

# Travel Smart Ranking 2023 (published 15th March 2023)

Category	Company	Country	Sector	Target	Target Year	Target specificity	Reporting Specificity	Target type	2019 air travel emissions**	CDP reporting	Years since target announcement**	Number of years of reporting***	Reporting non-CO2	Total Score
A	ABN Amro	Netherlands	Finance	-50%	2025	AT target	AT reporting	Absolute	10,400 tCO2	yes	3	4	no	12.5
A	Novo Nordisk	Denmark	Pharmaceuticals	-50%	2025	AT target	AT reporting	Absolute	63,050 tCO2	yes	1	4	no	12
A	Swiss Re	Switzerland	Finance	-50%	2023	AT target	AT reporting	Absolute	62,657 tCO2	yes	1	4	no	12
A	Zurich Insurance Group	Switzerland	Finance	-70%	2022	AT target	BT reporting	Absolute	17,353 tCO2e (incl. non-CO2) - 9,133 tCO2	yes	1	4	yes	11.5
A	Fidelity International	United Kingdom	Finance	-50%	2024	AT target	AT reporting	Absolute	10,862 tCO2	no	1	4	no	11.5
A	Lloyds Banking Group	United Kingdom	Finance	-50%	2022	BT target	BT reporting	Absolute	22,768 tCO2e (incl. non-CO2) - 11,983 tCO2	yes	1	4	yes	11
A	AstraZeneca	United Kingdom	Pharmaceuticals and Biotechnology	-23%	2025	BT target	AT reporting	Absolute	210,568 tCO2e (incl. non-CO2) - 110,825 tCO2	yes	2	4	yes	11
A	Abrdn	United Kingdom	Finance	-72%	2025	BT target	BT reporting	Absolute	9,282 tCO2	yes	2	4	no	11
A	Crédit Agricole	France	Finance	-30%	2025	BT target	AT reporting	Absolute	43,859 tCO2	yes	1	4	no	10.5
A	HSBC	United Kingdom	Finance	-50%	2030	BT target	BT reporting	Absolute	61,975 tCO2e (incl. non-CO2) - 32,619 tCO2	yes	2	4	yes	10.5
A	Pfizer Inc	United States of America	Pharmaceuticals and Biotechnology	-25%	2025	BT target	BT reporting	Absolute	150,647 tCO2e (incl. non-CO2) - 79,288 tCO2	yes	2	4	yes	10.5
B	Wipro	India	Technology	-55%	2030	BT target	BT reporting	Absolute	95,282 tCO2	yes	2	4	no	10
B	Intesa Sanpaolo	Italy	Finance	-35%	2022	BT target	BT reporting	Absolute	6,904 tCO2	yes	6	4	no	10
B	Antea Nederland B.V.	Netherlands	Consulting	-50%	2030	BT target	AT reporting	Absolute	182 tCO2e (incl. non-CO2) - 107 tCO2	no	1	3	yes	10
B	Mapfre	Spain	Finance	-8%	2024	AT target	BT reporting	Absolute	9,885 tCO2e (incl. non-CO2) - 5,203 tCO2	yes	1	4	yes	10
B	Vattenfall	Sweden	Energy	-50%	2030	BT target	BT reporting	Absolute	12,680 tCO2	yes	2	4	no	10
B	S&P Global	United States of	Finance	-25%	2025	BT target	BT reporting	Absolute	36,139 tCO2	yes	2	4	no	10
B	Adobe	United States of	Technology	-30%	2025	BT target	BT reporting	Absolute	68,473 tCO2	yes	3	4	no	10
B	Servier	France	Pharmaceuticals	-16%	2025	BT target	AT reporting	Absolute	28,886 tCO2	no	2	3	no	9.5
B	Capgemini	France	Consulting	-50%	2030	BT target	AT reporting	Intensity	188,571 tCO2	yes	2	4	no	9.5
B	AXA	France	Insurance	-18%	2025	BT target	BT reporting	Absolute	65,633 tCO2	yes	3	4	no	9.5
B	Rabobank	Netherlands	Finance	-42%	2030	AT target	AT reporting	Absolute	18,510 tCO2	no	0	4	no	9.5
B	Arcadis NV	Netherlands	Consulting	-50%	2025	BT target	BT reporting	Intensity	26,116 tCO2	yes	1	4	no	9.5
B	Schroders	United Kingdom	Finance	-50%	2030	BT target	BT reporting	Absolute	7,737 tCO2	yes	1	4	no	9.5
B	PricewaterhouseCoopers (PwC)	United Kingdom	Consulting	-50%	2030	BT Target	AT reporting	Absolute	934,000 tCO2e (incl. non-CO2) - 491,579 tCO2	yes	1	3	yes	9.5
B	Deloitte	United Kingdom	Consulting	-50%	2030	BT target	AT reporting	Intensity	935,937 tCO2e (incl. non-CO2) - 492,598 tCO2	yes	2	4	yes	9.5
B	Salesforce	United States of	Technology	-50%	2021	BT target	BT reporting	Intensity	109,299 tCO2	yes	1	4	no	9.5
B	Marsh & McLennan	United States of	Insurance	-15%	2025	BT target	AT reporting	Absolute	79,556 tCO2	no	1	4	no	9.5
B	Sopra Steria Group	France	Technology	-43%	2025	BT target	BT reporting	Intensity	25,133 tCO2	yes	6	4	no	9
B	Publicis	France	Services	-50%	2030	BT target	BT reporting	Absolute	52,162 tCO2	yes	1	3	no	9

