Entity	***Climate Change Engagement* Year to 31 Mar-23 (yes / no) (*)**	***Climate Change Engagement Year to 31 Mar-24 (yes / no) (*)***	***Current assessment of climate related practices / targets***	***Overview of climate Change Engagement / Areas of Focus Year to 31 Mar-23***	***Any Positive Engagement Outcomes Year to 31 Mar-23***	***Overview of Climate Change Engagement / Areas of Focus Year to 31 Mar-24***	***Any Positive Engagement Outcomes Year to 31 Mar-24***
CRH	Yes	No	CRH is considered aligned/aligning to the Paris Agreement by LGPS Central. As the company meets all the required thresholds. LCT: 5.1 ITR: 1.7 SBT: Yes	<u>EOS Objective:</u> [1]The audited accounts should state clearly that its climate change has been considered, how it has been dealt with and the impact on the annual report and accounts.	EOS engaged with the Chair in April 2022 to discuss the lack of climate consideration in the annual report and accounts. EOS co-signed a letter in November 2022 as part of CA100+ to re-emphasise the importance of disclosure.	.	

[1] EOS define an objective as a specific, measurable change defined at the company. Objectives are regularly reviewed until they are completed – when the company has demonstrably implemented the change requested – or discontinued.

Holcim	Yes	Yes	Holcim is not considered aligned/aligning to the Paris Agreement by LGPS Central. While the company has a SBT and an ITR below 2 degrees, LCT is below the required threshold of 5. LCT: 4.1 ITR: 1.9 SBT: Yes	<u>EOS Objective:</u> Annual reporting against its climate targets to demonstrate progress in line with the delivery of its 2030 target, including its greenhouse gas intensity target for 2025 and lead indicators such as green capital expenditure in 2025.	In a meeting with the lead independent director in Q1 2023, EOS praised the company for updating its net-zero targets in line with a 1.5-degree scenario and receiving Science-Based Targets Initiative (SBTI) validation. EOS emphasised that it would like to see Holcim continue to be an industry leader on climate.	<u>EOS Objective:</u> To ensure the robustness of the climate transition plan by providing evidence that a thorough technoeconomic analysis exercise has guided decision-making on the levers selected to decarbonise	Ahead of the publication of the 2023 climate report, EOS shared their expectations for forward-looking climate plans. These include allocating projected emissions savings to the various decarbonisation levers being implemented, including circularity, and providing evidence that technoeconomic analysis has been conducted, to provide investor reassurance over the decarbonisation levers selected for implementation.

ConocoPhillips	Yes	Yes	ConocoPhillips is not considered aligned/aligning to the Paris Agreement by LGPS Central. As the company meets none of the required thresholds. LCT: 3.8 ITR: 3.3 SBT: No	<u>EOS Objective:</u> To enhance reporting of its lobbying activities, specifically how it engages with trade associations and other memberships to inform climate positions (including on methane). It should also articulate a policy to leave associations or memberships where there is misalignment.	The company conveyed that it is deeply engaged with its trade associations behind the scenes to align them with the company's policies, including on climate. it provided the example that the American Petroleum Institute (API) has made a huge shift by now embracing carbon pricing and methane emissions reductions on new and existing sources. The company confirmed it had made significant efforts to drive this outcome. The company appeared receptive to EOS's	<u>EOS Objective:</u> To enhance its TCFD disclosure by reporting explicitly on a forward-looking capex strategy and its alignment with a Paris-aligned future and a disorderly transition scenario.	Following extensive engagement with EOS, the base case for the company's project approval economics and planning includes either the forecast of existing GHG pricing regulations or the company's current probability-weighted energy transition scenario for each jurisdiction, depending on which is higher, and adds a sensitivity of $60 real per tonne C02e to act as a stress test on operated and non-operated assets.

