

## Principal Adverse Impact Portfolio Report







Portfolio Name	Number of Constituents	Corporate Eligibility	Sovereign Eligibility
<b>Portfolio</b>			
Digital Stars Europe 20220930	169	96.86%	0.00%
<b>Benchmark</b>			
MSCI Europe 20220930	428	99.85%	0.00%

Report as of 7 November 2022, 02:24 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)	64963.42	461960726.53	5
		Scope 2 (tCO2eq)	10044.39	93157118.49	
		Scope 3 (tCO2eq)	162281.37	3961187175.64	
		Total Scope 1 + 2 (tCO2eq)	92234.48	559400732.43	
		Total Scope 1 + 2 + 3 (tCO2eq)	254515.85	4520839988.72	
	Carbon Footprint	Total Scope 1 + 2 (tCO2eq/EURm)	166.40	77.54	6
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	459.16	626.76	
	GHG Intensity of Investee Companies	Total Scope 1 + 2 (tCO2eq/EURm)	427.10	154.53	7
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	937.82	1214.54	
	Fossil Fuel	(% involved)	17.63	12.41	8
	Non-renewable Energy	Non Renewable Energy Consumption (%)	60.76	61.50	9
		Non Renewable Energy Production (%)	22.03	41.63	
	Energy Consumption Intensity	Agriculture, Forestry & Fishing (GWh/EURm)	12.13	5.70	10
		Construction (GWh/EURm)	0.12	0.13	
		Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm)	2.54	3.77	
		Manufacturing (GWh/EURm)	1.74	0.36	
		Mining & Quarrying (GWh/EURm)	4.11	2.04	
		Real Estate Activities (GWh/EURm)	0.08	0.52	
		Transportation & Storage (GWh/EURm)	9.13	0.76	
		Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)	0.44	0.70	
		Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles (GWh/EURm)	0.04	0.06	

















## Mandatory Indicators cont. (Regulation Table 1)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Negative affect on biodiversity	(% involved)	1.60	17.52	11
	 Emissions to Water	(t/EURm)	1.18	0.40	12
	 Hazardous Waste Ratio	(t/EURm)	3.15	19.50	13
	 UNGC Principles/OECD Guidelines Violations	(% involved)	0.00	0.00	14
	 UNGC Lack of Compliance Mechanism	(% involved)	60.22	36.17	15
	 Unadjusted Gender Pay Gap	(%)	19.56	21.58	16
	 Board Gender Diversity	(% female)	35.27	38.59	17
	 Controversial Weapons	(% involved)	0.00	1.70	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)	3.57	0.53	21
	 Investing in companies without carbon emission reduction initiatives	(% involved)	55.94	38.86	22
	 Investments in companies without water management policies	(% involved)	19.80	7.48	23
	 Investments in companies producing chemicals	(% involved)	0.00	2.04	24
	 Non-recycled waste ratio	(t/EURm)	4.64	139.24	25
	 Deforestation	(% involved)	76.22	50.99	26
	 Investment in investee companies without workplace accident prevention policies	(% involved)	13.84	9.41	27
	 Rate of accidents	(Accidents/hours worked)	0.80	0.40	28
	 Number of days lost to injuries, accidents, fatalities or illness	(#)	1418	46959	29
	 Lack of a supplier code of conduct	(% involved)	2.22	0.79	30

## Voluntary Indicators cont. (Regulation Table 3)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Insufficient whistleblower protection	(% involved)	1.12	0.19	31
	 Excessive CEO pay ratio		67.74	88.87	32
	 Lack of a human rights policy	(% involved)	2.54	0.55	33
	 Lack of due diligence	(% involved)	21.90	8.88	34
	 Lack of processes and measures for preventing trafficking in human beings	(% involved)	2.54	0.55	35
	 Number of identified cases of severe human rights issues and incidents	(#)	0	1	36
	 Lack of anti-corruption and anti-bribery policies	(% involved)	0.28	0.00	37
	 Cases of insufficient action taken to address breaches of standards of anti-corruption and antibribery	(% involved)	4.73	1.92	38
	 Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	(# convictions)	1	8	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

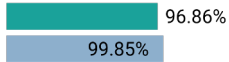
## GHG emissions

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

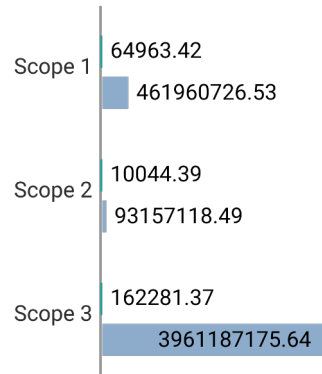
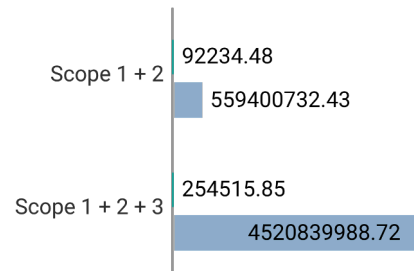


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage



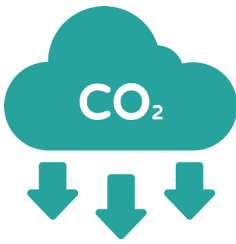
Portion of portfolio which has PAI eligibility, Sustainalytics data, holding value supplied by the user.

