

## Principal Adverse Impact Portfolio Report







Portfolio Name	Number of Constituents	Corporate Eligibility	Sovereign Eligibility
<b>Portfolio</b>			
Digital Stars US Eq 20220930	76	98.12%	0.00%
<b>Benchmark</b>			
MSCI USA 20220930	626	100.00%	0.00%

Report as of 7 November 2022, 04:07 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)	357.09	905400414.52	5
		Scope 2 (tCO2eq)	107.42	213320236.65	
		Scope 3 (tCO2eq)	1279.22	5618051872.77	
		Total Scope 1 + 2 (tCO2eq)	467.62	1123979295.00	
		Total Scope 1 + 2 + 3 (tCO2eq)	1746.84	6741851069.41	
	Carbon Footprint	Total Scope 1 + 2 (tCO2eq/EURm)	63.45	37.09	6
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	237.04	222.10	
	GHG Intensity of Investee Companies	Total Scope 1 + 2 (tCO2eq/EURm)	115.82	194.77	7
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	316.47	1046.68	
	Fossil Fuel	(% involved)	13.88	9.79	8
	Non-renewable Energy	Non Renewable Energy Consumption (%)	87.68	67.13	9
		Non Renewable Energy Production (%)	0.00	18.14	
	Energy Consumption Intensity	Agriculture, Forestry & Fishing (GWh/EURm)	-	3.87	10
		Construction (GWh/EURm)	-	0.26	
		Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm)	-	9.01	
		Manufacturing (GWh/EURm)	0.58	0.30	
		Mining & Quarrying (GWh/EURm)	9.05	2.69	
		Real Estate Activities (GWh/EURm)	0.27	0.59	
		Transportation & Storage (GWh/EURm)	2.31	1.51	
		Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)	-	0.74	
		Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles (GWh/EURm)	0.04	1.35	















## Mandatory Indicators cont. (Regulation Table 1)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Negative affect on biodiversity	(% involved)	2.70	17.45	11
	 Emissions to Water	(t/EURm)	0.03	0.02	12
	 Hazardous Waste Ratio	(t/EURm)	1.73	7.43	13
	 UNGC Principles/OECD Guidelines Violations	(% involved)	0.00	1.21	14
	 UNGC Lack of Compliance Mechanism	(% involved)	63.10	73.06	15
	 Unadjusted Gender Pay Gap	(%)	-	18.73	16
	 Board Gender Diversity	(% female)	25.89	32.41	17
	 Controversial Weapons	(% involved)	0.00	1.84	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)	0.29	0.79	21
	 Investing in companies without carbon emission reduction initiatives	(% involved)	90.58	62.52	22
	 Investments in companies without water management policies	(% involved)	26.95	15.33	23
	 Investments in companies producing chemicals	(% involved)	0.00	1.14	24
	 Non-recycled waste ratio	(t/EURm)	4.18	0.56	25
	 Deforestation	(% involved)	92.38	60.46	26
	 Investment in investee companies without workplace accident prevention policies	(% involved)	23.71	12.38	27
	 Rate of accidents	(Accidents/hours worked)	0.61	0.42	28
	 Number of days lost to injuries, accidents, fatalities or illness	(#)	0	194	29
	 Lack of a supplier code of conduct	(% involved)	27.25	5.38	30

## Voluntary Indicators cont. (Regulation Table 3)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Insufficient whistleblower protection	(% involved)	1.32	0.02	31
	 Excessive CEO pay ratio		166.44	915.22	32
	 Lack of a human rights policy	(% involved)	33.98	7.89	33
	 Lack of due diligence	(% involved)	66.04	31.10	34
	 Lack of processes and measures for preventing trafficking in human beings	(% involved)	33.98	7.89	35
	 Number of identified cases of severe human rights issues and incidents	(#)	0	1	36
	 Lack of anti-corruption and anti-bribery policies	(% involved)	1.49	0.01	37
	 Cases of insufficient action taken to address breaches of standards of anti-corruption and antibribery	(% involved)	6.53	8.10	38
	 Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	(# convictions)	0	3	39
		(EURm)	0.00	195.18	
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

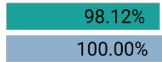
## GHG emissions

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

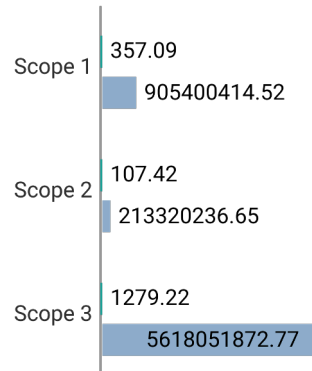
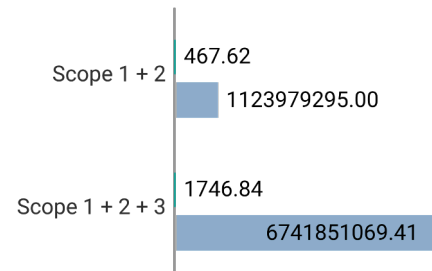


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage



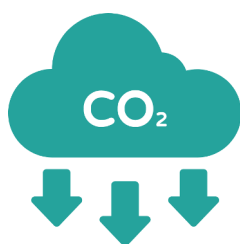
Portion of portfolio which has PAI eligibility, Sustainalytics data, holding value supplied by the user.