					request for required disclosure to be of investor quality and to include additional examples in future disclosure. EOS pointed out its disclosure would benefit from additional explanation of its decision-making processes and policy for handling misalignment. In a follow-up meeting the company confirmed it has expanded its disclosures to include a five-year rolling archive to show which organisations the company had joined and exited.		The company considers the $60 real per tonne C02e price as aligned with a 2-degree C scenario that assumes an orderly transition. It believes that the 2-degree C scenario is reasonable for stress testing its assets and considers the difference between 2C and 1.5C scenarios to be very significant.
Shell	Yes	Yes	Shell is not considered aligned/aligning	<u>EOS Objective:</u> To set climate targets aligned	In Q1 2023 the company presented its own	<u>LGPS Central Objective:</u> Set	We very much appreciate

		to the Paris Agreement by LGPS Central as the company does not meet the required threshold for LCT. LCT: 2.5 ITR: 1.8 SBT: Yes	with 1.5C that cover the upstream and downstream emissions, Scope 1, 2 and 3 (absolute and intensity) and short and medium-term targets.	analysis to demonstrate alignment of its targets with 1.5°C. It compares its targets to a subset of the Intergovernmental Panel on Climate Change's (IPCC) 1.5C-aligned scenario set. However, this subset includes scenarios with a greater degree of overshoot than the International Energy Agency Net Zero Emissions or other 'low or no overshoot scenarios' (although the subset does exclude scenarios with the highest level of overshoot).	clear, reasonable, and measurable climate action targets aligned with the Paris Agreement. We also compare those targets with the company's industry peers, as well as Paris-aligned sector pathways, and engage with the company in case of any major deviations.	Shell's desire to have a meaningful and open dialogue with its shareholders, and it is clear that Shell is a sector leader in the climate transition. Overall emission reduction targets remain under discussion. We expect upcoming targets to likely focus on oil production. We also requested to provide feedback on the draft transition update in advance of the 2024 AGM.

Iberdrola	Yes	No	Iberdrola is considered aligned/aligning to the Paris Agreement by LGPS Central as the company meets all of the required thresholds. LCT: 7.64 ITR: 1.3 SBT: Yes	<u>EOS Issue[2]:</u> Decarbonisation targets and plans in line with the Paris Agreement. <u>EOS Issue:</u> The energy transition is considered appropriately within the financial reports and accounts.	Ahead of the 2022 AGM EOS met with Iberdrola's head of ESG and took the opportunity to push the company on its climate ambitions, requesting disclosure of its decarbonisation plan. The company explained that it is confident it will deliver its targets but was delaying the publishing of its plan as it is currently with its capital expenditure. The company is working on closing the gaps between its investments and its climate plan.		

[2] EOS define an issue as a topic that they have raised with a company in engagement, but where an outcome is not precisely defined. This is appropriate for topics of lower materiality and so EOS do not anticipate engaging with the frequency required to pursue an objective.

L'air Liquide	Yes	Yes	Air Liquide is not considered aligned/aligning to the Paris Agreement by LGPS Central. While the company has implemented an SBT, it does not have an LCT or ITR which meets the required threshold. LCT: 4.5 ITR: 10 SBT: Yes	<u>EOS Issue</u>: The company sets a comprehensive strategy for achieving net-zero emissions with short, medium- and long-term targets. <u>EOS Objective:</u> To take action in situations where misalignment has been identified between the climate change lobbying activities of the associations, alliances and coalitions it is a member of and the goals of the Paris Agreement. <u>EOS Objective:</u> To demonstrably	EOS co-led the CA100+ engagement with Air Liquide. EOS have engaged with the company to seek a long-term commitment to net zero by 2050. In March 2021 Air Liquide made a public commitment to reach carbon neutrality by 2050 for Scope 1 and 2 emissions. However, Scopes 1 and 2 only represent 60% of total emissions, with the balance attributable to Scope 3 emissions. In March 2023, the company set its first Scope 3 objective for downstream emissions: to have within two years 75% of top 50	<u>EOS Objective:</u> To publish a roadmap with details on how it will align with a 1.5°C pathway or offer an annual strategy and outlook presentation to investors. <u>EOS Objective:</u> To set science-based targets for its Scope 3 emissions and for these to be aligned with a net-zero pathway. Scope 3 emissions represent approximately 40% of the company's total emissions.	EOS attended a presentation on the sustainability report, and were pleased to hear that for three years in a row absolute emissions have continued to decline despite significant growth in business. Progress has been made on each of the three key levers to decarbonise the company's own assets: low-carbon electricity sourcing, asset management and the construction of the company's largest electrolyser to-date to enable production of