Emissions by Scope (tCO<sub>2</sub>eq)Total Emissions (tCO<sub>2</sub>eq)

## 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 <sub>2</sub> eq)	Share of Emissions (TCO <sub>2</sub> eq)
SARAS S.p.A. - Raffinerie Sarde	Refiners & Pipelines	7.83	0.0042%	5,998,749	25,129
MPC Container Ships ASA	Transportation	8.30	0.0094%	1,688,699	15,890
OCI NV	Chemicals	8.87	0.0007%	9,760,000	6,662
Elkem ASA	Chemicals	6.29	0.0018%	3,300,000	5,979
SSAB AB Class A	Steel	2.58	0.0004%	9,989,000	4,116
Tate & Lyle PLC	Food Products	6.26	0.0015%	2,444,000	3,781
TORM PLC Class A	Refiners & Pipelines	7.32	0.0021%	1,336,330	2,852
K+S AG	Chemicals	5.49	0.0010%	2,600,000	2,653
Hapag-Lloyd AG	Transportation	6.38	0.0002%	12,897,012	2,359
Euronav NV	Refiners & Pipelines	3.30	0.0006%	3,082,997	1,748



## 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

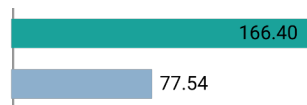
Portfolio Benchmark

## Eligibility



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

## Total carbon footprint scope 1 + 2 (tCO2eq/EURm)



## Total carbon footprint scope 1 + 2 + 3 (tCO2eq/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 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	7.83	0.0042%	5,998,749	25,129	3,211
MPC Container Ships ASA	Transportation	8.30	0.0094%	1,688,699	15,890	1,915
SSAB AB Class A	Steel	2.58	0.0004%	9,989,000	4,116	1,592
Elkem ASA	Chemicals	6.29	0.0018%	3,300,000	5,979	951
OCI NV	Chemicals	8.87	0.0007%	9,760,000	6,662	751
Outokumpu Oyj	Steel	2.36	0.0009%	1,880,207	1,622	686
Tate & Lyle PLC	Food Products	6.26	0.0015%	2,444,000	3,781	604
Euronav NV	Refiners & Pipelines	3.30	0.0006%	3,082,997	1,748	530
Bekaert SA	Machinery	0.80	0.0003%	1,544,554	417	523
K+S AG	Chemicals	5.49	0.0010%	2,600,000	2,653	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 CO<sub>2</sub> per EURm generated in revenue. The carbon intensity is then weighted using the portfolio weight to get a weighted average for the portfolio.

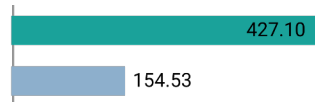
PAI Identifier Table 1 #3 Eligible Holding Type Corporate

Portfolio Benchmark

## Eligibility



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

GHG intensity scope 1 + 2 (tCO<sub>2</sub>eq/EURm)GHG intensity scope 1 + 2 + 3 (tCO<sub>2</sub>eq/EURm)

## Coverage



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

## Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Emissions (TCO <sub>2</sub> eq)	EURm generated in revenue	GHG intensity (tCO <sub>2</sub> eq/EURm)	Weighted GHG intensity
MPC Container Ships ASA	Transportation	1.23%	1688699.00	139.76	12082.94	148.92
OCI NV	Chemicals	1.38%	9760000.00	2824.55	3455.42	47.74
TORM PLC Class A	Refiners & Pipelines	1.14%	1336330.00	607.62	2199.28	25.07
Euronav NV	Refiners & Pipelines	0.51%	3082997.00	1000.64	3081.04	15.82
Serica Energy PLC	Oil & Gas Producers	0.99%	220702.00	139.21	1585.36	15.67
SARAS S.p.A. - Raffinerie Sarde	Refiners & Pipelines	1.22%	5998749.20	5183.99	1157.17	14.10
Elkem ASA	Chemicals	0.93%	3300000.00	2288.29	1442.12	13.47
FLEX LNG Ltd	Refiners & Pipelines	0.29%	553334.80	133.71	4138.19	12.00
Hapag-Lloyd AG	Transportation	0.99%	12897012.00	12772.40	1009.76	10.03
ERG S.p.A.	Utilities	0.87%	1042868.60	973.70	1071.04	9.30



## Mandatory Indicator

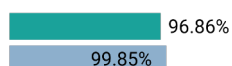
## Exposure to companies active in the fossil fuel sector

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

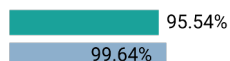
Portfolio Benchmark

## Eligibility



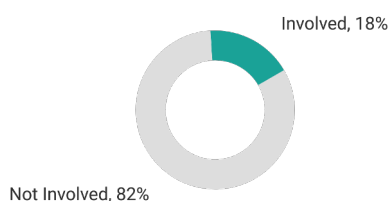
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