B	Ernst & Young Global	United Kingdom	Consulting	-35%	2025	AT target	BT reporting	Absolute	846,000 tCO2e (incl. non-CO2) - 445,263 tCO2	yes	1	3	yes	9
B	Veritas Technologies, LLC	United States of America	Manufacturing	-19%	2025	BT target	BT reporting	Absolute	14,273 tCO2e (incl. non-CO2) - 7,782 tCO2	no	1	4	yes	9
B	Mckinsey & Co.	United States of	Consulting	-30%	2025	BT target	AT reporting	Intensity	594,500 tCO2	yes	2	4	no	9
B	Jacobs	United States of	Consulting	-20%	2022	BT target	BT reporting	Absolute	75,416 tCO2	yes	3	3	no	9
B	Boston Consulting Group	United States of America	Consulting	-48.50%	2025	BT target	BT reporting	Intensity	361,765 tCO2e (incl. non-CO2) - 190,403 tCO2	yes	2	4	yes	9
B	Blackrock	United States of	Finance	-40%	2030	BT target	BT reporting	Absolute	30,108 tCO2	yes	2	4	no	9
B	Atlassian Corporation Plc	United States of	Technology	-25%	2025	BT target	BT reporting	Absolute	16,704 tCO2	no	2	3	no	9
B	Valmet	Finland	Energy	-30%	2030	BT target	BT reporting	Absolute	27,332 tCO2	yes	1	4	no	8.5
B	Dassault Systemes	France	Technology	-23%	2027	BT target	BT reporting	Absolute	24,932 tCO2	yes	2	4	no	8.5
B	Wolters Kluwer	Netherlands	Finance	-2%	2020	BT target	BT reporting	Absolute	14,345 tCO2	yes	4	2	no	8.5
B	AFRY (ÅF Pöyry)	Sweden	Consulting	-36%	2027	BT target	BT reporting	Absolute	7,111 tCO2	yes	1	4	no	8.5
B	Steelcase Inc.	United States of	Retail	-14%	2030	BT target	BT reporting	Absolute	10,564 tCO2	yes	2	4	no	8.5
B	Ramboll Group A/S	Denmark	Consulting	-28%	2030	BT target	BT reporting	Absolute	21,286 tCO2	yes	1	3	no	8
B	SPIE	France	Consulting	-20%	2025	BT target	BT reporting	Absolute	18,141 tCO2	no	0	3	no	8
B	Amundi	France	Finance	-30%	2025	BT target	BT reporting	Intensity	5,803 tCO2	no	1	4	no	8
B	Bain & Co.	United States of America	Consulting	-35%	2026	BT target	BT reporting	Intensity	86,582 tCO2e (incl. non-CO2) - 46,801 tCO2	yes	2	3	yes	8
B	ERM	United Kingdom	Consulting	-30%	2025	BT target	Scope 3	Absolute	-	no	1	4	no	7.5
B	Roche	Switzerland	Pharmaceuticals	-18%	2025	AT target	BT reporting	Intensity	166,428 tCO2	no	1	3	no	7
B	Interface	United States of	Construction and	-30%	2030	BT target	BT reporting	Absolute	3,541 tCO2	no	1	2	no	7
C	Roland Berger	Germany	Consulting	-40%	2028	BT Target	Scope 3	Intensity	-	no	1	3	no	5.5
C	Sonova	Switzerland	Medical	-		Broader target	AT reporting		7,585 tCO2e (incl. non-CO2) - 3,992 tCO2	yes		4	yes	5.5
C	Novartis	Switzerland	Pharmaceuticals and Biotechnology	-		Broader target	AT reporting		191,293 tCO2e (incl. non-CO2) - 100,681 tCO2	yes		4	yes	5.5
C	WPP	United Kingdom	Marketing	-		Broader target	AT reporting		122,967 tCO2e (incl. non-CO2) - 64,719 tCO2	yes		4	yes	5.5
C	Raiffeisen Bank	Austria	Finance	-		Broader	AT reporting		5,159 tCO2	yes		4	no	5
C	Carlsberg	Denmark	Food Processing	-		Broader	AT reporting		19,493 tCO2	yes		4	no	5
C	Deutsche Post DHL	Germany	Logistics	-		Broader	AT reporting		100,000 tCO2	yes		4	no	5
C	Bayer	Germany	Pharmaceuticals and Biotechnology	-		Broader target	AT reporting		294,000 tCO2e (incl. non-CO2) - 154,737 tCO2	yes		4	yes	5
C	Galp Energia	Portugal	Oil and Gas	-		No target	AT reporting		4,495 tCO2e (incl. non-CO2) - 2,366 tCO2	yes		4	yes	5
C	Banco Comercial	Portugal	Finance	-		Broader	AT reporting		894 tCO2	yes		4	no	5
C	Syngenta AG	Switzerland	Chemicals	-		Broader	AT reporting		26,808 tCO2	yes		4	no	5
C	Adecco Group AG	Switzerland	Services	-		Broader	AT reporting		19,521 tCO2	yes		4	no	5
C	ABB LTD N	Switzerland	Technology	-		Broader	AT reporting		148,533 tCO2	yes		4	no	5
C	Prudential plc	United Kingdom	Insurance	-		No target	AT reporting		6,092 tCO2e (incl. non-CO2) - 3,206 tCO2	yes		4	yes	5
C	Coca-Cola	United States of	Food Processing	-		Broader	AT reporting		100,708 tCO2	yes		4	no	5
