

Principal Adverse Impact Portfolio Report

| Portfolio Name | Number of Constituents | Corporate Eligibility | Sovereign Eligibility |
|---------------------------------|---------------------------|--------------------------|--------------------------|
| Portfolio | | | |
| Digital Stars Cont Europe 22.09 | 150 | 97.36% | 0.00% |
| Benchmark | | | |
| MSCI Europe Ex-UK 20220930 | 346 | 100.00% | 0.00% |

Report as of 7 November 2022, 03:16 UTC

PAIs Overview

In this section we show the headline numbers for each PAI compared to the benchmark (if selected). Coverage level can vary per indicator. Please refer to Excel output for a breakdown of coverage per indicator.

Mandatory Indicators (Regulation Table 1)

| Holding Types | PAI Name | Metric (Unit) | Portfolio | Benchmark | P. |
|---|-------------------------------------|--|-----------|---------------|----|
| Corporate  | GHG Emissions | Scope 1 (tCO2eq) | 31279.69 | 360765582.68 | 5 |
| | | Scope 2 (tCO2eq) | 4416.40 | 62260175.23 | |
| | | Scope 3 (tCO2eq) | 68133.12 | 2260547274.21 | |
| | | Total Scope 1 + 2 (tCO2eq) | 43767.74 | 427308645.32 | |
| | | Total Scope 1 + 2 + 3 (tCO2eq) | 111900.86 | 2688108000.17 | |
|  | Carbon Footprint | Total Scope 1 + 2 (tCO2eq/EURm) | 157.67 | 77.69 | 6 |
| | | Total Scope 1 + 2 + 3 (tCO2eq/EURm) | 403.10 | 488.85 | |
|  | GHG Intensity of Investee Companies | Total Scope 1 + 2 (tCO2eq/EURm) | 373.93 | 154.91 | 7 |
| | | Total Scope 1 + 2 + 3 (tCO2eq/EURm) | 848.52 | 948.38 | |
|  | Fossil Fuel | (% involved) | 18.29 | 9.76 | 8 |
|  | Non-renewable Energy | Non Renewable Energy Consumption (%) | 60.69 | 60.31 | 9 |
| | | Non Renewable Energy Production (%) | 17.38 | 30.42 | |
|  | Energy Consumption Intensity | Agriculture, Forestry & Fishing (GWh/EURm) | 15.87 | 5.76 | 10 |
| | | Construction (GWh/EURm) | 0.34 | 0.16 | |
| | | Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm) | 3.26 | 4.64 | |
| | | Manufacturing (GWh/EURm) | 1.04 | 0.42 | |
| | | Mining & Quarrying (GWh/EURm) | 1.66 | 3.39 | |
| | | Real Estate Activities (GWh/EURm) | 0.48 | 0.68 | |
| | | Transportation & Storage (GWh/EURm) | 9.20 | 0.76 | |
| | | Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm) | - | - | |
| | | Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles (GWh/EURm) | 0.04 | 0.05 | |

Mandatory Indicators cont. (Regulation Table 1)

| Holding Types | PAI Name | Metric (Unit) | Portfolio | Benchmark | P. |
|---------------|--|------------------|-----------|-----------|----|
| Corporate |  Negative affect on biodiversity | (% involved) | 1.95 | 15.65 | 11 |
| |  Emissions to Water | (t/EURm) | 1.01 | 0.51 | 12 |
| |  Hazardous Waste Ratio | (t/EURm) | 3.15 | 1.20 | 13 |
| |  UNGC Principles/OECD Guidelines Violations | (% involved) | 0.00 | 0.00 | 14 |
| |  UNGC Lack of Compliance Mechanism | (% involved) | 60.08 | 36.97 | 15 |
| |  Unadjusted Gender Pay Gap | (%) | 15.79 | 4.17 | 16 |
| |  Board Gender Diversity | (% female) | 35.42 | 37.87 | 17 |
| |  Controversial Weapons | (% involved) | 0.00 | 1.66 | 18 |
| Sovereign |  Carbon Intensity | (KtonCO2eq/EURm) | - | - | 19 |
| |  Social Violations | (#) | 0 | 0 | 20 |
| | | (%) | - | - | |

Voluntary Indicators (Regulation Table 2 & 3)

| Holding Types | PAI Name | Metric (Unit) | Portfolio | Benchmark | P. |
|---------------|---|--------------------------|-----------|-----------|----|
| Corporate |  Emissions of Air Pollutants | ([SOx + NOx]t/EURm) | 3.46 | 0.47 | 21 |
| |  Investing in companies without carbon emission reduction initiatives | (% involved) | 60.62 | 44.78 | 22 |
| |  Investments in companies without water management policies | (% involved) | 20.29 | 6.32 | 23 |
| |  Investments in companies producing chemicals | (% involved) | 0.00 | 2.43 | 24 |
| |  Non-recycled waste ratio | (t/EURm) | 6.91 | 3.12 | 25 |
| |  Deforestation | (% involved) | 75.68 | 58.31 | 26 |
| |  Investment in investee companies without workplace accident prevention policies | (% involved) | 16.93 | 10.84 | 27 |
| |  Rate of accidents | (Accidents/hours worked) | 0.79 | 0.50 | 28 |
| |  Number of days lost to injuries, accidents, fatalities or illness | (#) | 1870 | 65546 | 29 |
| |  Lack of a supplier code of conduct | (% involved) | 2.84 | 1.04 | 30 |

Voluntary Indicators cont. (Regulation Table 3)

| Holding Types | PAI Name | Metric (Unit) | Portfolio | Benchmark | P. |
|---------------|--|-----------------|-----------|-----------|----|
| |  Insufficient whistleblower protection | (% involved) | 2.08 | 0.25 | 31 |
| Corporate |  Excessive CEO pay ratio | | 47.06 | 77.11 | 32 |
| |  Lack of a human rights policy | (% involved) | 4.35 | 0.62 | 33 |
| |  Lack of due diligence | (% involved) | 23.85 | 9.54 | 34 |
| |  Lack of processes and measures for preventing trafficking in human beings | (% involved) | 4.35 | 0.62 | 35 |
| |  Number of identified cases of severe human rights issues and incidents | (#) | 0 | 1 | 36 |
| |  Lack of anti-corruption and anti-bribery policies | (% involved) | 0.43 | 0.00 | 37 |
| |  Cases of insufficient action taken to address breaches of standards of anti-corruption and antibribery | (% involved) | 7.13 | 1.64 | 38 |
| |  Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws | (# convictions) | 0 | 4 | 39 |
| | | (EURm) | 0.00 | 35.39 | |
| Sovereign |  Average income inequality score | | - | - | 40 |
| |  Average freedom of expression score | | - | - | 41 |
| |  Average human rights performance | | - | - | 42 |
| |  Average corruption score | | - | - | 43 |
| |  Non-cooperative tax jurisdictions | (% involved) | - | - | 44 |
| |  Average political stability score | | - | - | 45 |
| |  Average rule of law score | | - | - | 46 |



Mandatory Indicator

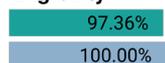
GHG emissions

Measuring the greenhouse gas emissions (GHG) which are attributable to the portfolio through the proportion of ownership of each corporate investment.

PAI Identifier Table 1 #1 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility

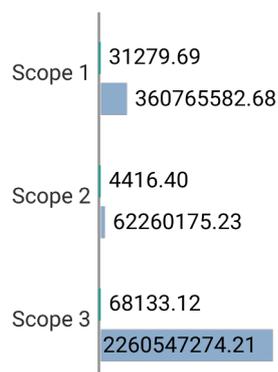
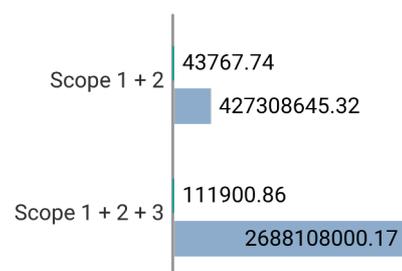


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



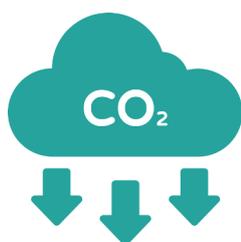
Portion of portfolio which has PAI eligibility, Sustainalytics data, holding value supplied by the user.