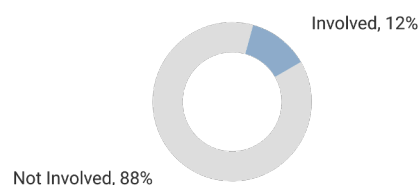


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Neste Corporation	Refiners & Pipelines	1.52%
Gaztransport & Technigaz SA	Energy Services	1.26%
SARAS S.p.A. - Raffinerie Sarde	Refiners & Pipelines	1.22%

## 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
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
HUGO BOSS AG	Textiles & Apparel	1.43%
Hexatronic Group AB	Electrical Equipment	1.41%
OCI NV	Chemicals	1.38%





## Mandatory Indicator

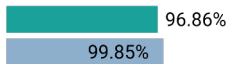
## Share of non-renewable energy consumption and production

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

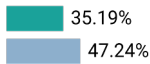
Portfolio Benchmark

## Eligibility



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

## Coverage

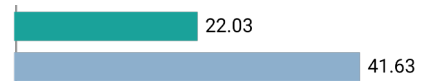


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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	1.62%	96.22%	1.55%
OCI NV	Chemicals	1.38%	99.30%	1.37%
Merck KGaA	Pharmaceuticals	1.33%	98.45%	1.31%
MPC Container Ships ASA	Transportation	1.23%	100.00%	1.23%
SARAS S.p.A. - Raffinerie Sarde	Refiners & Pipelines	1.22%	100.00%	1.22%

## 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	1.22%	94.61%	1.15%



## Mandatory Indicator

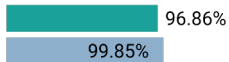
# Energy consumption intensity per high impact climate sector

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

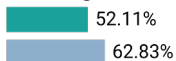
Portfolio Benchmark

## Eligibility



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

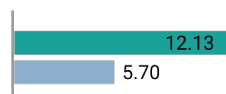
## Coverage



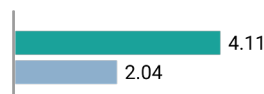
The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Energy consumption intensity by Sector (GWh/EURm)

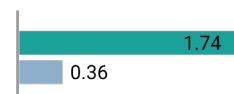
### Agriculture, Forestry & Fishing



### Mining & Quarrying



### Manufacturing



### Electricity, Gas, Steam and Air Conditioning Supply



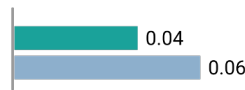
### Water Supply, Sewerage, Waste Management & Remediation



### Construction



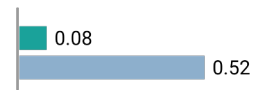
### Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles



### Transportation & Storage



### Real Estate



## 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	1.00%	28.45	0.29
Construction	Balfour Beatty plc	1.06%	0.12	0.00
Electricity, Gas, Steam and Air Conditioning Supply	ERG S.p.A.	0.87%	5.77	0.05
Manufacturing	OCI NV	1.38%	26.78	0.37
Mining & Quarrying	Serica Energy PLC	0.99%	13.56	0.13
Real Estate	Safestore Holdings plc	0.04%	0.08	0.00
Transportation & Storage	TORM PLC Class A	1.14%	7.49	0.09
Water Supply, Sewerage, Waste Management & Remediation	Biffa Plc	0.34%	0.44	0.00
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	Kesko Oyj Class B	0.64%	0.10	0.00



## Mandatory Indicator

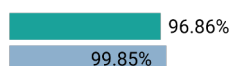
## Activities negatively affecting biodiversity-sensitive areas

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

PAI Identifier Table 1 #7 Eligible Holding Type Corporate

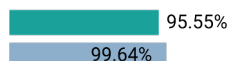
**Portfolio** **Benchmark**

## Eligibility



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

## Coverage

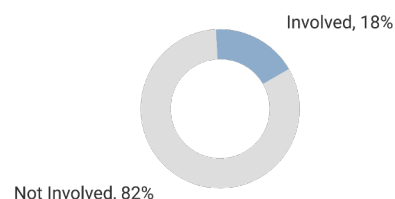


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
Centrica plc	Utilities	0.55%
Equinor ASA	Oil & Gas Producers	0.53%
Roche Holding Ltd	Pharmaceuticals	0.45%

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
Neste Corporation	Refiners & Pipelines	1.52%



## Mandatory Indicator

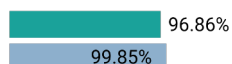
## Emissions to water

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

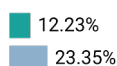


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Emissions to water (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 emissions to water.