C	Ball Corporation	United States of	Logistics	-		Broader	AT reporting		10,095 tCO2	yes		4	no	5
C	UCB	Belgium	Pharmaceuticals and Biotechnology	-		Broader target	BT reporting		31,432 tCO2e (incl. non-CO2) - 16,543 tCO2	yes		4	yes	4.5
C	Belfius	Belgium	Finance	-		Broader	AT reporting		146 tCO2	no		4	no	4.5

C	Barco NV	Belgium	Technology	-		Broader target	BT reporting	7,783 tCO2e (incl. non-CO2) - 4,096 tCO2	yes			4	yes	4.5
C	Nokia Corporation	Finland	Telecom	-		No target	AT reporting	71,700 tCO2	yes			4	no	4.5
C	Kone Oyj	Finland	Manufacturing	-		No target	AT reporting	15,600 tCO2	yes			4	no	4.5
C	Totalenergies	France	Oil and Gas	-		No target	AT reporting	52,820 tCO2	yes			4	no	4.5
C	Tech Mahindra	India	Technology	-		No target	AT reporting	11,978 tCO2	yes			4	no	4.5
C	Johnson Controls	Ireland	Technology	-		No target	AT reporting	43,000 tCO2	yes			4	no	4.5
C	Experian plc	Ireland	Finance	-		Broader target	BT reporting	11,035 tCO2e (incl. non-CO2) - 5,808 tCO2	yes			4	yes	4.5
C	Atlantia	Italy	Construction and	-		No target	AT reporting	1,848 tCO2	yes			4	no	4.5
C	Aegon	Netherlands	Insurance	-		No target	AT reporting	11,637 tCO2	yes			4	no	4.5
C	Jeronimo Martins SGPS	Portugal	Retail	-		No target	AT reporting	2,306 tCO2	yes			4	no	4.5
C	Telefonica	Spain	Telecom	-		Broader target	BT reporting	47,486 tCO2e (incl. non-CO2) - 24,992 tCO2	yes			4	yes	4.5
C	Caixa Bank	Spain	Finance	-		No target	AT reporting	3,246 tCO2	yes			4	no	4.5
C	SGS SA	Switzerland	Consulting	-		Broader target	BT reporting	21,481 tCO2e (incl. non-CO2) - 11,306 tCO2	yes			4	yes	4.5
C	Nestle	Switzerland	Food Processing	-		Broader target	BT reporting	116,663 tCO2e (incl. non-CO2) - 61,402 tCO2	yes			4	yes	4.5
C	Standard Chartered	United Kingdom	Finance	-		No target	AT reporting	69,699 tCO2	yes			4	no	4.5
C	M&G plc	United Kingdom	Finance	-		Broader target	AT reporting	8,946 tCO2e (incl. non-CO2) - 4,708 tCO2	no			3	yes	4.5
C	Proctor & Gamble	United States of	Retail	-		No target	AT reporting	116,259 tCO2	yes			4	no	4.5
C	FedEx	United States of	Logistics	-		No target	AT reporting	60,849 tCO2	yes			4	no	4.5
C	Autodesk, Inc.	United States of America	Technology	-		Broader target	BT reporting	64,067 tCO2e (incl. non-CO2) - 33,720 tCO2	yes			4	yes	4.5
C	Voestalpine AG	Austria	Manufacturing	-		Broader	BT reporting	32,737 tCO2	yes			4	no	4
C	Bawag AG	Austria	Insurance	-		No target	AT reporting	3,086 tCO2	no			4	no	4
C	A1 Telekom Austria	Austria	Telecom	-		Broader	BT reporting	6,122 tCO2	yes			4	no	4
C	Ion Beam Applications S.	Belgium	Medical	-		Broader	BT reporting	2,762 tCO2	yes			4	no	4
C	Lego	Denmark	Manufacturing	-		Broader	BT reporting	25,426 tCO2	yes			4	no	4
C	A.P. Moller - Maersk	Denmark	Logistics	-		Broader	BT reporting	18,114 tCO2	yes			4	no	4
C	Vinci	France	Construction and	-		Broader	BT reporting	5,925 tCO2	yes			4	no	4
C	Société Générale	France	Finance	-		Broader	BT reporting	43,413 tCO2	yes			4	no	4
C	Schneider Electric	France	Manufacturing	-		Broader	BT reporting	100,752 tCO2	yes			4	no	4
C	Sanofi	France	Pharmaceuticals	-		Broader	BT reporting	112,298 tCO2	yes			4	no	4
C	Renault	France	Manufacturing	-		Broader	BT reporting	31,601 tCO2	yes			4	no	4
C	Orange	France	Telecom	-		Broader	BT reporting	20,879 tCO2	yes			4	no	4
C	L'Oréal	France	Retail	-		Broader	BT reporting	126,857 tCO2	yes			4	no	4
C	Kering	France	Retail	-		Broader	BT reporting	28,797 tCO2	yes			4	no	4
C	Faurecia	France	Manufacturing	-		Broader target	BT reporting	31,880 tCO2e (incl. non-CO2) - 17,421 tCO2	yes			3	yes	4
C	Electricité de France	France	Utilities	-		Broader	BT reporting	89,075 tCO2	yes			4	no	4
C	Bureau Veritas	France	Consulting	-		Broader	BT reporting	35,997 tCO2	yes			4	no	4
C	BNP Paribas	France	Finance	-		Broader	BT reporting	86,261 tCO2	yes			4	no	4
