C | 2.5 | - | 0 | Broad Target | - | 0 | 13,249 | Business | 2 |
| Volkswagen | Germany | Manufacturing | D | 2 | - | 0 | Broad Target | - | 0 | 522,523 | Business | 3 |
| Unilever | United | Manufacturing | D | 2 | - | 0 | Broad Target | - | 0 | - | Business | 1 |
| Umicore | Belgium | Mining | D | 2 | - | 0 | Broad Target | - | 0 | - | Business | 1 |
| Snap Inc. | USA | Technology | D | 2 | - | 0 | Broad Target | - | 0 | - | Business | 1 |
| Royal Dutch Shell | Netherlands | Oil and Gas | D | 2 | - | 0 | Broad Target | - | 0 | - | Business | 1 |
| Robert Bosch | Germany | Construction and Engineering | D | 2 | - | 0 | Broad Target | - | 0 | - | Business | 1 |
| OMV Group | Austria | Oil and Gas | D | 2 | - | 0 | Broad Target | - | 0 | - | Scope 3 | 2 |
| Mott MacDonald Group Limited | United | Consulting | D | 2 | - | 0 | Broad Target | - | 0 | - | Business | 1 |
| Microsoft | USA | Technology | D | 2 | - | 0 | Broad Target | - | 0 | 302,156 | Business | 3 |
| Johnson & Johnson | USA | Pharmaceuticals and Biotechnology | D | 2 | - | 0 | Broad Target | - | 0 | 463,088 | Business | 3 |
| Illumina, Inc. | USA | Pharmaceuticals and Biotechnology | D | 2 | - | 0 | Broad Target | - | 0 | - | Business | 1 |
| IBM | USA | Technology | D | 2 | - | 0 | Broad Target | - | 0 | 302,842 | Business | 3 |
| Google | USA | Technology | D | 2 | - | 0 | Broad Target | - | 0 | 284,024 | Business | 3 |
| Facebook | USA | Technology | D | 2 | - | 0 | Broad Target | - | 0 | 407,178 | Business | 3 |
| Enel sPA | Italy | Utilities | D | 2 | - | 0 | Broad Target | - | 0 | - | Scope 3 | 2 |
| Disney | USA | Entertainment | D | 2 | - | 0 | Broad Target | - | 0 | - | Business | 1 |
| ACS Group | Spain | Construction and Engineering | D | 2 | - | 0 | No Target | - | 0 | - | Scope 3 | 3 |
| Abbott | USA | Technology | D | 2 | - | 0 | Broad Target | - | 0 | 255,545 | Business | 2 |
| Prosus | Netherlands | Finance | D | 1.5 | - | 0 | No Target | - | 0 | - | Business | 1 |
| Millennium & Copthorne Hotels plc. | United | Travel | D | 1.5 | - | 0 | Broad Target | - | 0 | - | Business | 0 |
| General Dynamics | USA | Defense | D | 1.5 | - | 0 | No Target | - | 0 | - | Business | 1 |
| Ageas SA/NV | Belgium | Insurance | D | 1.5 | | 0 | No Target | - | 0 | - | Business | 1 |
| Accenture | Ireland | Consulting | D | 1.5 | | 0 | Broad Target | - | 0 | 368,711 | Business | 2 |
| | ctana | 2220118 | | | | | Dioda laiget | | , | , . == | | |

| TRUMPF GmbH & Co. KG | Germany | Technology | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
|-----------------------------|-------------|-----------------------------------|---|------|---|---|--------------|---|---|---|--------------|---|
| The Navigator Company | Portugal | Manufacturing | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| SSE | United | Utilities | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Sofina | Belgium | Finance | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Skunkfunk | Spain | Manufacturing | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Simon-Kucher | Germany | Consulting | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| SERVIER | France | Pharmaceuticals and Biotechnology | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Publicis | France | Marketing | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| PKN Orlen | Poland | Energy | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| PGE | Poland | Utilities | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| La Française des jeux (FDJ) | France | Travel | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 1 |
| Herbert Smith Freehills | United | Consulting | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Grosvenor Britain & Ireland | United | Real Estate | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Glencore | Switzerland | Mining | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| ExxonMobil | USA | Oil and Gas | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Erste Group | Austria | Finance | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Engie | France | Utilities | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| CRH plc | Ireland | Construction and Engineering | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Comcast | USA | Telecom | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Colruyt Group | Belgium | Retail | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| BP | United | Oil and Gas | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Anheuser Busch InBev | Belgium | Retail | D | -0.5 | - | 0 | Broad Target | - | 0 | - | Insufficient | 0 |
| Strabag SE | Austria | Construction and Engineering | D | -1 | - | 0 | No Target | - | 0 | - | Insufficient | 0 |
| Red Bull Gmbh | Austria | Retail | D | -1 | - | 0 | No Target | - | 0 | - | Insufficient | 0 |
| PGNiG | Poland | Energy | D | -1 | - | 0 | No Target | - | 0 | - | Insufficient | 0 |
| Exor | Netherlands | Manufacturing | D | -1 | - | 0 | No Target | - | 0 | - | Insufficient | 0 |
| | Poland | Retail | D | -1 | - | 0 | No Target | - | 0 | - | Insufficient | 0 |
| ** Actual or estimated | | | | | | | | | | | | |

^{**} Actual or estimated.

^{***} Between 2018 and 2020, with thus a maximum of 3.

^{****} Based on additional information provided by Publicis on 11/05/2022, the company's status has been reviewed and updated to a B, with a score of 6.5.

>> Reporting and commitment data collected to the best of Stand. Earth Research group and T&E's abilities. In case you are a company and want to submit us extra data, please contact our campaign manager Denise Auclair at denise.auclair@transportenvironment.org