Security Name	Industry	Holding Value (m)	% Owned	Emissions (T)	Emissions to water (T/EURm)
Holmen AB Class B	Paper & Forestry	8.14	0.0013%	22,442	30.02
Billerud AB	Containers & Packaging	2.68	0.0007%	31,600	20.96
Stora Enso Oyj Class R	Paper & Forestry	2.35	0.0002%	81,480	12.64
Navigator Company SA	Paper & Forestry	1.72	0.0005%	15,797	7.84
Svenska Cellulosa AB SCA Class B	Paper & Forestry	2.99	0.0003%	21,709	7.48
Metsa Board Oyj Class B	Paper & Forestry	1.57	0.0005%	12,849	5.82
Orkla ASA	Food Products	4.64	0.0006%	10,190	5.63
Outokumpu Oyj	Steel	2.36	0.0009%	1,250	1.08
Orion Oyj Class B	Pharmaceuticals	3.75	0.0005%	1,162	0.64
Elkem ASA	Chemicals	6.29	0.0018%	202	0.37



## Mandatory Indicator

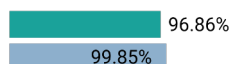
## Hazardous waste ratio

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

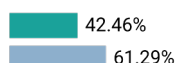


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## 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	3.24	0.0003%	1,012,414	339.47
SARAS S.p.A. - Raffinerie Sarde	Refiners & Pipelines	7.83	0.0042%	38,571	161.58
Outokumpu Oyj	Steel	2.36	0.0009%	147,772	127.50
AT & S Austria Technologie & Systemtechnik Aktiengesellschaft	Technology Hardware	2.34	0.0009%	50,800	43.94
Siegfried Holding AG	Pharmaceuticals	1.74	0.0006%	65,050	36.25
SSAB AB Class A	Steel	2.58	0.0004%	54,000	22.25
Neste Corporation	Refiners & Pipelines	9.74	0.0003%	75,600	19.65
Wacker Chemie AG	Chemicals	1.92	0.0002%	71,944	17.93
MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	3.24	0.0007%	15,370	11.47
Merck KGaA	Pharmaceuticals	8.55	0.0001%	107,026	10.98



## Mandatory Indicator

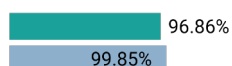
## Violations of UN Global Compact principles and OECD Guidelines for Multinational Enterprises

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

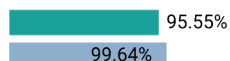
Portfolio Benchmark

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
Neste Corporation	Refiners & Pipelines	1.52%



## Mandatory Indicator

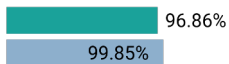
### Lack of processes and compliance mechanisms to monitor compliance with UNGC principles and OECD Guidelines for Multinational Enterprises

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

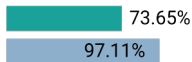
Portfolio Benchmark

#### Eligibility



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

#### Coverage

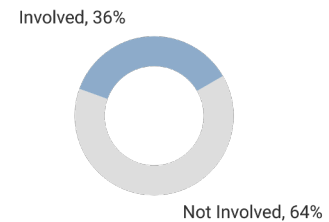


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

#### 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	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
Alfen NV	Electrical Equipment	1.29%
Gaztransport & Technigaz SA	Energy Services	1.26%

### 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	2.44%
Neste Corporation	Refiners & Pipelines	1.52%
HUGO BOSS AG	Textiles & Apparel	1.43%
Merck KGaA	Pharmaceuticals	1.33%
Holmen AB Class B	Paper & Forestry	1.26%



## Mandatory Indicator

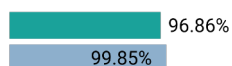
## Unadjusted gender pay gap

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
Investec plc	Banks	0.52%	33.90%	0.18%
TGS ASA	Energy Services	0.73%	22.00%	0.16%
Lloyds Banking Group plc	Banks	0.53%	29.90%	0.16%
Compass Group PLC	Consumer Services	0.92%	16.70%	0.15%
Bank of Ireland Group Plc	Banks	0.38%	24.20%	0.09%
AIB Group PLC	Banks	0.25%	12.90%	0.03%
Premier Foods plc	Food Products	0.35%	6.80%	0.02%
Vistry Group PLC	Homebuilders	0.06%	19.40%	0.01%
Safestore Holdings plc	Real Estate	0.04%	15.50%	0.01%





## Mandatory Indicator

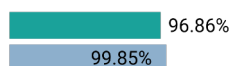
## Board gender diversity

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

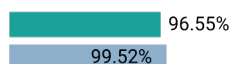
Portfolio Benchmark

## 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	1.83%	11	9.09%
Encavis AG	Utilities	0.27%	9	11.11%
TORM PLC Class A	Refiners & Pipelines	1.14%	8	12.50%
Serica Energy PLC	Oil & Gas Producers	0.99%	8	12.50%
VAT Group AG	Machinery	0.30%	7	14.29%
CVS Group plc	Healthcare	0.39%	7	14.29%
PNE AG	Electrical Equipment	0.33%	6	16.67%
Alpha Services & Holdings SA	Banks	0.35%	12	16.67%
Chocoladefabriken Lindt & Spruengli AG Partizipsch.	Food Products	0.61%	6	16.67%
Ringkjoebing Landbobank A/S	Banks	0.31%	12	16.67%



