

The EQ Future Leaders Portfolios invest in the sustainability leaders of tomorrow. The core of the portfolios invests in businesses that are strong performers when measured on environmental, social and governance (ESG) criteria. This is complemented by satellite investments in sustainable sectors, such as clean energy, healthcare, and green bonds. In these quarterly updates we showcase three examples of companies to which investors gain exposure.



ESG Leader: Sony

SONY®

Sony is a Japanese multinational conglomerate known for its diverse activities, including consumer electronics, gaming, movies, music, and financial services.

FUND IN FOCUS

Amundi MSCI Japan SRI Climate
Paris Aligned Index

Amundi
ASSET MANAGEMENT

Sony receives investment through the Amundi MSCI Japan SRI Climate Paris Aligned Index Fund, which holds large and midcap stocks in the Japanese equity market with strong ESG performance and are not involved in any controversial activities.

Examples of some other holdings in the fund are [Hoya Corp](#) and [Fanuc Corp](#).



Environment

*The **environmental** pillar focuses on how a business performs as a steward of our natural environment.*

Sony aims to be carbon neutral by 2040. It's already made progress, hitting 35% renewable electricity use, two years earlier than planned. The next target is to be [100% powered by renewables by 2030](#).

To make this happen, Sony is installing solar panels at its production sites and signing long-term green energy deals. These actions are part of its wider "Road to Zero" strategy, aimed at slashing its environmental footprint across all areas of the business.



Social

*The **social** pillar focuses on how a company treats people, such as its employees, its customers, and its local community.*

Sony takes its supply chain seriously. It follows strict sourcing rules, built around human rights, environmental care, and fair labour. [The Sony Supplier Code of Conduct](#) ensures that its partners meet international standards like those from the [Responsible Business Alliance](#). Sony regularly audits suppliers to check for things like poor working conditions, environmental risks, and unethical sourcing of minerals. For materials from conflict-affected areas, Sony uses independent verification systems to make sure human rights aren't being violated.



Governance

*The **governance** pillar focuses on how the business polices itself by integrating policies to prevent corruption and ensure a high governing standard.*

Sony's approach to sustainability is structured and consistent. A dedicated [Sustainability Department](#), led by a Senior Executive, ensures every part of the company is involved. This department sets policies, tracks progress, and updates targets each year, keeping sustainability at the core of the business strategy.



ESG Leader: Adidas



Adidas is a well-known sport brand that designs and manufactures footwear, apparel, and accessories.

FUND IN FOCUS

Amundi MSCI Europe SRI Climate
Paris Aligned Index



Adidas receives investment through the Amundi MSCI Europe SRI Climate Paris Aligned Index Fund, which holds large and midcap stocks in the European equity market with strong ESG performance and are not involved in any controversial activities. Examples of some other holdings in the fund are [ASML](#) and [L'Oreal](#).



Environment

Adidas has taken big steps to reduce waste in its supply chain. It launched a waste diversion program that helps its suppliers better separate and recycle materials, especially non-hazardous waste.

In countries where it sources most of its goods, Adidas works with partners who can convert waste into energy instead of sending it to landfills. Thanks to this approach, suppliers in the program [diverted 96% of waste from landfills in 2023](#), a major achievement for the environment.



Social

Adidas also focuses on the people making its products. Through a mobile app called WOVO, workers can send feedback directly to the company, report issues, or access training resources. This gives employees a voice and helps Adidas monitor conditions on the ground.

By 2024, more than [400,000 workers in 105 factories across 16 countries](#) were using the app, making it a key part of how Adidas supports fair labour practices in its supply chain.



Governance

Adidas has a strong internal structure to manage its sustainability goals. The Head of Sustainability reports to a top executive, while a [Sustainability Sponsor Board](#), which is made up of senior leaders from different departments, helps align the company's efforts.

There's also a compliance team called Social and Environmental Affairs (SEA) that monitors suppliers and reports directly to the CEO. This setup ensures that environmental and social risks are properly managed across the business.



Sustainable theme: Cybersecurity

Ransomware is on the rise. These cyberattacks lock up an organisation's data and demand payment to release it. In December 2024 alone, [574 ransomware incidents were reported](#), the highest monthly number ever recorded. One of the biggest recent victims was [M&S](#), which saw personal customer data stolen.

The UK's National Cyber Security Centre has warned that AI could make these attacks even more frequent and damaging in the next few years. Government departments and critical infrastructure are especially at risk.

COMPANY

Commvault

[Commvault](#) is a global data protection company helping organisations back up, recover, and secure their data across different platforms, from in-house systems to the cloud. It supports over 100,000 clients worldwide, offering everything from threat detection to disaster recovery.