Emissions by Scope (tCO₂eq)Total Emissions (tCO₂eq)

Largest Contributing Constituents

The table below shows the ten largest contributors to the overall GHG emissions.

| Security Name | Industry | Holding Value (€m) | % Owned | Emissions (TCO ₂ eq) | Share of Emissions (TCO ₂ eq) |
|---------------------------------|----------------------|--------------------|---------|---------------------------------|--|
| SARAS S.p.A. - Raffinerie Sarde | Refiners & Pipelines | 4.43 | 0.0024% | 5,998,749 | 14,216 |
| MPC Container Ships ASA | Transportation | 3.92 | 0.0044% | 1,688,699 | 7,497 |
| SSAB AB Class A | Steel | 1.59 | 0.0003% | 9,989,000 | 2,525 |
| Eramet SA | Diversified Metals | 2.09 | 0.0005% | 3,990,000 | 1,819 |
| Hapag-Lloyd AG | Transportation | 4.50 | 0.0001% | 12,897,012 | 1,664 |
| OCI NV | Chemicals | 2.13 | 0.0002% | 9,760,000 | 1,601 |
| TORM PLC Class A | Refiners & Pipelines | 3.66 | 0.0011% | 1,336,330 | 1,425 |
| Elkem ASA | Chemicals | 1.46 | 0.0004% | 3,300,000 | 1,392 |
| Outokumpu Oyj | Steel | 1.60 | 0.0006% | 1,880,207 | 1,100 |
| Euronav NV | Refiners & Pipelines | 1.62 | 0.0003% | 3,082,997 | 857 |

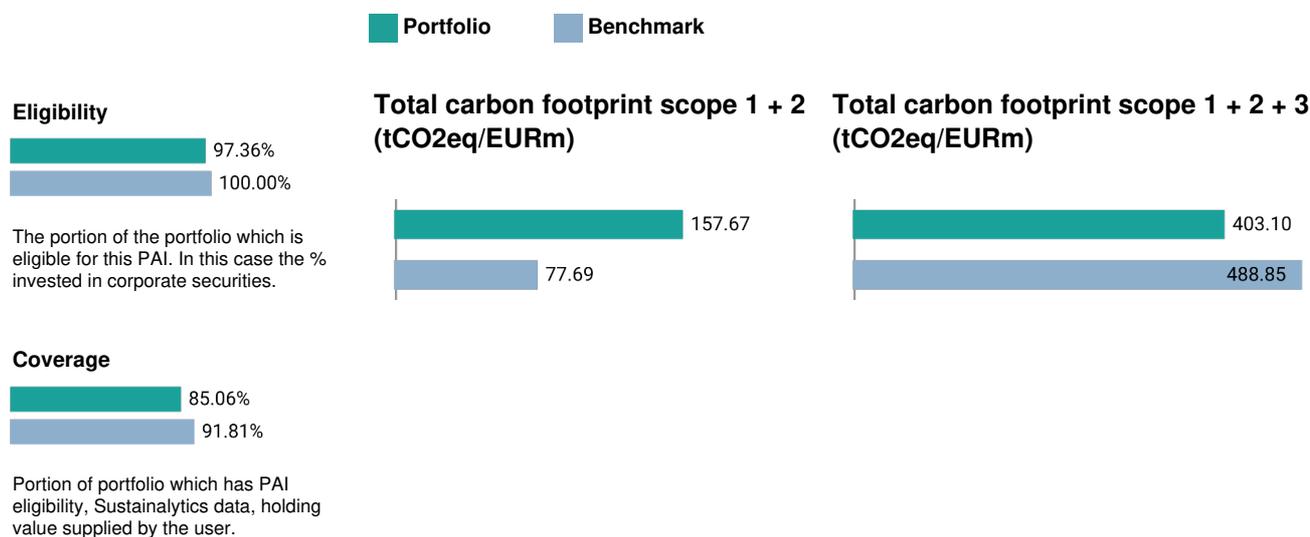


Mandatory Indicator

Carbon footprint

As opposed to indicating the portfolio's overall accountability for total GHG emissions through their investments (which is what GHG emissions does), this PAI instead looks to create a comparable measure. It takes the total GHG emissions and divides them by the value of the investments in EURm, so it tells you how much GHG is created per EURm invested.

PAI Identifier Table 1 #2 Eligible Holding Type Corporate



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall carbon footprint.

| Security Name | Industry | Holding Value (m) | % Owned | Emissions (TCO2eq) | Share of Emissions | Carbon footprint (tCO2eq/EURm) |
|---------------------------------|----------------------|-------------------|---------|--------------------|--------------------|--------------------------------|
| SARAS S.p.A. - Raffinerie Sarde | Refiners & Pipelines | 4.43 | 0.0024% | 5,998,749 | 14,216 | 3,211 |
| MPC Container Ships ASA | Transportation | 3.92 | 0.0044% | 1,688,699 | 7,497 | 1,915 |
| SSAB AB Class A | Steel | 1.59 | 0.0003% | 9,989,000 | 2,525 | 1,592 |
| Elkem ASA | Chemicals | 1.46 | 0.0004% | 3,300,000 | 1,392 | 951 |
| Eramet SA | Diversified Metals | 2.09 | 0.0005% | 3,990,000 | 1,819 | 871 |
| OCI NV | Chemicals | 2.13 | 0.0002% | 9,760,000 | 1,601 | 751 |
| Outokumpu Oyj | Steel | 1.60 | 0.0006% | 1,880,207 | 1,100 | 686 |
| Euronav NV | Refiners & Pipelines | 1.62 | 0.0003% | 3,082,997 | 857 | 530 |
| Bekaert SA | Machinery | 0.59 | 0.0002% | 1,544,554 | 308 | 523 |
| K+S AG | Chemicals | 0.50 | 0.0001% | 2,600,000 | 241 | 483 |

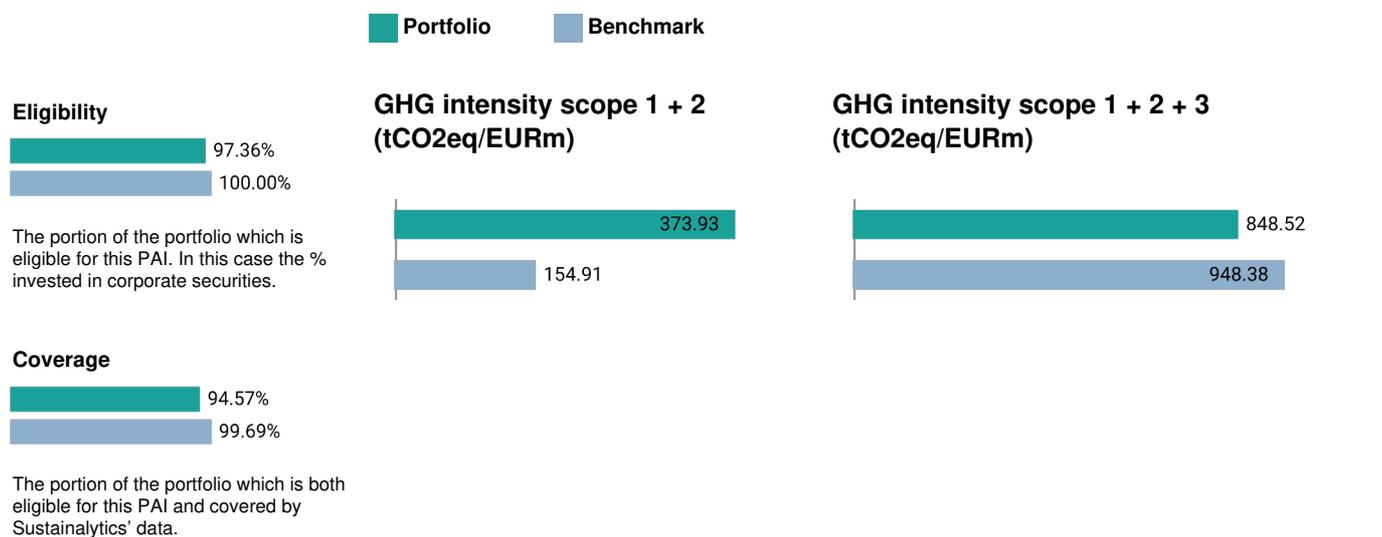


Mandatory Indicator

GHG intensity of investee companies

The GHG intensity is a relative measure of greenhouse gas (GHG) emissions. It is the amount of GHG produced per unit of revenue generated by the company, measured in tonnes of CO₂ per EURm generated in revenue. The carbon intensity is then weighted using the portfolio weight to get a weighted average for the portfolio.