C	Atos	France	Technology	-		Broader	BT reporting	27,038 tCO2	yes			4	no	4
C	Siemens	Germany	Manufacturing	-		Broader	AT reporting	309,838 tCO2	yes			4	no	4
C	E.ON	Germany	Energy	-		Broader	BT reporting	6,553 tCO2	yes			4	no	4

C	Deutsche Telekom	Germany	Telecom	-		Broader	BT reporting		63,440 tCO2	yes			4	no		4
C	Deutsche Bahn AG	Germany	Logistics	-		Broader	BT reporting		49,796 tCO2	yes			4	no		4
C	Continental	Germany	Manufacturing	-		Broader	BT reporting		72,455 tCO2	yes			4	no		4
C	Infosys	India	Technology	-		Broader	BT reporting		54,817 tCO2	yes			4	no		4
C	HCLTech	India	Technology	-		Broader target	BT reporting		83,964 tCO2e (incl. non-CO2) - 44,192 tCO2	yes			3	yes		4
C	Medtronic	Ireland	Technology	-		No target	AT reporting		170,895 tCO2	yes			4	no		4
C	Eaton	Ireland	Manufacturing	-		Broader	BT reporting		26,581 tCO2	yes			4	no		4
C	Accenture	Ireland	Consulting	-		Broader	AT reporting		368,711 tCO2	yes			4	no		4
C	Danieli & C Officine	Italy	Manufacturing	-		Broader	BT reporting		35,324 tCO2	yes			4	no		4
C	Royal Philips	Netherlands	Manufacturing	-		Broader	BT reporting		110,948 tCO2	yes			4	no		4
C	NOS	Portugal	Telecom	-		Broader target	BT reporting		513 tCO2e (incl. non-CO2) - 270 tCO2	yes			3	yes		4
C	EDP Group	Portugal	Utilities	-		Broader	BT reporting		5,429 tCO2	yes			4	no		4
C	Naturgy Energy Group	Spain	Utilities	-		Broader	BT reporting		2,252 tCO2	yes			4	no		4
C	Indra Sistemas	Spain	Technology	-		Broader	BT reporting		62,788 tCO2	yes			4	no		4
C	Banco Santander	Spain	Finance	-		Broader	BT reporting		53,445 tCO2	yes			4	no		4
C	Skanska AB	Sweden	Construction and	-		Broader	BT reporting		6,612 tCO2	yes			4	no		4
C	H&M Group	Sweden	Retail	-		Broader	BT reporting		28,173 tCO2	yes			4	no		4
C	Ericsson Group	Sweden	Telecom	-		Broader	BT reporting		82,599 tCO2	yes			4	no		4
C	UBS	Switzerland	Finance	-		Broader	BT reporting		31,667 tCO2	yes			4	no		4
C	Richemont	Switzerland	Manufacturing	-		Broader	BT reporting		38,998 tCO2	yes			4	no		4
C	Oriflame Cosmetics	Switzerland	Retail	-		Broader	BT reporting		14,688 tCO2	yes			4	no		4
C	Credit Suisse	Switzerland	Finance	-		Broader	BT reporting		54,662 tCO2	yes			4	no		4
C	Vodafone	United Kingdom	Telecom	-		Broader	BT reporting		36,632 tCO2	yes			4	no		4
C	RPS Group plc	United Kingdom	Consulting	-		Broader	BT reporting		1,263 tCO2	yes			4	no		4
C	Reckitt Benckiser	United Kingdom	Retail	-		Broader	BT reporting		107,958 tCO2	yes			4	no		4
C	NatWest Group plc	United Kingdom	Finance	-		Broader target	BT reporting		32,600 tCO2e (incl. non-CO2) - 17,158 tCO2	yes			3	yes		4
C	London Stock Exchange	United Kingdom	Finance	-		Broader	BT reporting		5,806 tCO2	yes			4	no		4
C	GlaxoSmithKline	United Kingdom	Pharmaceuticals	-		Broader	BT reporting		47,161 tCO2	yes			4	no		4
C	Diageo	United Kingdom	Retail	-		Broader	AT reporting		10,792 tCO2	yes			2	no		4
C	BT Group	United Kingdom	Telecom	-		Broader	BT reporting		46,416 tCO2	yes			4	no		4
C	British American	United Kingdom	Manufacturing	-		Broader	BT reporting		27,251 tCO2	yes			4	no		4
C	Aviva	United Kingdom	Finance	-		Broader	BT reporting		8,939 tCO2	yes			4	no		4
C	The Estée Lauder	United States of	Retail	-		Broader	BT reporting		26,863 tCO2	yes			4	no		4
C	PepsiCo	United States of	Retail	-		Broader	BT reporting		108,108 tCO2	yes			4	no		4
C	Oracle	United States of	Technology	-		Broader	BT reporting		133,782 tCO2	yes			4	no		4
C	Leidos	United States of	Construction and	-		Broader	BT reporting		28,354 tCO2	yes			4	no		4
C	Edwards Lifesciences	United States of	Medical	-		Broader	BT reporting		24,365 tCO2	yes			4	no		4
C	Dell Technologies	United States of	Technology	-		No target	BT reporting		241,921 tCO2e (incl. non-CO2) - 127,327 tCO2	yes			4	yes		4