## Mandatory Indicator

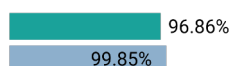
## Exposure to controversial weapons

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

PAI Identifier Table 1 #14 Eligible Holding Type Corporate

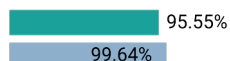
Portfolio Benchmark

## Eligibility



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

## Coverage

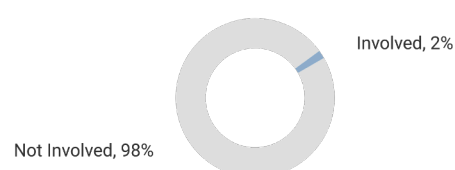


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement (of Covered)



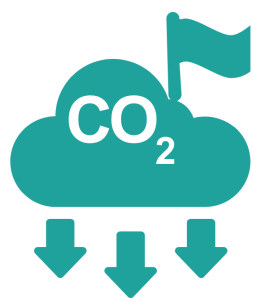
## Benchmark Involvement (of Covered)



## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
Neste Corporation	Refiners & Pipelines	1.52%



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.

Number of countries with violations (#)

0.00  
0.00

Coverage

0.00%  
0.00%

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



## Voluntary Indicator

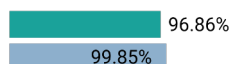
## Emissions of air pollutants

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

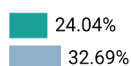
Portfolio Benchmark

## 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	8.30	0.0094%	42,204	397.12
Euronav NV	Refiners & Pipelines	3.30	0.0006%	92,457	52.41
Elkem ASA	Chemicals	6.29	0.0018%	16,212	29.38
SARAS S.p.A. - Raffinerie Sarde	Refiners & Pipelines	7.83	0.0042%	5,018	21.02
FLEX LNG Ltd	Refiners & Pipelines	1.95	0.0006%	18,626	10.68
AIXTRON SE	Semiconductors	10.35	0.0036%	2,616	9.41
ALTRI SGPS SA	Paper & Forestry	6.45	0.0035%	1,242	4.36
TORM PLC Class A	Refiners & Pipelines	7.32	0.0021%	1,760	3.76
MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	3.24	0.0007%	4,636	3.46
SSAB AB Class A	Steel	2.58	0.0004%	6,620	2.73



## Voluntary Indicator

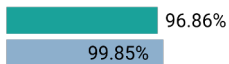
## Investments in companies without carbon emission reduction initiatives

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

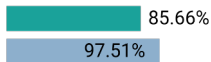
Portfolio Benchmark

## Eligibility



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

## Coverage

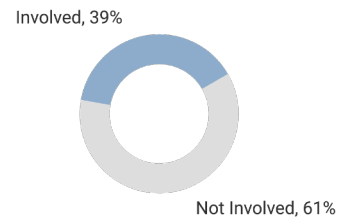


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement (of Covered)



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with 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	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
HUGO BOSS AG	Textiles & Apparel	1.43%
Merck KGaA	Pharmaceuticals	1.33%

## 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	2.44%
Neste Corporation	Refiners & Pipelines	1.52%
OCI NV	Chemicals	1.38%
Gaztransport & Technigaz SA	Energy Services	1.26%
Beiersdorf AG	Household Products	1.19%



## Voluntary Indicator

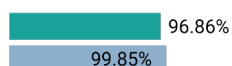
## Investments in companies without water management policies

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

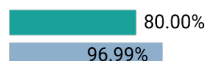
Portfolio Benchmark

## Eligibility



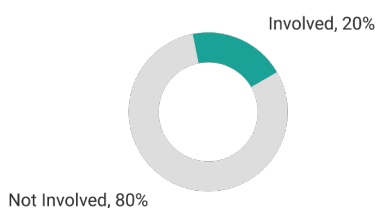
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

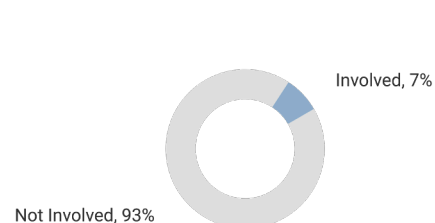


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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	2.44%
AIXTRON SE	Semiconductors	1.61%
Alfen NV	Electrical Equipment	1.29%
u-blox Holding AG	Semiconductors	1.19%
Fugro NV	Construction & Engineering	0.93%

## 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	1.83%
Neste Corporation	Refiners & Pipelines	1.52%
HUGO BOSS AG	Textiles & Apparel	1.43%
OCI NV	Chemicals	1.38%
Merck KGaA	Pharmaceuticals	1.33%



## Voluntary Indicator

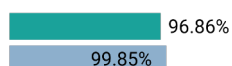
## Investments in companies producing chemicals

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

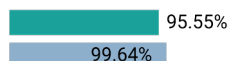
Portfolio Benchmark

## Eligibility



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

## Coverage

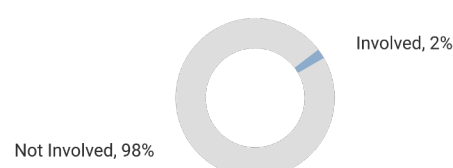


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
Neste Corporation	Refiners & Pipelines	1.52%