PAI Identifier Table 1 #3 Eligible Holding Type Corporate



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall GHG intensity.

| Security Name | Industry | Portfolio Weight | Emissions (TCO ₂ eq) | EURm generated in revenue | GHG intensity (tCO ₂ eq/EURm) | Weighted GHG intensity |
|---------------------------------|----------------------|------------------|---------------------------------|---------------------------|--|------------------------|
| MPC Container Ships ASA | Transportation | 1.15% | 1688699.00 | 139.76 | 12082.94 | 138.77 |
| TORM PLC Class A | Refiners & Pipelines | 1.13% | 1336330.00 | 607.62 | 2199.28 | 24.75 |
| OCI NV | Chemicals | 0.66% | 9760000.00 | 2824.55 | 3455.42 | 22.66 |
| SARAS S.p.A. - Raffinerie Sarde | Refiners & Pipelines | 1.36% | 5998749.20 | 5183.99 | 1157.17 | 15.75 |
| Euronav NV | Refiners & Pipelines | 0.50% | 3082997.00 | 1000.64 | 3081.04 | 15.32 |
| Hapag-Lloyd AG | Transportation | 1.38% | 12897012.00 | 12772.40 | 1009.76 | 13.97 |
| FLEX LNG Ltd | Refiners & Pipelines | 0.33% | 553334.80 | 133.71 | 4138.19 | 13.55 |
| ERG S.p.A. | Utilities | 0.87% | 1042868.60 | 973.70 | 1071.04 | 9.35 |
| Tenaris S.A. | Energy Services | 1.94% | 1700000.00 | 4184.45 | 406.27 | 7.88 |
| SSAB AB Class A | Steel | 0.49% | 9989000.00 | 6481.48 | 1541.16 | 7.50 |



Mandatory Indicator

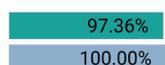
Exposure to companies active in the fossil fuel sector

This metric tells you the % of the portfolio that is exposed to companies that are involved with fossil fuels.

PAI Identifier Table 1 #4 Eligible Holding Type Corporate

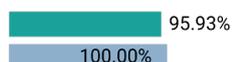
Portfolio Benchmark

Eligibility



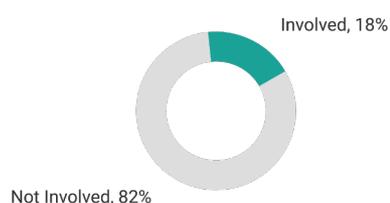
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

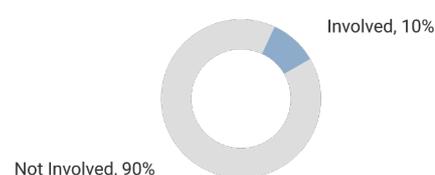


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with fossil fuel involvement

The table below shows the five largest contributors to the overall fossil fuel involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|---------------------------------|----------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Neste Corporation | Refiners & Pipelines | 1.53% |
| Gaztransport & Technigaz SA | Energy Services | 1.37% |
| SARAS S.p.A. - Raffinerie Sarde | Refiners & Pipelines | 1.36% |

Largest portfolio constituents without fossil fuel involvement

The table below shows the five largest contributors to the overall fossil fuel not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|---------------------|----------------------|------------------|
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |
| Hexatronic Group AB | Electrical Equipment | 1.64% |
| HUGO BOSS AG | Textiles & Apparel | 1.55% |



Mandatory Indicator

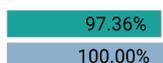
Share of non-renewable energy consumption and production

Measuring the % of the portfolio's corporate investments consuming or producing energy from non-renewable sources.

PAI Identifier Table 1 #5 Eligible Holding Type Corporate

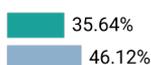
Portfolio Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

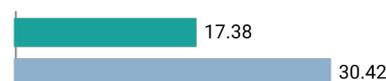


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Non-renewable percentage of energy consumption (%)



Non-renewable percentage of energy production (%)



Largest Contributing Non Renewable Energy Consumers

The table below shows the five largest contributors to non renewable energy consumers.

| Security Name | Industry | Portfolio Weight | Non-Renewable Energy Consumption | Weighted Non-Renewable Consumption |
|---------------------------------|----------------------|------------------|----------------------------------|------------------------------------|
| Edenred SA | Software & Services | 1.72% | 96.22% | 1.65% |
| Wolters Kluwer NV | Software & Services | 1.73% | 89.00% | 1.54% |
| Merck KGaA | Pharmaceuticals | 1.49% | 98.45% | 1.46% |
| SARAS S.p.A. - Raffinerie Sarde | Refiners & Pipelines | 1.36% | 100.00% | 1.36% |
| MPC Container Ships ASA | Transportation | 1.15% | 100.00% | 1.15% |

Largest Contributing Non Renewable Energy Producers

The table below shows the five largest contributors to non renewable energy producers.

| Security Name | Industry | Portfolio Weight | Non-Renewable Energy Production | Weighted Non-Renewable Production |
|---------------------------------|----------------------|------------------|---------------------------------|-----------------------------------|
| SARAS S.p.A. - Raffinerie Sarde | Refiners & Pipelines | 1.36% | 94.61% | 1.29% |



Mandatory Indicator

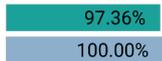
Energy consumption intensity per high impact climate sector

This table shows the largest contributing sector in each of the 9 NACE sectors in scope for this PAI.

PAI Identifier Table 1 #6 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



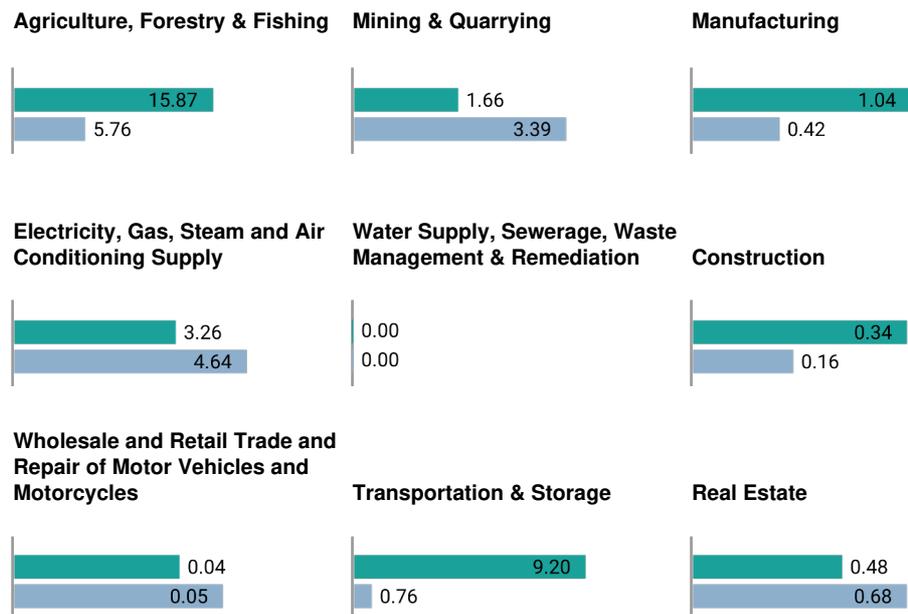
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Energy consumption intensity by Sector (GWh/EURm)



Largest Contributor per NACE Sector

This table shows the largest contributing sector in each of the 9 NACE sectors in scope for this PAI

| Sector Name | Security Name | Portfolio Weight | Energy Consumption Intensity | Weighted Energy Consumption Intensity |
|---|---------------------------------|------------------|------------------------------|---------------------------------------|
| Agriculture, Forestry & Fishing | ALTRI SGPS SA | 1.07% | 28.45 | 0.30 |
| Construction | Webuild S.p.A. | 0.20% | 0.34 | 0.00 |
| Electricity, Gas, Steam and Air Conditioning Supply | ERG S.p.A. | 0.87% | 5.77 | 0.05 |
| Manufacturing | OCI NV | 0.66% | 26.78 | 0.18 |
| Mining & Quarrying | SARAS S.p.A. - Raffinerie Sarde | 1.36% | 3.50 | 0.05 |
| Real Estate | Eurocommercial Properties NV | 0.33% | 0.48 | 0.00 |
| Transportation & Storage | TORM PLC Class A | 1.13% | 7.49 | 0.08 |
| Water Supply, Sewerage, Waste Management & Remediation | | | | |
| Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles | Kesko Oyj Class B | 0.58% | 0.10 | 0.00 |



Mandatory Indicator

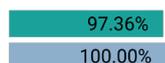
Activities negatively affecting biodiversity-sensitive areas

Measuring the % of the portfolio's investments with a negative effect on biodiversity.