C	CVS Health	United States of	Retail	-		Broader	BT reporting		82,202 tCO2	yes			4	no		4
C	Cisco	United States of	Technology	-		No target	AT reporting		159,579 tCO2	yes			4	no		4
C	AbbVie	United States of	Pharmaceuticals and Biotechnology	-		No target	BT reporting		43,337 tCO2e (incl. non-CO2) - 22,809 tCO2	yes			4	yes		4
C	AMS AG	Austria	Technology	-		No target	BT reporting		5,174 tCO2	yes			4	no		3.5

C	Solvay	Belgium	Chemicals	-		No target	BT reporting		7,246 tCO2	yes		4	no	3.5
C	Espersens	Denmark	Food Processing	-		No target	BT reporting		4,916 tCO2	yes		4	no	3.5
C	Danfoss	Denmark	Manufacturing	-		Broader	BT reporting		18,114 tCO2	yes		3	no	3.5
C	Wärtsilä Corporation	Finland	Manufacturing	-		No target	BT reporting		25,142 tCO2	yes		4	no	3.5
C	Veolia	France	Construction and	-		No target	BT reporting		12,675 tCO2	yes		4	no	3.5
C	Valeo	France	Manufacturing	-		No target	BT reporting		19,874 tCO2	yes		4	no	3.5
C	Sodexo	France	Food Processing	-		Broader	BT reporting		17,981 tCO2	yes		3	no	3.5
C	LVMH	France	Retail	-		Broader	BT reporting		64,454 tCO2	yes		3	no	3.5
C	Carrefour	France	Retail	-		No target	BT reporting		12,161 tCO2	yes		4	no	3.5
C	Bouygues	France	Construction and	-		Broader	BT reporting		244,898 tCO2	yes		4	no	3.5
C	bioMerieux	France	Medical	-		Broader	BT reporting		15,940 tCO2	no		4	no	3.5
C	Air Liquide	France	Chemicals	-		No target	BT reporting		52,902 tCO2	yes		4	no	3.5
C	Thyssenkrupp	Germany	Construction and	-		Broader	BT reporting		256,491 tCO2	yes		4	no	3.5
C	Siemens Healthineers AG	Germany	Medical	-		Broader target	BT reporting		123,898 tCO2e (incl. non-CO2) - 61,949 tCO2	no		3	yes	3.5
C	Munich Re	Germany	Insurance	-		Broader	BT reporting		16,428 tCO2	yes		3	no	3.5
C	Henkel AG & Co. KGaA	Germany	Retail	-		No target	BT reporting		52,892 tCO2	yes		4	no	3.5
C	EnBW Energie	Germany	Energy	-		No target	BT reporting		2,879 tCO2	yes		4	no	3.5
C	BMW	Germany	Manufacturing	-		No target	BT reporting		93,935 tCO2	yes		4	no	3.5
C	BASF	Germany	Chemicals	-		No target	BT reporting		98,539 tCO2	yes		4	no	3.5
C	Tata Consultancy	India	Technology	-		No target	BT reporting		91,534 tCO2	yes		4	no	3.5
C	State Bank of India	India	Finance	-		No target	BT reporting		29,963 tCO2	yes		4	no	3.5
C	HDFC Bank	India	Finance	-		No target	BT reporting		9,907 tCO2	yes		4	no	3.5
C	Kingspan Group PLC	Ireland	Materials	-		No target	BT reporting		30,536 tCO2	yes		4	no	3.5
C	Aptiv	Ireland	Manufacturing	-		No target	BT reporting		20,790 tCO2	yes		4	no	3.5
C	UniCredit	Italy	Finance	-		No target	BT reporting		5,136 tCO2	yes		4	no	3.5
C	Mediobanca	Italy	Finance	-		No target	BT reporting		1,995 tCO2	yes		4	no	3.5
C	Maire Tecnimont SpA	Italy	Construction and	-		Broader	BT reporting		26,848 tCO2	yes		3	no	3.5
C	Leonardo	Italy	Aerospace	-		No target	BT reporting		38,984 tCO2	yes		4	no	3.5
C	ENI SpA	Italy	Oil and Gas	-		No target	BT reporting		21,405 tCO2	yes		4	no	3.5
C	ING Group	Netherlands	Finance	-		Broader	BT reporting		16,891 tCO2	no		4	no	3.5
C	IKEA	Netherlands	Retail	-		Broader	BT reporting		46,279 tCO2	no		4	no	3.5
C	Heineken	Netherlands	Retail	-		Broader	BT reporting		16,194 tCO2	yes		3	no	3.5
C	DSM	Netherlands	Chemicals	-		No target	BT reporting		31,156 tCO2	yes		4	no	3.5
C	ASML Holdings	Netherlands	Manufacturing	-		Broader	BT reporting		93,467 tCO2	yes		3	no	3.5
C	Airbus	Netherlands	Aerospace	-		No target	BT reporting		79,268 tCO2	yes		4	no	3.5
C	Ahold Delhaize	Netherlands	Retail	-		Broader	BT reporting		13,249 tCO2	yes		3	no	3.5
C	Redes Energéticas	Portugal	Energy	-		No target	BT reporting		677 tCO2	yes		4	no	3.5
C	Caixa Geral de Depósitos	Portugal	Finance	-		No target	BT reporting		742 tCO2	yes		4	no	3.5
C	Tecnicas Reunidas	Spain	Construction and	-		No target	BT reporting		14,850 tCO2	yes		4	no	3.5