## Voluntary Indicator

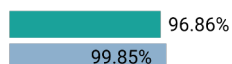
## Non-recycled waste ratio

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

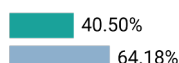


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Non-recycled waste generation (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	Non-recycled waste produced (T)	Non-recycled waste (T/EURm)
Outokumpu Oyj	Steel	2.36	0.0009%	464,738	400.98
Boliden AB	Diversified Metals	3.24	0.0003%	1,080,036	362.15
SSAB AB Class A	Steel	2.58	0.0004%	369,000	152.04
Suedzucker AG	Food Products	1.60	0.0003%	98,100	28.15
AMG Advanced Metallurgical Group N.V.	Diversified Metals	2.06	0.0011%	24,372	26.03
Aker Solutions ASA	Energy Services	16.42	0.0065%	3,878	25.07
Navigator Company SA	Paper & Forestry	1.72	0.0005%	50,112	24.87
Siegfried Holding AG	Pharmaceuticals	1.74	0.0006%	40,407	22.52
Stora Enso Oyj Class R	Paper & Forestry	2.35	0.0002%	134,126	20.81
Neste Corporation	Refiners & Pipelines	9.74	0.0003%	78,900	20.51



## Voluntary Indicator

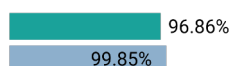
## Deforestation

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

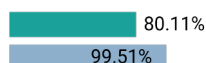
Portfolio Benchmark

## Eligibility



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

## Coverage

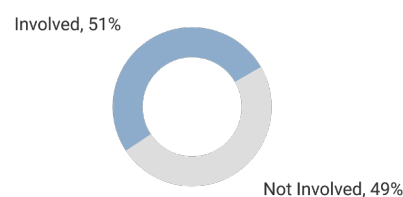


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
HUGO BOSS AG	Textiles & Apparel	1.43%

## 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	1.52%
Merck KGaA	Pharmaceuticals	1.33%
Gaztransport & Technigaz SA	Energy Services	1.26%
Beiersdorf AG	Household Products	1.19%
JDE Peet's NV	Food Products	1.12%



## Voluntary Indicator

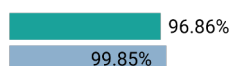
## Investments in companies without workplace accident prevention policies

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

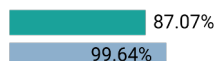
Portfolio Benchmark

## Eligibility



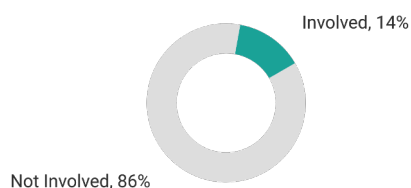
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

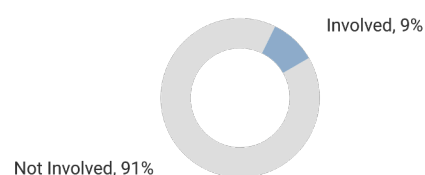


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement (of Covered)



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with 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	1.29%
Jyske Bank A/S	Banks	1.22%
Swiss Life Holding AG	Insurance	1.06%
Deutsche Boerse AG	Diversified Financials	0.99%
Beazley Plc	Insurance	0.87%

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
Neste Corporation	Refiners & Pipelines	1.52%



## Voluntary Indicator

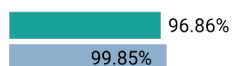
## Rate of accidents

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

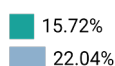
Portfolio Benchmark

## Eligibility



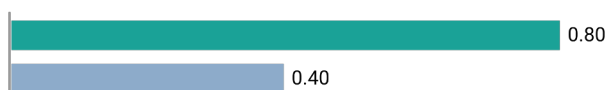
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## 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	1.61%	2.05	0.03
Tenaris S.A.	Energy Services	1.83%	0.68	0.01
Navigator Company SA	Paper & Forestry	0.27%	4.08	0.01
Glanbia Plc	Food Products	0.45%	2.00	0.01
Billerud AB	Containers & Packaging	0.42%	1.92	0.01
SSAB AB Class A	Steel	0.40%	1.84	0.01
NKT A/S	Electrical Equipment	0.59%	1.20	0.01
Tate & Lyle PLC	Food Products	0.97%	0.67	0.01
Aker Solutions ASA	Energy Services	2.44%	0.26	0.01
Kerry Group Plc Class A	Food Products	0.39%	1.35	0.01



## Voluntary Indicator

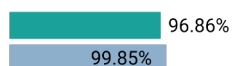
## Number of days lost to injuries, accidents, fatalities or illness

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	0.51%	2142.00	10.89
VERBUND AG Class A	Utilities	0.54%	1799.00	9.63
Redes Energeticas Nacionais SA	Utilities	0.27%	1413.00	3.82
Siegfried Holding AG	Pharmaceuticals	0.28%	1131.80	3.13



## Voluntary Indicator

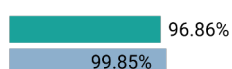
## Lack of a supplier code of conduct

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

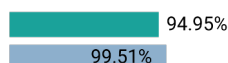
Portfolio Benchmark

## Eligibility



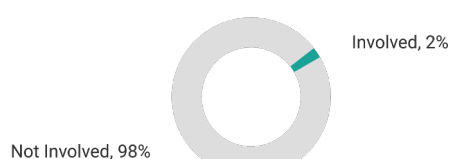
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