PAI Identifier Table 1 #7 Eligible Holding Type Corporate

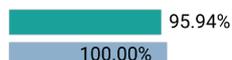
Portfolio **Benchmark**

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

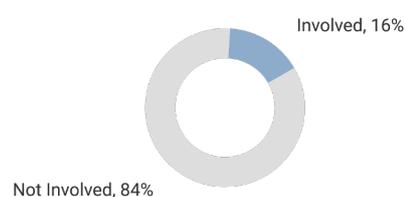


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with negative affect on biodiversity involvement

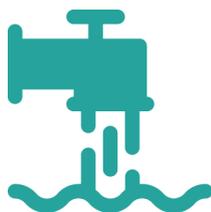
The table below shows the five largest contributors to the overall negative affect on biodiversity involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|---------------------------------|---------------------|------------------|
| Acciona SA | Utilities | 0.65% |
| Galp Energia, SGPS S.A. Class B | Oil & Gas Producers | 0.61% |
| Equinor ASA | Oil & Gas Producers | 0.61% |

Largest portfolio constituents without negative affect on biodiversity involvement

The table below shows the five largest contributors to the overall negative affect on biodiversity not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|--------------------|---------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |



Mandatory Indicator

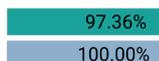
Emissions to water

Tonnes of emissions to water generated by investee companies per EURm invested, expressed as a weighted average of the portfolio.

PAI Identifier Table 1 #8 Eligible Holding Type Corporate

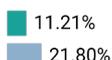
Portfolio Benchmark

Eligibility



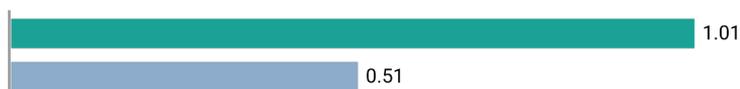
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



Portion of portfolio which has PAI eligibility, Sustainalytics data, holding value supplied by the user.

Emissions to water (t/EURm)



Largest Contributing Constituents

The table below shows the ten largest contributors to the emissions to water.

| Security Name | Industry | Holding Value (m) | % Owned | Emissions (T) | Emissions to water (T/EURm) |
|----------------------------------|------------------------|-------------------|---------|---------------|-----------------------------|
| Billerud AB | Containers & Packaging | 1.24 | 0.0003% | 31,600 | 9.69 |
| Holmen AB Class B | Paper & Forestry | 2.53 | 0.0004% | 22,442 | 9.34 |
| Stora Enso Oyj Class R | Paper & Forestry | 1.26 | 0.0001% | 81,480 | 6.76 |
| Svenska Cellulosa AB SCA Class B | Paper & Forestry | 1.53 | 0.0002% | 21,709 | 3.82 |
| Orkla ASA | Food Products | 2.88 | 0.0003% | 10,190 | 3.49 |
| Eramet SA | Diversified Metals | 2.09 | 0.0005% | 5,356 | 2.44 |
| Outokumpu Oyj | Steel | 1.60 | 0.0006% | 1,250 | 0.73 |
| Orion Oyj Class B | Pharmaceuticals | 2.14 | 0.0003% | 1,162 | 0.36 |
| Merck KGaA | Pharmaceuticals | 4.83 | 0.0001% | 1,829 | 0.11 |
| Elkem ASA | Chemicals | 1.46 | 0.0004% | 202 | 0.09 |



Mandatory Indicator

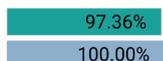
Hazardous waste ratio

Tonnes of hazardous waste generated by investee companies per EURm invested, expressed as a weighted average of the portfolio.

PAI Identifier Table 1 #9 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility

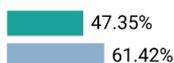


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Hazardous waste (t/EURm)



Coverage



Portion of portfolio which has PAI eligibility, Sustainalytics data, holding value supplied by the user.

Largest Contributing Constituents

The table below shows the ten largest contributors to the overall air pollutant emissions.

| Security Name | Industry | Holding Value (m) | % Owned | Hazardous waste produced (T) | Hazardous waste (T/EURm) |
|---|----------------------|-------------------|---------|------------------------------|--------------------------|
| Boliden AB | Diversified Metals | 1.72 | 0.0002% | 1,012,414 | 179.98 |
| SARAS S.p.A. - Raffinerie Sarde | Refiners & Pipelines | 4.43 | 0.0024% | 38,571 | 91.40 |
| Outokumpu Oyj | Steel | 1.60 | 0.0006% | 147,772 | 86.45 |
| Eramet SA | Diversified Metals | 2.09 | 0.0005% | 53,120 | 24.21 |
| AT & S Austria Technologie & Systemtechnik Aktiengesellschaft | Technology Hardware | 1.10 | 0.0004% | 50,800 | 20.67 |
| SSAB AB Class A | Steel | 1.59 | 0.0003% | 54,000 | 13.65 |
| Neste Corporation | Refiners & Pipelines | 4.98 | 0.0001% | 75,600 | 10.05 |
| Merck KGaA | Pharmaceuticals | 4.83 | 0.0001% | 107,026 | 6.21 |
| MOTOR OIL (HELLAS) CORINTH REFINERIES S.A. | Refiners & Pipelines | 1.66 | 0.0004% | 15,370 | 5.89 |
| Aker Solutions ASA | Energy Services | 8.98 | 0.0035% | 1,589 | 5.62 |



Mandatory Indicator

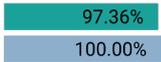
Violations of UN Global Compact principles and OECD Guidelines for Multinational Enterprises

Measuring the % of the portfolio's investments that are exposed to companies breaching UNGC principles or OECD guidelines.

PAI Identifier Table 1 #10 Eligible Holding Type Corporate

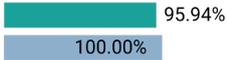
Portfolio Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents without UNGC principles/OECD guidelines violations involvement

The table below shows the five largest contributors to the overall UNGC principles/OECD guidelines violations not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|--------------------|---------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |



Mandatory Indicator

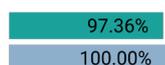
Lack of processes and compliance mechanisms to monitor compliance with UNGC principles and OECD Guidelines for Multinational Enterprises

Measuring the % of the portfolio's investments that are exposed to companies that cannot monitor compliance with UNGC principles or OECD guidelines.

PAI Identifier Table 1 #11 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

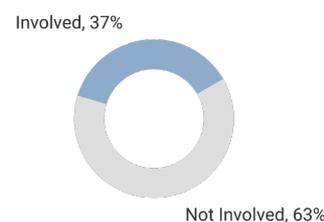


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with UNGC Lack of compliance mechanisms involvement

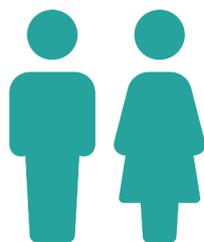
The table below shows the five largest contributors to the overall UNGC Lack of compliance mechanisms involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|-------------------|----------------------|------------------|
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |
| Alfen NV | Electrical Equipment | 1.46% |

Largest portfolio constituents without UNGC Lack of compliance mechanisms involvement

The table below shows the five largest contributors to the overall UNGC Lack of compliance mechanisms not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|--------------------|----------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| HUGO BOSS AG | Textiles & Apparel | 1.55% |
| Neste Corporation | Refiners & Pipelines | 1.53% |
| Merck KGaA | Pharmaceuticals | 1.49% |
| L'Oreal S.A. | Household Products | 0.91% |



Mandatory Indicator

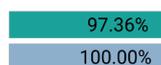
Unadjusted gender pay gap

This metric assesses the difference between the average gross hourly earnings of female employees and the average gross hourly earnings of male employees, expressed as a percentage of the average gross hourly earnings of male employees.