C	Repsol	Spain	Oil and Gas	-		No target	BT reporting		10,486 tCO2	yes		4	no	3.5
C	Inditex	Spain	Retail	-		No target	BT reporting		34,219 tCO2	yes		4	no	3.5
C	Iberdrola	Spain	Energy	-		No target	BT reporting		14,127 tCO2	yes		4	no	3.5
C	Grupo Elecnor	Spain	Construction and	-		No target	BT reporting		4,264 tCO2	yes		4	no	3.5
C	GRIFOLS	Spain	Pharmaceuticals	-		No target	BT reporting		8,219 tCO2	yes		4	no	3.5
C	Gestamp	Spain	Manufacturing	-		No target	BT reporting		18,334 tCO2	yes		4	no	3.5
C	BBVA	Spain	Finance	-		No target	BT reporting		31,616 tCO2	yes		4	no	3.5

C	Acciona	Spain	Energy	-		No target	BT reporting		10,387 tCO2	yes			4	no	3.5
C	Abertis Infraestructuras	Spain	Construction and	-		No target	BT reporting		9,763 tCO2	yes			4	no	3.5
C	Volvo Group	Sweden	Manufacturing	-		No target	BT reporting		54,341 tCO2e (incl. non-CO2) - 28,601 tCO2	yes			3	yes	3.5
C	ICA Gruppen	Sweden	Retail	-		Broader	BT reporting		3,408 tCO2	no			4	no	3.5
C	Lonza	Switzerland	Services	-		No target	BT reporting		10,868 tCO2	yes			4	no	3.5
C	Tesco	United Kingdom	Retail	-		Broader	BT reporting		10,985 tCO2	yes			3	no	3.5
C	SSE	United Kingdom	Utilities	-		No target	BT reporting		6,606 tCO2	yes			4	no	3.5
C	Legal & General Group	United Kingdom	Finance	-		No target	BT reporting		5,233 tCO2	yes			4	no	3.5
C	Kingfisher plc	United Kingdom	Retail	-		No target	BT reporting		18,402 tCO2	yes			4	no	3.5
C	Intercontinental Hotels	United Kingdom	Hospitality	-		No target	BT reporting		16,382 tCO2	yes			4	no	3.5
C	Ferguson plc	United Kingdom	Manufacturing	-		Broader	BT reporting		-	yes			3	no	3.5
C	Barclays	United Kingdom	Finance	-		No target	BT reporting		49,369 tCO2	yes			4	no	3.5
C	BAE Systems	United Kingdom	Manufacturing	-		No target	BT reporting		100,003 tCO2	yes			4	no	3.5
C	Wells Fargo	United States of	Finance	-		No target	BT reporting		60,251 tCO2	yes			4	no	3.5
C	Walmart	United States of	Retail	-		No target	BT reporting		58,726 tCO2	yes			4	no	3.5
C	United Health Group	United States of	Insurance	-		No target	BT reporting		48,496 tCO2	yes			4	no	3.5
C	Stryker	United States of	Technology	-		No target	BT reporting		60,119 tCO2	yes			4	no	3.5
C	Snap Inc.	United States of	Technology	-		Broader	BT reporting		-	yes			2	yes	3.5
C	Raytheon	United States of	Defense	-		Broader	BT reporting		149,686 tCO2	yes			3	no	3.5
C	PayPal	United States of	Technology	-		No target	BT reporting		24,731 tCO2	yes			4	no	3.5
C	Morgan Stanley	United States of	Finance	-		No target	BT reporting		76,740 tCO2	yes			4	no	3.5
C	Meta	United States of America	Technology	-		No target	BT reporting		407,178 tCO2e (incl. non-CO2) - 214,304 tCO2	yes			4	yes	3.5
C	Merck & Co.	United States of	Pharmaceuticals	-		Broader	BT reporting		262,010 tCO2	yes			4	no	3.5
C	Marriott International,	United States of	Hospitality	-		No target	BT reporting		24,953 tCO2	yes			4	no	3.5
C	Lockheed Martin	United States of	Defense	-		No target	BT reporting		146,246 tCO2	yes			4	no	3.5
C	L3Harris	United States of	Manufacturing	-		No target	BT reporting		13,219 tCO2	yes			4	no	3.5
C	JP Morgan Chase	United States of	Finance	-		No target	BT reporting		139,321 tCO2	yes			4	no	3.5
C	Intel	United States of	Technology	-		No target	BT reporting		104,681 tCO2	yes			4	no	3.5
C	Honeywell	United States of	Manufacturing	-		No target	BT reporting		125,623 tCO2	yes			4	no	3.5
C	Goldman Sachs	United States of	Finance	-		No target	BT reporting		104,275 tCO2	yes			4	no	3.5
C	General Electric	United States of	Manufacturing	-		No target	BT reporting		141,349 tCO2	yes			4	no	3.5
C	Ecolab	United States of	Chemicals	-		No target	BT reporting		58,687 tCO2	yes			4	no	3.5
C	Citigroup	United States of	Finance	-		No target	BT reporting		97,160 tCO2	yes			4	no	3.5