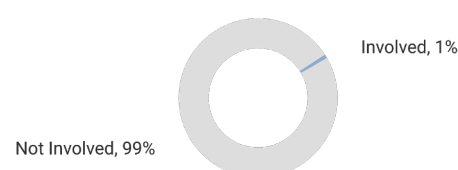


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement (of Covered)



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with 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	0.51%
Schoeller-Bleckmann Oilfield Equipment AG	Energy Services	0.50%
PNE AG	Electrical Equipment	0.33%
FLEX LNG Ltd	Refiners & Pipelines	0.29%
Encavis AG	Utilities	0.27%

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
Neste Corporation	Refiners & Pipelines	1.52%



## Voluntary Indicator

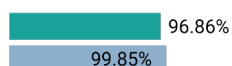
## Insufficient whistleblower protection

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

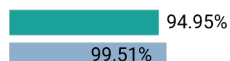
Portfolio Benchmark

## 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
MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	0.50%
D'Ieteren Group SA/NV	Diversified Financials	0.32%
Burckhardt Compression Holding AG	Machinery	0.24%

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
Neste Corporation	Refiners & Pipelines	1.52%



## Voluntary Indicator

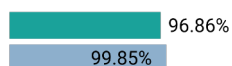
## Excessive CEO pay ratio

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

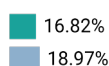
Portfolio Benchmark

## 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
Compass Group PLC	Consumer Services	0.92%	138.00	1.27
Lloyds Banking Group plc	Banks	0.53%	225.00	1.19
L'Oreal S.A.	Household Products	0.87%	110.00	0.95
JD Sports Fashion Plc	Retailing	0.46%	191.00	0.89
Edenred SA	Software & Services	1.62%	52.68	0.85
Societe BIC SA	Household Products	0.84%	84.00	0.71
Ferrari NV	Automobiles	0.53%	129.20	0.69
Diploma PLC	Traders & Distributors	0.37%	180.00	0.66
Ferguson Plc	Traders & Distributors	0.48%	124.00	0.60
Kerry Group Plc Class A	Food Products	0.39%	89.00	0.34





## Voluntary Indicator

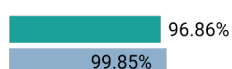
## Lack of a human rights policy

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



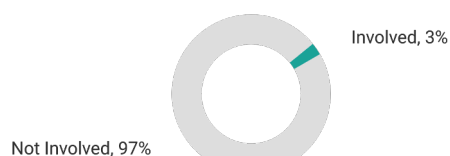
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

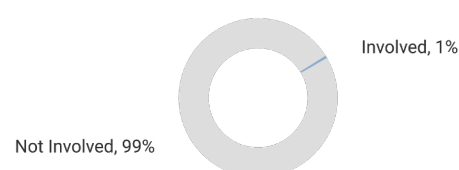


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
Euronav NV	Refiners & Pipelines	0.51%
CVS Group plc	Healthcare	0.39%
PNE AG	Electrical Equipment	0.33%
D'Ieteren Group SA/NV	Diversified Financials	0.32%
mobilezone holding AG	Retailing	0.30%

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
Neste Corporation	Refiners & Pipelines	1.52%
HUGO BOSS AG	Textiles & Apparel	1.43%



## Voluntary Indicator

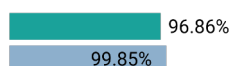
## Lack of due diligence

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

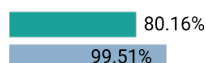
Portfolio Benchmark

## Eligibility



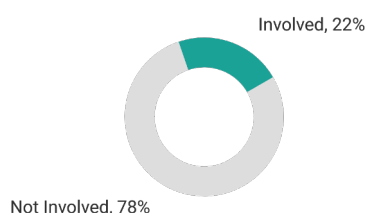
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

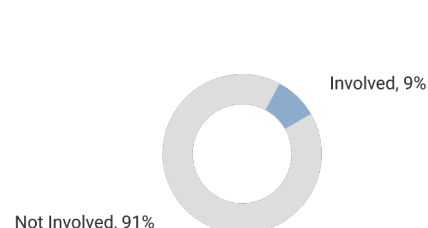


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
AIXTRON SE	Semiconductors	1.61%
Alfen NV	Electrical Equipment	1.29%
Gaztransport & Technigaz SA	Energy Services	1.26%
MPC Container Ships ASA	Transportation	1.23%
IMCD N.V.	Traders & Distributors	1.13%

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
Neste Corporation	Refiners & Pipelines	1.52%
HUGO BOSS AG	Textiles & Apparel	1.43%



## Voluntary Indicator

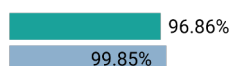
## Lack of processes and measures for preventing trafficking in human beings