PAI Identifier Table 1 #12 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Unadjusted gender pay gap (%)



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall gender pay gap.

| Security Name | Industry | Portfolio Weight | Gender Pay gap | Weighted Gender Pay gap |
|----------------------------|------------------|------------------|----------------|-------------------------|
| TGS ASA | Energy Services | 0.70% | 22.00% | 0.15% |
| Bank of Ireland Group Plc | Banks | 0.31% | 24.20% | 0.08% |
| AIB Group PLC | Banks | 0.47% | 12.90% | 0.06% |
| ENCE Energia y Celulosa SA | Paper & Forestry | 0.47% | 3.80% | 0.02% |



Mandatory Indicator

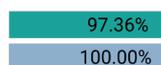
Board gender diversity

Weighted average % female board members in investee companies. However, it is not calculated as the regulation dictates because the calculation would fail when there are zero male board members. We use: [weighted average number of female board members / weighted average number of board member] which works in all circumstances.

PAI Identifier Table 1 #13 Eligible Holding Type Corporate

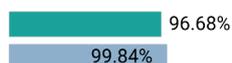
■ Portfolio ■ Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Percentage of female board members



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall board gender diversity that have a board made up with at least two thirds men.

| Security Name | Industry | Portfolio Weight | Total Board Size | % Females on Board |
|---|----------------------|------------------|------------------|--------------------|
| Tenaris S.A. | Energy Services | 1.94% | 11 | 9.09% |
| Encavis AG | Utilities | 0.41% | 9 | 11.11% |
| TORM PLC Class A | Refiners & Pipelines | 1.13% | 8 | 12.50% |
| PNE AG | Electrical Equipment | 0.38% | 6 | 16.67% |
| Zehnder Group AG Class A | Building Products | 0.19% | 6 | 16.67% |
| Alpha Services & Holdings SA | Banks | 0.39% | 12 | 16.67% |
| Chocoladefabriken Lindt & Spruengli AG Partizipsch. | Food Products | 0.74% | 6 | 16.67% |
| Komax Holding AG | Machinery | 0.32% | 6 | 16.67% |
| Ringkjoebing Landbobank A/S | Banks | 1.43% | 12 | 16.67% |
| MOTOR OIL (HELLAS) CORINTH REFINERIES S.A. | Refiners & Pipelines | 0.51% | 10 | 20.00% |



Mandatory Indicator

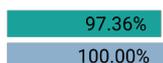
Exposure to controversial weapons

Share of investments in investee companies involved in the manufacture or selling of controversial weapons.

PAI Identifier Table 1 #14 Eligible Holding Type Corporate

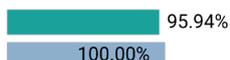
■ Portfolio ■ Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

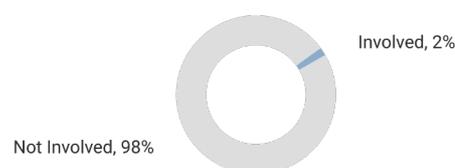


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



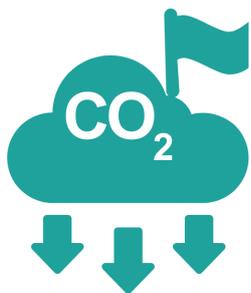
Benchmark Involvement (of Covered)



Largest portfolio constituents without controversial weapons involvement

The table below shows the five largest contributors to the overall controversial weapons not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|--------------------|---------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |



Mandatory Indicator

GHG intensity

This metric is a relative measure of carbon emissions for countries. It is the amount of carbon produced per unit of Gross Domestic Product (GDP), measured in Kton per EURm of GDP.

PAI Identifier Table 1 #15 **Eligible Holding Type** Sovereign



Missing Data

Neither the constituents of the portfolio nor the benchmark has the underlying data required to calculate this PAI therefore no data can be displayed.



Mandatory Indicator

Investee countries subject to social violations

This metric counts the number of countries the portfolio is exposed to that are subject to social violations, as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.

PAI Identifier Table 1 #16 Eligible Holding Type Sovereign

■ Portfolio
 ■ Benchmark

Eligibility

0.00%
0.00%

The portion of the portfolio which is eligible for this PAI. In this case the % invested in sovereign securities.

Coverage

0.00%
0.00%

The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Number of countries with violations (#)

0.00
0.00



Voluntary Indicator

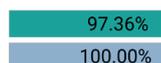
Emissions of air pollutants

The air pollutant emissions measures the volume of these emissions which are attributable to the portfolio through the proportion of ownership of each corporate investment, per million Euros invested.

PAI Identifier Table 2 #2 Eligible Holding Type Corporate

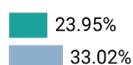
■ Portfolio ■ Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



Portion of portfolio which has PAI eligibility, Sustainalytics data, holding value supplied by the user.

Emissions of air pollutants ([SOx + NOx]t/EURm)



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall air pollutant emissions.

| Security Name | Industry | Holding Value (m) | % Owned | Air pollutant emissions (NOx t + SOx t) | Share of air pollutant emissions.. |
|---------------------------------|----------------------|-------------------|---------|---|------------------------------------|
| MPC Container Ships ASA | Transportation | 3.92 | 0.0044% | 42,204 | 187.37 |
| Euronav NV | Refiners & Pipelines | 1.62 | 0.0003% | 92,457 | 25.69 |
| SARAS S.p.A. - Raffinerie Sarde | Refiners & Pipelines | 4.43 | 0.0024% | 5,018 | 11.89 |
| Eramet SA | Diversified Metals | 2.09 | 0.0005% | 16,389 | 7.47 |
| Elkem ASA | Chemicals | 1.46 | 0.0004% | 16,212 | 6.84 |
| FLEX LNG Ltd | Refiners & Pipelines | 1.12 | 0.0003% | 18,626 | 6.11 |
| AIXTRON SE | Semiconductors | 5.47 | 0.0019% | 2,616 | 4.98 |
| ENCE Energia y Celulosa SA | Paper & Forestry | 1.53 | 0.0012% | 3,986 | 4.81 |
| ALTRI SGPS SA | Paper & Forestry | 3.48 | 0.0019% | 1,242 | 2.35 |
| TORM PLC Class A | Refiners & Pipelines | 3.66 | 0.0011% | 1,760 | 1.88 |



Voluntary Indicator

Investments in companies without carbon emission reduction initiatives

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement.

PAI Identifier Table 2 #4 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility

97.36%

100.00%

The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

83.50%

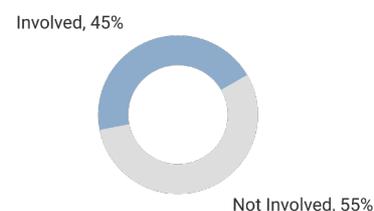
97.28%

The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with carbon reduction involvement

The table below shows the five largest contributors to the overall carbon reduction involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|-------------------|---------------------|------------------|
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |
| HUGO BOSS AG | Textiles & Apparel | 1.55% |

Largest portfolio constituents without carbon reduction involvement

The table below shows the five largest contributors to the overall carbon reduction not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|-----------------------------|----------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Neste Corporation | Refiners & Pipelines | 1.53% |
| Hapag-Lloyd AG | Transportation | 1.38% |
| Gaztransport & Technigaz SA | Energy Services | 1.37% |
| Novo Nordisk A/S Class B | Pharmaceuticals | 1.29% |



Voluntary Indicator

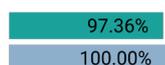
Investments in companies without water management policies

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies without water management initiatives.