To help fight ransomware, Commvault developed [Metallic@ThreatWise™](#), a cyber deception tool that places decoy digital assets within a company's

FUND IN FOCUS

iShares Digital Security ETF

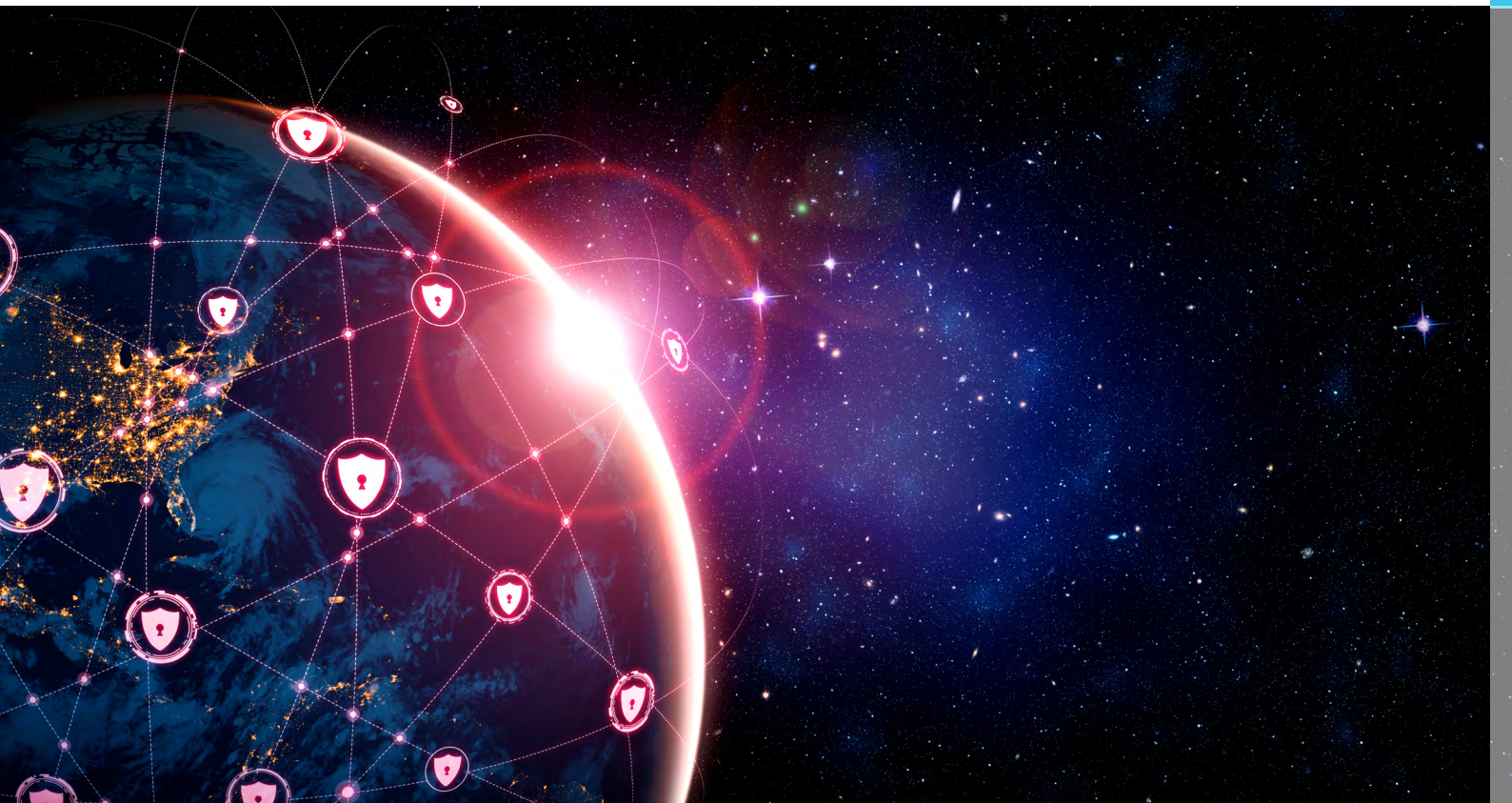
iShares®

Commvault receives investment from the iShares Digital Security ETF, which seeks to track the performance of an index composed of developed and emerging market companies which are generating significant revenues from specific sectors associated with digital security. Other holdings in the fund include [Fortinet](#) and [Cloudflare](#).

COMMVAULT

systems. These decoys lure in attackers and trigger immediate alerts when tampered with, giving companies early warning and details like the attacker's IP address.

This approach helps organisations respond faster, contain threats earlier, and protect critical information, all of which is becoming more urgent in today's digital world.



Want to learn more about the UN Goals, and invest in the sustainability leaders of tomorrow? Please do not hesitate to get in touch with your financial adviser.

We're always happy to hear from you.

SUSTAINABLE DEVELOPMENT GOALS



Risk warning

Past performance is not a guide to future performance. The value of investments and the income derived from them may go down as well as up and investors may get back less than they originally invested. The Future Leaders Portfolios are available in seven different risk profiles.

EQ Investors Limited, Centennium House, 100 Lower Thames Street, London EC3R 6DL

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