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



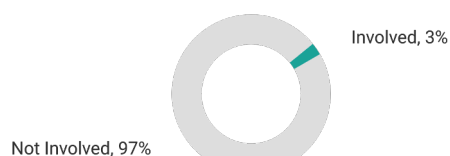
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

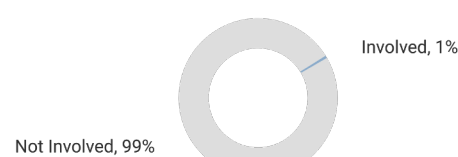


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
Euronav NV	Refiners & Pipelines	0.51%
CVS Group plc	Healthcare	0.39%
PNE AG	Electrical Equipment	0.33%
D'Ieteren Group SA/NV	Diversified Financials	0.32%
mobilezone holding AG	Retailing	0.30%

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
Neste Corporation	Refiners & Pipelines	1.52%
HUGO BOSS AG	Textiles & Apparel	1.43%



## Voluntary Indicator

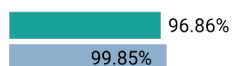
## Number of identified cases of severe human rights issues and incidents

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



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 identified cases of severe human rights issues &amp; 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
Aegon N.V.	Insurance	0.60%	7.00	0.04
Neste Corporation	Refiners & Pipelines	1.52%	2.00	0.03
HUGO BOSS AG	Textiles & Apparel	1.43%	2.00	0.03
Reckitt Benckiser Group plc	Household Products	0.85%	2.00	0.02
CaixaBank SA	Banks	0.62%	2.00	0.01
JDE Peet's NV	Food Products	1.12%	1.00	0.01
Tate & Lyle PLC	Food Products	0.97%	1.00	0.01
Bankinter SA	Banks	0.62%	1.00	0.01
Banco de Sabadell SA	Banks	0.56%	1.00	0.01
Lloyds Banking Group plc	Banks	0.53%	1.00	0.01



## Voluntary Indicator

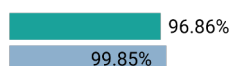
## Lack of anti-corruption and anti-bribery policies

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

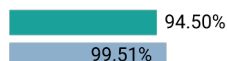
Portfolio Benchmark

## 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	0.27%

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
Neste Corporation	Refiners & Pipelines	1.52%



## Voluntary Indicator

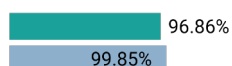
## Cases of insufficient action taken to address breaches of standards of anti-corruption and anti-bribery

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

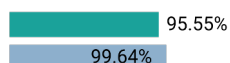
Portfolio Benchmark

## Eligibility



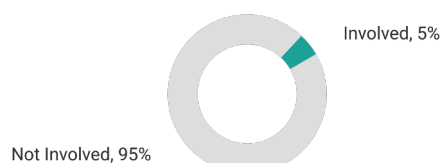
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

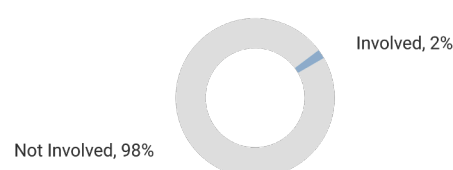


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
ALTRI SGPS SA	Paper & Forestry	1.00%
GFT Technologies SE	Software & Services	0.73%
Frasers Group PLC	Retailing	0.60%
Glanbia Plc	Food Products	0.45%
Billerud AB	Containers & Packaging	0.42%

## 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	2.44%
Tenaris S.A.	Energy Services	1.83%
Edenred SA	Software & Services	1.62%
AIXTRON SE	Semiconductors	1.61%
Neste Corporation	Refiners & Pipelines	1.52%



## Mandatory Indicator

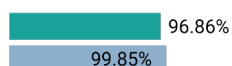
## Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws

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

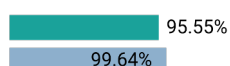
Portfolio Benchmark

## 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)



## Largest Contributing Constituents

The table below shows the five largest contributors to the count of convictions for violations of anti-corruption and anti-bribery laws.

Security Name	Industry	Portfolio Weight	Number of convictions	Weighted Number of Convictions
Lloyds Banking Group plc	Banks	0.53%	1.00	0.01

## Largest Contributing Constituents

The table below shows the five largest contributors to the total fines for violations of anti-corruption and anti-bribery laws.

Security Name	Industry	Portfolio Weight	Total fines	Weighted Total fines
Lloyds Banking Group plc	Banks	0.53%	0.00	0.00



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.

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Sustainalytics, a Morningstar Company, is a leading independent ESG and corporate governance research, ratings and analytics firm that supports investors around the world with the development and implementation of responsible investment strategies. For more than 25 years, the firm has been at the forefront of developing high-quality, innovative solutions to meet the evolving needs of global investors. Today, Sustainalytics works with hundreds of the world's leading asset managers and pension funds who incorporate ESG and corporate governance information and assessments into their investment processes. Sustainalytics also works with hundreds of companies and their financial intermediaries to help them consider sustainability in policies, practices and capital projects. With 17 offices globally, Sustainalytics has more than 1,600 staff members, including more than 500 analysts with varied multidisciplinary expertise across more than 40 industry groups.

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