PAI Identifier Table 2 #7 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



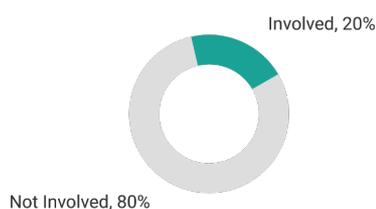
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

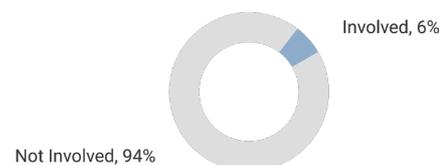


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with water management involvement

The table below shows the five largest contributors to the overall water management involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|--------------------|----------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| AIXTRON SE | Semiconductors | 1.68% |
| Alfen NV | Electrical Equipment | 1.46% |
| u-blox Holding AG | Semiconductors | 1.29% |
| Alten SA | Software & Services | 1.23% |

Largest portfolio constituents without water management involvement

The table below shows the five largest contributors to the overall water management not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|-------------------|----------------------|------------------|
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| HUGO BOSS AG | Textiles & Apparel | 1.55% |
| Neste Corporation | Refiners & Pipelines | 1.53% |
| Merck KGaA | Pharmaceuticals | 1.49% |



Voluntary Indicator

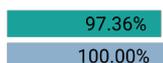
Investments in companies producing chemicals

This metric tells you the % of the portfolio that is exposed to companies that are involved with chemical production.

PAI Identifier Table 2 #9 Eligible Holding Type Corporate

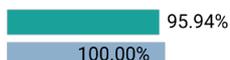
■ Portfolio ■ Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

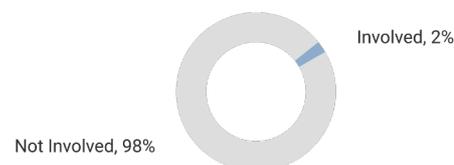


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents without chemical production involvement

The table below shows the five largest contributors to the overall chemical production not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|--------------------|---------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |



Voluntary Indicator

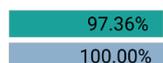
Non-recycled waste ratio

For each company the non-recycled waste ratio is the total amount in metric tons of non-recycled waste produced divided by the amount invested in EURm. This is expressed as a weighted average.

PAI Identifier Table 2 #13 Eligible Holding Type Corporate

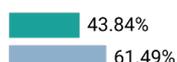
Portfolio Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



Portion of portfolio which has PAI eligibility, Sustainalytics data, holding value supplied by the user.

Non-recycled waste generation (t/EURm)



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall air pollutant emissions.

| Security Name | Industry | Holding Value (m) | % Owned | Non-recycled waste produced (T) | Non-recycled waste (T/EURm) |
|---------------------------------------|----------------------------|-------------------|---------|---------------------------------|-----------------------------|
| Outokumpu Oyj | Steel | 1.60 | 0.0006% | 464,738 | 271.87 |
| Boliden AB | Diversified Metals | 1.72 | 0.0002% | 1,080,036 | 192.00 |
| Webuild S.p.A. | Construction & Engineering | 0.65 | 0.0002% | 1,005,698 | 153.03 |
| Acciona SA | Utilities | 2.11 | 0.0001% | 1,113,952 | 121.41 |
| SSAB AB Class A | Steel | 1.59 | 0.0003% | 369,000 | 93.28 |
| D'leteren Group SA/NV | Diversified Financials | 3.85 | 0.0004% | 70,412 | 30.06 |
| Suedzucker AG | Food Products | 0.93 | 0.0002% | 98,100 | 16.29 |
| AMG Advanced Metallurgical Group N.V. | Diversified Metals | 1.10 | 0.0006% | 24,372 | 13.83 |
| Aker Solutions ASA | Energy Services | 8.98 | 0.0035% | 3,878 | 13.71 |
| Stora Enso Oyj Class R | Paper & Forestry | 1.26 | 0.0001% | 134,126 | 11.13 |



Voluntary Indicator

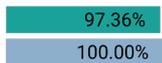
Deforestation

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies that lack a deforestation policy.

PAI Identifier Table 2 #15 Eligible Holding Type Corporate

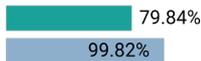
Portfolio Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with deforestation involvement

The table below shows the five largest contributors to the overall deforestation involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|--------------------|---------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |

Largest portfolio constituents without deforestation involvement

The table below shows the five largest contributors to the overall deforestation not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|-----------------------------|----------------------|------------------|
| Neste Corporation | Refiners & Pipelines | 1.53% |
| Merck KGaA | Pharmaceuticals | 1.49% |
| Gaztransport & Technigaz SA | Energy Services | 1.37% |
| Beiersdorf AG | Household Products | 1.18% |
| JDE Peet's NV | Food Products | 1.15% |



Voluntary Indicator

Investments in companies without workplace accident prevention policies

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies that lack a workplace accident prevention policy.

PAI Identifier Table 3 #1 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility

97.36%

100.00%

The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

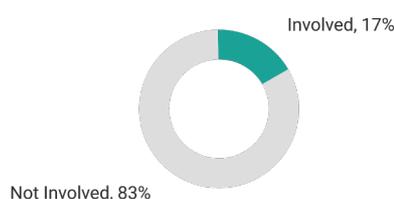
Coverage

85.87%

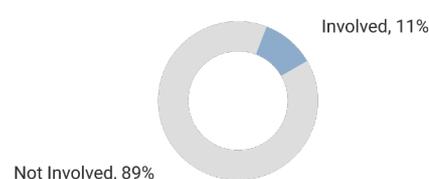
100.00%

The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with workplace accidents prevention involvement

The table below shows the five largest contributors to the overall workplace accidents prevention involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|-----------------------------|------------------------|------------------|
| Alfen NV | Electrical Equipment | 1.46% |
| Ringkjoebing Landbobank A/S | Banks | 1.43% |
| Jyske Bank A/S | Banks | 1.26% |
| Alten SA | Software & Services | 1.23% |
| D'Ieteren Group SA/NV | Diversified Financials | 1.18% |

Largest portfolio constituents without workplace accidents prevention involvement

The table below shows the five largest contributors to the overall workplace accidents prevention not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|--------------------|---------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |



Voluntary Indicator

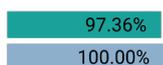
Rate of accidents

Measuring the weighted average of each corporate investment's rate of workplace accidents per hours worked.

PAI Identifier Table 3 #2 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Recordable work-related injuries rate (accidents/hours worked)



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall rate of accidents

| Security Name | Industry | Portfolio Weight | Rate of accidents | Weighted rate of accidents |
|-------------------------|------------------------|------------------|-------------------|----------------------------|
| AIXTRON SE | Semiconductors | 1.68% | 2.05 | 0.03 |
| Glanbia Plc | Food Products | 0.73% | 2.00 | 0.01 |
| Tenaris S.A. | Energy Services | 1.94% | 0.68 | 0.01 |
| SSAB AB Class A | Steel | 0.49% | 1.84 | 0.01 |
| Billerud AB | Containers & Packaging | 0.38% | 1.92 | 0.01 |
| Aker Solutions ASA | Energy Services | 2.63% | 0.26 | 0.01 |
| NKT A/S | Electrical Equipment | 0.44% | 1.20 | 0.01 |
| Kerry Group Plc Class A | Food Products | 0.36% | 1.35 | 0.00 |
| Neste Corporation | Refiners & Pipelines | 1.53% | 0.26 | 0.00 |
| Equinor ASA | Oil & Gas Producers | 0.61% | 0.48 | 0.00 |



Voluntary Indicator

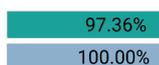
Number of days lost to injuries, accidents, fatalities or illness

Measuring the weighted average of the days lost to accidents for each corporate investment in the portfolio.

PAI Identifier Table 3 #3 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Number of days lost to injuries, accidents, fatalities or illness (#)



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall days lost to accidents

| Security Name | Industry | Portfolio Weight | Days lost to accidents | Weighted days lost to accidents |
|--------------------------------|-----------|------------------|------------------------|---------------------------------|
| Naturgy Energy Group, S.A. | Utilities | 0.61% | 2142.00 | 13.07 |
| VERBUND AG Class A | Utilities | 0.32% | 1799.00 | 5.80 |
| Redes Energeticas Nacionais SA | Utilities | 0.31% | 1413.00 | 4.41 |



Voluntary Indicator

Lack of a supplier code of conduct

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies without any supplier code of conduct.