C	Boston Scientific	United States of America	Medical	-		No target	BT reporting		40,174 tCO2e (incl. non-CO2) - 21,144 tCO2	yes			3	yes	3.5
C	Bank of America	United States of	Finance	-		No target	BT reporting		125,045 tCO2	yes			4	no	3.5
C	AT&T	United States of	Telecom	-		No target	BT reporting		119,052 tCO2	yes			4	no	3.5
C	Apple	United States of	Technology	-		Broader	BT reporting		250,542 tCO2	yes			4	no	3.5
C	Amgen	United States of	Pharmaceuticals	-		No target	BT reporting		43,472 tCO2	yes			4	no	3.5
C	FLSmidth & Co. A/S	Denmark	Agriculture	-		No target	BT reporting		-	yes			3	no	3
C	Compagnie de Saint-	France	Construction and	-		No target	BT reporting		186,565 tCO2	yes			4	no	3
C	Schaeffler Group	Germany	Manufacturing	-		No target	BT reporting		14,904 tCO2	yes			3	no	3
C	SAP	Germany	Technology	-		No target	BT reporting		259,795 tCO2	yes			4	no	3
C	RWE	Germany	Energy	-		Broader	BT reporting		-	yes			2	no	3
C	Norma Group	Germany	Manufacturing	-		No target	BT reporting		109,438 tCO2	yes			3	no	3



C	Daimler Truck AG	Germany	Manufacturing	-		No target	AT reporting		70,700 tCO2	no		2	no	3
C	Allianz	Germany	Insurance	-		No target	BT reporting		75,089 tCO2	yes		3	no	3
C	Mindtree	India	Consulting	-		No target	BT reporting		7,034 tCO2	no		4	no	3
C	Aon	Ireland	Insurance	-		No target	BT reporting		33,200 tCO2	yes		3	no	3
C	Edison	Italy	Technology	-		No target	BT reporting		3,255 tCO2	no		4	no	3
C	Assicurazioni Generali	Italy	Finance	-		No target	BT reporting		13,506 tCO2	yes		3	no	3
C	LPP S.A.	Poland	Retail	-		No target	BT reporting		2,992 tCO2	yes		3	no	3
C	Sonae	Portugal	Retail	-		No target	BT reporting		804 tCO2	yes		3	no	3
C	Efacec Energia	Portugal	Manufacturing	-		No target	BT reporting		4,378 tCO2	yes		3	no	3
C	ACS Group	Spain	Construction and	-		No target	BT reporting		45,591 tCO2	yes		3	no	3
C	Autoliv Inc	Sweden	Manufacturing	-		Broader	BT reporting		-	yes		2	no	3
C	Holcim	Switzerland	Construction and	-		No target	BT reporting		225,816 tCO2	yes		4	no	3
C	Shell plc	United Kingdom	Oil and Gas	-		No target	BT reporting		166,647 tCO2	yes		4	no	3
C	Rio Tinto Group	United Kingdom	Mining	-		No target	AT reporting		-	yes		1	no	3
C	KPMG International	United Kingdom	Consulting	-		Broader	AT reporting		465,000 tCO2	no		3	no	3
C	BHP	United Kingdom	Mining	-		No target	BT reporting		72,455 tCO2e (incl. non-CO2) - 38,134 tCO2	yes		2	yes	3
C	Microsoft	United States of	Technology	-		Broader	BT reporting		302,156 tCO2	yes		4	no	3
C	Johnson & Johnson	United States of	Pharmaceuticals	-		Broader	BT reporting		463,088 tCO2	yes		4	no	3
C	General Motors	United States of	Manufacturing	-		No target	BT reporting		30,828 tCO2	yes		3	no	3
C	Cognizant	United States of	Technology	-		Broader	BT reporting		-	yes		2	no	3
C	Boeing	United States of	Defense	-		No target	BT reporting		223,217 tCO2	yes		4	no	3
C	Abbott	United States of	Technology	-		No target	BT reporting		255,545 tCO2	yes		4	no	3
D	Metso Outotec	Finland	Agriculture	-		No target	BT reporting		-	yes		2	no	2.5
D	Michelin	France	Manufacturing	-		No target	BT reporting		31,646 tCO2	yes		2	no	2.5
D	Engie	France	Utilities	-		Broader	Scope 3		-	yes		4	no	2.5
D	Deutsche Bank	Germany	Finance	-		No target	BT reporting		51,040 tCO2	no		3	no	2.5
D	Adani Green Energy	India	Energy	-		No target	BT reporting		-	yes		2	no	2.5
D	Kerry Group PLC	Ireland	Food Processing	-		Broader	BT reporting		-	yes		1	no	2.5
D	Arthur Cox LLP	Ireland	Consulting	-		Broader	BT reporting		-	yes		1	no	2.5
D	Prada	Italy	Manufacturing	-		Broader	BT reporting		-	yes		1	no	2.5
D	Ferrari	Italy	Manufacturing	-		No target	BT reporting		-	yes		2	no	2.5
D	Sandvik AB	Sweden	Agriculture	-		No target	BT reporting		-	yes		1	yes	2.5
D	Hexagon AB	Sweden	Manufacturing	-		Broader	BT reporting		-	yes		1	no	2.5