				improve its consideration of climate in its accounting practices. EOS Objective: To make a long-term net zero commitment that covers all scopes, and for it to develop a roadmap with interim targets for how it will achieve it. EOS Objective: To report against the pillars of the Task Force on Climate-related Financial Disclosures (TCFD).	customers committed to 2050 carbon neutrality, rising to 100% by 2035. In May 2022, Air Liquide's 2035 Scope 1 and 2 CO2 trajectory was validated by the SBTi.		renewable hydrogen, and carbon capture and storage. For the first time, a quantification of the relevant categories of Scope 3 emissions was provided with examples of actions taken to address these.
Linde	Yes	Yes	Linde is not considered aligned/aligning to the Paris Agreement by LGPS Central.	EOS Issue: To publish a Net Zero Transition Plan in line with the goals of the		EOS Objective: To set 1.5C-aligned interim greenhouse gas emissions reduction	Following engagement from EOS, Linde confirmed they are focused on reducing scope

			While the company has implemented an SBT, it does not have an LCT or ITR which meets the required threshold. LCT: 4.5 ITR: 10 SBT: Yes	Paris Agreement		targets for Scopes 1 and 2 emissions for 2035 or earlier. These targets should achieve validation through SBTi. <u>EOS Issue:</u> To set a carbon-neutrality-by-2050 goal which is not validated by the SBTi and does not incorporate Scope 3 emissions.	1 and 2 emissions and shared promising plans in relation to scope 3 reduction targets. Earlier in Q3 2023 EOS were pleased by the validation of the company's medium term climate change goal by the SBTi.
Micron Technology	Yes	Yes	Micron Technology is considered aligned/aligning to the Paris Agreement by LGPS Central. While the company has an ITR outside of the required threshold, it has an LCT and	<u>EOS Objective:</u> For the company to set short, medium, and long-term emissions targets aligned with a 1.5C emissions pathway.	EOS met with the chair of the compensation committee to express their expectations for the company to set 1.5-aligned emissions targets. The chair said that the board's priorities were	<u>EOS Objective:</u> For the company to set short, medium, and long-term emissions targets aligned with a 1.5C emissions pathway.	EOS met with the chair of the compensation committee to discuss scope 3 targets. The company highlighted its ongoing work on scope 3 emission reductions, for example its

			SBT within the required range. LCT: 5.6 ITR: 3.5 SBT: Yes		aligned with those of EOS.		work on developing energy efficient chips.
NextEra	Yes	Yes	NextEra is not considered aligned/aligning to the Paris Agreement by LGPS Central. While the company has an LCT above 5, The company does not have an SBT, and its ITR is outside of the required threshold. LCT: 5.0 ITR: 4.3 SBT: No	<u>EOS Objective:</u> The company's short-term emissions goal should be tested against, or validated by, the SBTi.	EOS have had constructive conversations with NextEra about potential alternative validation methodologies given the company and wider power sector's concerns with how SBTi's expectations may impact affordability and reliability.	<u>EOS Objective:</u> The company should conduct a scenario analysis as part of its TCFD reporting efforts.	The company includes some scenario analysis in its CDP reports and has been receptive to EOS's requests to include further detail on physical and transition risks and opportunities and analyse a range of temperature scenarios.
Southern Company	Yes	Yes	Southern Company is not considered aligned/aligning to the Paris Agreement by LGPS Central. As the company does not meet any of the	<u>EOS Objective</u>: The company should disclose a coal phase-down strategy in line with the 1.5C scenario. If coal is expected to be used beyond 2035,		<u>EOS Objective</u>: The company should disclose a coal phase-down strategy in line with the 1.5C scenario. If coal is expected to be used beyond 2035,	The company agreed to clarify the postponement of its coal retirement in upcoming disclosures. This postponement is due to the

		required thresholds. LCT: 3.5 ITR: 4.0 SBT: No	the rationale and nature of the coal use should be provided.		the rationale and nature of the coal use should be provided.	company's ongoing work with the regulators and public service utility commissions to ensure affordable and reliable energy.