PAI Identifier Table 3 #4 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility

97.36%

100.00%

The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

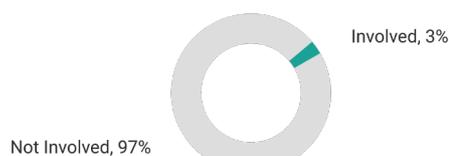
Coverage

95.29%

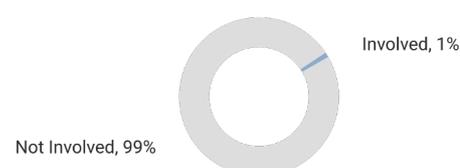
99.82%

The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with code of conduct involvement

The table below shows the five largest contributors to the overall code of conduct involvement score of the portfolio

| Security | Industry | Portfolio Weight |
|---|------------------------|------------------|
| Euronav NV | Refiners & Pipelines | 0.50% |
| Schoeller-Bleckmann Oilfield Equipment AG | Energy Services | 0.48% |
| Encavis AG | Utilities | 0.41% |
| PNE AG | Electrical Equipment | 0.38% |
| Swissquote Group Holding Ltd. | Diversified Financials | 0.36% |

Largest portfolio constituents without code of conduct involvement

The table below shows the five largest contributors to the overall code of conduct not-involved score of the portfolio

| Security Name | Industry | Portfolio Weight |
|--------------------|---------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |



Voluntary Indicator

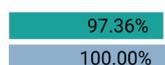
Insufficient whistleblower protection

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies without policies on the protection of whistleblowers.

PAI Identifier Table 3 #6 Eligible Holding Type Corporate

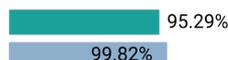
Portfolio Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with whistleblower protection involvement

The table below shows the five largest contributors to the overall whistleblower protection involvement score of the portfolio

| Security | Industry | Portfolio Weight |
|--|------------------------|------------------|
| D'leteren Group SA/NV | Diversified Financials | 1.18% |
| MOTOR OIL (HELLAS) CORINTH REFINERIES S.A. | Refiners & Pipelines | 0.51% |
| Burckhardt Compression Holding AG | Machinery | 0.29% |

Largest portfolio constituents without whistleblower protection involvement

The table below shows the five largest contributors to the overall whistleblower protection not-involved score of the portfolio

| Security Name | Industry | Portfolio Weight |
|--------------------|---------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |



Voluntary Indicator

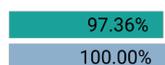
Excessive CEO pay ratio

This metric measures the ratio within investee companies of the annual total compensation for the highest compensated individual to the median annual total compensation for all employees.

PAI Identifier Table 3 #8 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Excessive CEO pay ratio



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall CEO pay ratio

| Security Name | Industry | Portfolio Weight | CEO pay ratio | Weighted CEO pay ratio |
|-----------------------------|---------------------|------------------|---------------|------------------------|
| L'Oreal S.A. | Household Products | 0.91% | 110.00 | 1.00 |
| Edenred SA | Software & Services | 1.72% | 52.68 | 0.90 |
| Ferrari NV | Automobiles | 0.68% | 129.20 | 0.87 |
| Societe BIC SA | Household Products | 0.91% | 84.00 | 0.77 |
| Alten SA | Software & Services | 1.23% | 60.00 | 0.74 |
| Glanbia Plc | Food Products | 0.73% | 62.00 | 0.46 |
| Elis SA | Commercial Services | 0.71% | 57.20 | 0.40 |
| Gaztransport & Technigaz SA | Energy Services | 1.37% | 26.80 | 0.37 |
| Kerry Group Plc Class A | Food Products | 0.36% | 89.00 | 0.32 |
| ERG S.p.A. | Utilities | 0.87% | 35.00 | 0.31 |



Voluntary Indicator

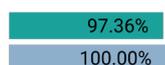
Lack of a human rights policy

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies that lack a human rights policy.

PAI Identifier Table 3 #9 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



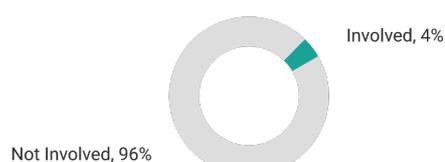
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

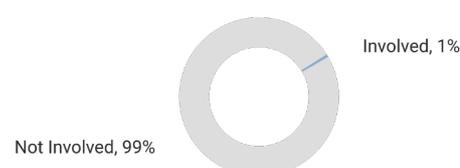


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with human rights involvement

The table below shows the five largest contributors to the overall human rights involvement score of the portfolio

| Security | Industry | Portfolio Weight |
|-------------------------------|------------------------|------------------|
| D'Ieteren Group SA/NV | Diversified Financials | 1.18% |
| Euronav NV | Refiners & Pipelines | 0.50% |
| Brunello Cucinelli S.p.A. | Textiles & Apparel | 0.41% |
| PNE AG | Electrical Equipment | 0.38% |
| Swissquote Group Holding Ltd. | Diversified Financials | 0.36% |

Largest portfolio constituents without human rights involvement

The table below shows the five largest contributors to the overall human rights not-involved score of the portfolio

| Security Name | Industry | Portfolio Weight |
|---------------------|----------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Edenred SA | Software & Services | 1.72% |
| Hexatronic Group AB | Electrical Equipment | 1.64% |
| HUGO BOSS AG | Textiles & Apparel | 1.55% |



Voluntary Indicator

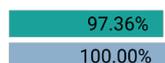
Lack of due diligence

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies that lack a due diligence process to identify, prevent, mitigate and address adverse human rights impacts.

PAI Identifier Table 3 #10 Eligible Holding Type Corporate

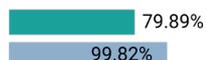
Portfolio Benchmark

Eligibility



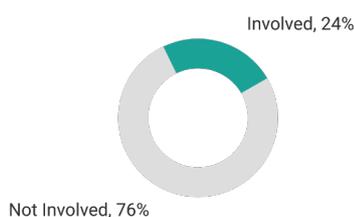
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with due diligence involvement

The table below shows the five largest contributors to the overall due diligence involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|-----------------------------|----------------------|------------------|
| Wolters Kluwer NV | Software & Services | 1.73% |
| AIXTRON SE | Semiconductors | 1.68% |
| Alfen NV | Electrical Equipment | 1.46% |
| Ringkjoebing Landbobank A/S | Banks | 1.43% |
| Gaztransport & Technigaz SA | Energy Services | 1.37% |

Largest portfolio constituents without due diligence involvement

The table below shows the five largest contributors to the overall due diligence not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|--------------------|----------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Edenred SA | Software & Services | 1.72% |
| HUGO BOSS AG | Textiles & Apparel | 1.55% |
| Neste Corporation | Refiners & Pipelines | 1.53% |



Voluntary Indicator

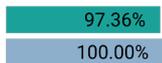
Lack of processes and measures for preventing trafficking in human beings

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies that lack policies to prevent trafficking in human beings.

PAI Identifier Table 3 #11 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



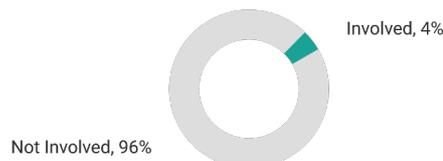
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with anti human trafficking involvement

The table below shows the five largest contributors to the overall anti human trafficking involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|-------------------------------|------------------------|------------------|
| D'leteren Group SA/NV | Diversified Financials | 1.18% |
| Euronav NV | Refiners & Pipelines | 0.50% |
| Brunello Cucinelli S.p.A. | Textiles & Apparel | 0.41% |
| PNE AG | Electrical Equipment | 0.38% |
| Swissquote Group Holding Ltd. | Diversified Financials | 0.36% |

Largest portfolio constituents without anti human trafficking involvement

The table below shows the five largest contributors to the overall anti human trafficking not-involved score of the portfolio.

| Security Name | Industry | Portfolio Weight |
|---------------------|----------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Edenred SA | Software & Services | 1.72% |
| Hexatronic Group AB | Electrical Equipment | 1.64% |
| HUGO BOSS AG | Textiles & Apparel | 1.55% |



Voluntary Indicator

Number of identified cases of severe human rights issues and incidents

This metric assesses the total number of cases that refer to 'severe' human rights issues/incidents committed by a company and/or its subsidiaries in a given year. We take the count for each corporate investment and then calculated a weighted average for the portfolio.