D	Compass Group	United Kingdom	Food Processing	-		No target	BT reporting		-	yes		2	no	2.5
D	IBM	United States of	Technology	-		No target	BT reporting		302,842 tCO2	yes		4	no	2.5
D	Fidelity Investments	United States of	Finance	-		No target	AT reporting		-	no		1	no	2.5
D	Alphabet, Inc.	United States of	Technology	-		No target	BT reporting		284,024 tCO2	yes		4	no	2.5
D	OMV Group	Austria	Oil and Gas	-		No target	Scope 3		-	yes		2	no	2
D	Lenzing AG	Austria	Chemicals	-		No target	BT reporting		3,758 tCO2	yes		1	no	2
D	Umicore	Belgium	Mining	-		No target	BT reporting		-	yes		1	no	2
D	Bekaert NV	Belgium	Manufacturing	-		No target	BT reporting		-	yes		1	no	2
D	Danone	France	Retail	-		No target	Scope 3		-	yes		4	no	2
D	Volkswagen	Germany	Manufacturing	-		Broader	BT reporting		522,523 tCO2	yes		2	no	2
D	Robert Bosch GmbH	Germany	Construction and	-		No target	BT reporting		-	yes		1	no	2
D	Mercedes-Benz	Germany	Manufacturing	-		No target	BT reporting		-	yes		1	no	2
D	Larsen & Toubro	India	Finance	-		No target	BT reporting		-	yes		1	no	2

D	Smurfit Kappa Group	Ireland	Manufacturing	-	No target	BT reporting	-	yes	1	no	2
D	Enel SpA	Italy	Utilities	-	No target	Scope 3	-	yes	4	no	2
D	Polski Cukier	Poland	Food Processing	-	No target	BT reporting	-	yes	1	no	2
D	CCC	Poland	Retail	-	No target	BT reporting	-	yes	1	no	2
D	CANPACK Group	Poland	Manufacturing	-	No target	BT reporting	-	yes	1	no	2
D	The Navigator Company	Portugal	Manufacturing	-	No target	BT reporting	-	yes	1	no	2
D	Corticeira Amorim SGPS	Portugal	Manufacturing	-	No target	BT reporting	-	yes	1	no	2
D	WORLD WISE FOODS LTD	United Kingdom	Food Processing	-	No target	BT reporting	-	yes	1	no	2
D	Unilever	United Kingdom	Manufacturing	-	No target	BT reporting	-	yes	1	no	2
D	Ninety One	United Kingdom	Finance	-	No target	BT reporting	-	yes	1	no	2
D	bp	United Kingdom	Oil and Gas	-	No target	Scope 3	-	yes	2	no	2
D	McDonald's Corporation	United States of	Hospitality	-	No target	BT reporting	-	yes	1	no	2
D	General Dynamics	United States of	Defense	-	No target	BT reporting	-	yes	1	no	2
D	Comcast	United States of	Telecom	-	No target	BT reporting	-	yes	1	no	2
D	Euronav N.V	Belgium	Logistics	-	No target	BT reporting	-	no	1	no	1.5
D	Simon-Kucher &	Germany	Consulting	-	No target	Scope 3	-	no	3	no	1.5
D	Exor	Netherlands	Manufacturing	-	No target	Scope 3	-	no	3	no	1.5
D	El grupo Corte Inglés	Spain	Retail	-	No target	Scope 3	-	no	4	no	1.5
D	Amazon	United States of	Retail	-	No target	Scope 3	-	no	4	no	1.5
D	Spotify	Sweden	Technology	-	No target	BT reporting	-	no	0	no	1
D	Netflix	United States of	Services	-	No target	Scope 3	186,707 tCO2	no	3	no	1
D	Anheuser-Busch InBev	Belgium	Retail	-	No target	Insufficient	-	yes	0	no	-0.5
D	Siemens Energy	Germany	Manufacturing	-	No target	Insufficient	-	yes	0	no	-0.5
D	Klöckner & Co	Germany	Mining	-	Broader	Insufficient	-	no	0	no	-0.5
D	Iveco	Italy	Manufacturing	-	Broader	Insufficient	-	no	0	no	-0.5
D	Mota Engil	Portugal	Construction and	-	No target	Insufficient	-	yes	0	no	-0.5
D	Altri SGPS S.A.	Portugal	Materials	-	No target	Insufficient	-	yes	0	no	-0.5
D	Erste Group	Austria	Finance	-	No target	Insufficient	-	no	0	no	-1
D	Andritz AG	Austria	Manufacturing	-	No target	Insufficient	-	no	0	no	-1
D	TRUMPF Group	Germany	Manufacturing	-	No target	Insufficient	-	no	0	no	-1
D	Traton	Germany	Manufacturing	-	No target	Insufficient	-	no	0	no	-1
D	Fresenius	Germany	Medical	-	No target	Insufficient	-	no	0	no	-1
D	Stellantis	Netherlands	Manufacturing	-	No target	Insufficient	-	no	0	no	-1
D	PKN Orlen	Poland	Energy	-	No target	Insufficient	-	no	0	no	-1
D	Glencore	Switzerland	Mining	-	No target	Insufficient	-	no	0	no	-1
D	Lush	United Kingdom	Retail	-	No target	Insufficient	-	no	0	no	-1
D	ExxonMobil	United States of	Oil and Gas	-	No target	Insufficient	-	no	0	no	-1