PAI Identifier Table 3 #14 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility

97.36%

100.00%

The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

0.15%

1.11%

The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Number of identified cases of severe human rights issues & incidents (#)



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall human rights incident.

| Security Name | Industry | Portfolio Weight | Number of incidents | Weighted number of incidents |
|---------------------------------------|----------------------|------------------|---------------------|------------------------------|
| HUGO BOSS AG | Textiles & Apparel | 1.55% | 2.00 | 0.03 |
| Neste Corporation | Refiners & Pipelines | 1.53% | 2.00 | 0.03 |
| Banco Bilbao Vizcaya Argentaria, S.A. | Banks | 0.76% | 2.00 | 0.02 |
| CaixaBank SA | Banks | 0.69% | 2.00 | 0.01 |
| UniCredit S.p.A. | Banks | 0.62% | 2.00 | 0.01 |
| JDE Peet's NV | Food Products | 1.15% | 1.00 | 0.01 |
| Bankinter SA | Banks | 0.72% | 1.00 | 0.01 |
| Galp Energia, SGPS S.A. Class B | Oil & Gas Producers | 0.61% | 1.00 | 0.01 |
| Compagnie Financiere Richemont SA | Textiles & Apparel | 0.57% | 1.00 | 0.01 |
| Outokumpu Oyj | Steel | 0.49% | 1.00 | 0.00 |



Voluntary Indicator

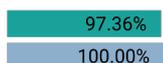
Lack of anti-corruption and anti-bribery policies

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies without policies on anti-corruption and anti-bribery consistent with the United Nations Convention against Corruption.

PAI Identifier Table 3 #15 **Eligible Holding Type** Corporate

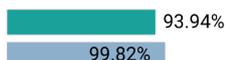
Portfolio **Benchmark**

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with anti bribery/corruption involvement

The table below shows the five largest contributors to the overall anti bribery/corruption involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|------------|-----------|------------------|
| Encavis AG | Utilities | 0.41% |

Largest portfolio constituents without anti bribery/corruption involvement

The table below shows the five largest contributors to the overall anti bribery/corruption not-involved score of the portfolio

| Security Name | Industry | Portfolio Weight |
|--------------------|---------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |



Voluntary Indicator

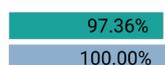
Cases of insufficient action taken to address breaches of standards of anti-corruption and anti-bribery

This metric tells you the % of the portfolio that is exposed to companies with identified insufficiencies in actions taken to address breaches in procedures and standards of anticorruption and anti-bribery.

PAI Identifier Table 3 #16 Eligible Holding Type Corporate

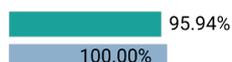
Portfolio Benchmark

Eligibility



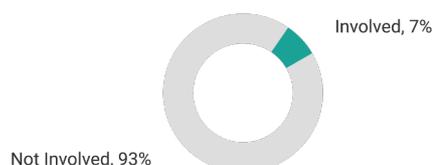
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

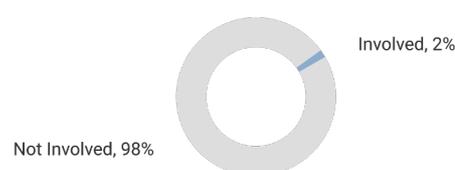


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with anti bribery/corruption lack of action involvement

The table below shows the five largest contributors to the overall anti bribery/corruption lack of action involvement score of the portfolio.

| Security | Industry | Portfolio Weight |
|-----------------------------|------------------------|------------------|
| Ringkjoebing Landbobank A/S | Banks | 1.43% |
| D'leteren Group SA/NV | Diversified Financials | 1.18% |
| ALTRI SGPS SA | Paper & Forestry | 1.07% |
| GFT Technologies SE | Software & Services | 0.74% |
| Glanbia Plc | Food Products | 0.73% |

Largest portfolio constituents without anti bribery/corruption lack of action involvement

The table below shows the five largest contributors to the overall anti bribery/corruption lack of action not-involved score of the portfolio

| Security Name | Industry | Portfolio Weight |
|--------------------|---------------------|------------------|
| Aker Solutions ASA | Energy Services | 2.63% |
| Tenaris S.A. | Energy Services | 1.94% |
| Wolters Kluwer NV | Software & Services | 1.73% |
| Edenred SA | Software & Services | 1.72% |
| AIXTRON SE | Semiconductors | 1.68% |



Mandatory Indicator

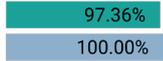
Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws

Measuring the number of convictions and total fines for violations of anticorruption and anti-bribery laws by investee companies for the portfolio.

PAI Identifier Table 3 #17 Eligible Holding Type Corporate

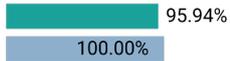
Portfolio Benchmark

Eligibility



The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



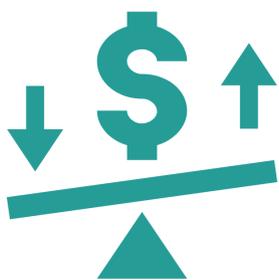
The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Number of convictions (#)



Amount of fines (EURm)





Voluntary Indicator

Average income inequality score

This metric measures the distribution of income and economic inequality among the participants in a particular economy, shown as a weighted average for the portfolio.

PAI Identifier Table 3 #18 **Eligible Holding Type** Sovereign



Missing Data

Neither the constituents of the portfolio nor the benchmark has the underlying data required to calculate this PAI therefore no data can be displayed.



Voluntary Indicator

Average freedom of expression score

This metric measures the extent to which political and civil society organisations can operate freely. This is based on the freedom of expression score for each nation and displayed as a weighted average for the portfolio.

PAI Identifier Table 3 #19 **Eligible Holding Type** Sovereign

**Missing Data**

Neither the constituents of the portfolio nor the benchmark has the underlying data required to calculate this PAI therefore no data can be displayed.



Voluntary Indicator

Average human rights performance

Measuring the weighted average of each corporate investment's human rights score.

PAI Identifier Table 3 #20 **Eligible Holding Type** Sovereign



Missing Data

Neither the constituents of the portfolio nor the benchmark has the underlying data required to calculate this PAI therefore no data can be displayed.



Voluntary Indicator

Average corruption score

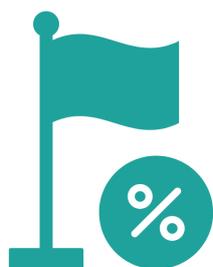
This metric measures perceived level of public sector corruption using a quantitative indicator. This is displayed as a weighted average for the portfolio.

PAI Identifier Table 3 #21 **Eligible Holding Type** Sovereign



Missing Data

Neither the constituents of the portfolio nor the benchmark has the underlying data required to calculate this PAI therefore no data can be displayed.



Voluntary Indicator

Non-cooperative tax jurisdictions

This metric tells you the % of the portfolio that is exposed to jurisdictions on the EU list of noncooperative jurisdictions for tax purposes.

PAI Identifier Table 3 #22 **Eligible Holding Type** Sovereign



Missing Data

Neither the constituents of the portfolio nor the benchmark has the underlying data required to calculate this PAI therefore no data can be displayed.



Voluntary Indicator

Average political stability score

This metric measures the likelihood that the current regime will be overthrown by the use of force. This is based on the political stability score for each nation and displayed as a weighted average for the portfolio.

PAI Identifier Table 3 #23 **Eligible Holding Type** Sovereign



Missing Data

Neither the constituents of the portfolio nor the benchmark has the underlying data required to calculate this PAI therefore no data can be displayed.



Voluntary Indicator

Average rule of law score

This metric measures level of corruption, lack of fundamental rights, and the deficiencies in civil and criminal justice . This is based on the rule of law score for each nation and displayed as a weighted average for the portfolio.

PAI Identifier Table 3 #24 **Eligible Holding Type** Sovereign



Missing Data

Neither the constituents of the portfolio nor the benchmark has the underlying data required to calculate this PAI therefore no data can be displayed.

Connect with our team of experts to learn more about [EU Sustainable Finance Action Plan Solutions](#)

Global Contacts

Americas

inquiries.americas@sustainalytics.com
(+1) 347 630 9308

APAC

inquiries.APAC@sustainalytics.com
(+65) 6329 7596

EMEA

inquiries.EMEA@sustainalytics.com
(+44) 20 4526 5640

JAPAN

inquiries.Japan@sustainalytics.com
(+813) 4567 0198

About Sustainalytics

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