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)
Phillips 66	Refiners & Pipelines	0.13	0.0000%	30,050,000	62
Valero Energy Corporation	Refiners & Pipelines	0.14	0.0000%	27,500,000	61
PBF Energy, Inc. Class A	Refiners & Pipelines	0.15	0.0000%	2,901,310	47
Clean Harbors, Inc.	Commercial Services	0.12	0.0000%	2,450,091	34
Archer-Daniels-Midland Company	Food Products	0.12	0.0000%	16,200,000	29
Ryder System, Inc.	Transportation	0.13	0.0000%	2,089,368	24
Covenant Logistics Group, Inc. Class A	Transportation	0.11	0.0002%	124,834	21
Arcosa, Inc.	Industrial Conglomerates	0.13	0.0000%	565,396	19
Avis Budget Group, Inc.	Transportation	0.11	0.0000%	4,958,119	18
Vishay Intertechnology, Inc.	Technology Hardware	0.12	0.0000%	503,496	17



## 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



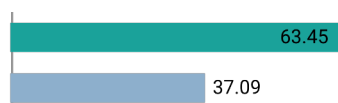
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage



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

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



## Total carbon footprint scope 1 + 2 + 3 (tCO2eq/EURm)



## 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)
Phillips 66	Refiners & Pipelines	0.13	0.0000%	30,050,000	62	478
Valero Energy Corporation	Refiners & Pipelines	0.14	0.0000%	27,500,000	61	426
PBF Energy, Inc. Class A	Refiners & Pipelines	0.15	0.0000%	2,901,310	47	317
Clean Harbors, Inc.	Commercial Services	0.12	0.0000%	2,450,091	34	274
Archer-Daniels-Midland Company	Food Products	0.12	0.0000%	16,200,000	29	254
Covenant Logistics Group, Inc. Class A	Transportation	0.11	0.0002%	124,834	21	189
Ryder System, Inc.	Transportation	0.13	0.0000%	2,089,368	24	183
Avis Budget Group, Inc.	Transportation	0.11	0.0000%	4,958,119	18	164
Arcosa, Inc.	Industrial Conglomerates	0.13	0.0000%	565,396	19	151
Berkshire Hathaway Inc. Class B	Diversified Financials	0.09	0.0000%	116,881,945	14	150



## 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.

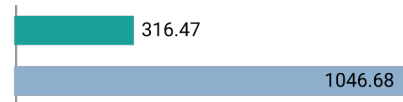
PAI Identifier Table 1 #3 Eligible Holding Type Corporate

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
Avis Budget Group, Inc.	Transportation	1.15%	4958119.00	4391.99	1128.90	13.00
Clean Harbors, Inc.	Commercial Services	1.27%	2450090.80	2556.25	958.47	12.19
Phillips 66	Refiners & Pipelines	1.34%	30050000.00	52138.80	576.35	7.71
Valero Energy Corporation	Refiners & Pipelines	1.48%	27500000.00	52775.40	521.08	7.69
Arcosa, Inc.	Industrial Conglomerates	1.33%	565396.00	1573.70	359.28	4.79
Berkshire Hathaway Inc. Class B	Diversified Financials	0.95%	116881945.40	232734.72	502.21	4.77
Albemarle Corporation	Chemicals	1.28%	935000.00	2543.90	367.55	4.72
Ryder System, Inc.	Transportation	1.35%	2089367.80	6845.79	305.20	4.11
Heartland Express, Inc.	Transportation	1.48%	134012.20	524.62	255.45	3.77
Archer-Daniels-Midland Company	Food Products	1.19%	16200000.00	52322.55	309.62	3.70



## Mandatory Indicator

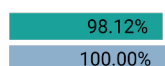
## Exposure to companies active in the fossil fuel sector

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

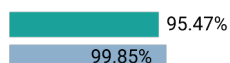
Portfolio Benchmark

## Eligibility



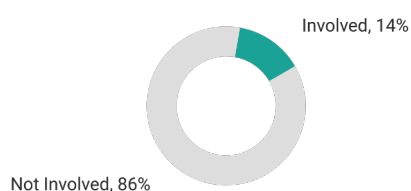
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

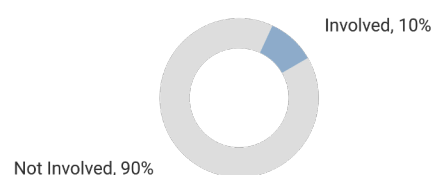


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Valero Energy Corporation	Refiners & Pipelines	1.48%
Cactus, Inc. Class A	Energy Services	1.46%
NOV Inc.	Energy Services	1.43%
NOW Inc.	Traders & Distributors	1.38%

## 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
ExlService Holdings, Inc.	Software & Services	1.79%
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%
H&R Block, Inc.	Consumer Services	1.50%





## Mandatory Indicator

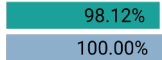
## Share of non-renewable energy consumption and production

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

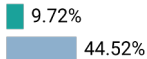
Portfolio Benchmark

## 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
Valmont Industries, Inc.	Industrial Conglomerates	1.46%	99.75%	1.46%
Ryder System, Inc.	Transportation	1.35%	100.00%	1.35%
Carlisle Companies Incorporated	Building Products	1.26%	100.00%	1.26%
Extra Space Storage Inc.	Real Estate	1.40%	89.00%	1.25%
Albemarle Corporation	Chemicals	1.28%	96.80%	1.24%

## 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
Extra Space Storage Inc.	Real Estate	1.40%	0.00%	0.00%



## Mandatory Indicator

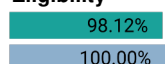
# Energy consumption intensity per high impact climate sector

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

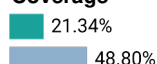
Portfolio Benchmark

## Eligibility



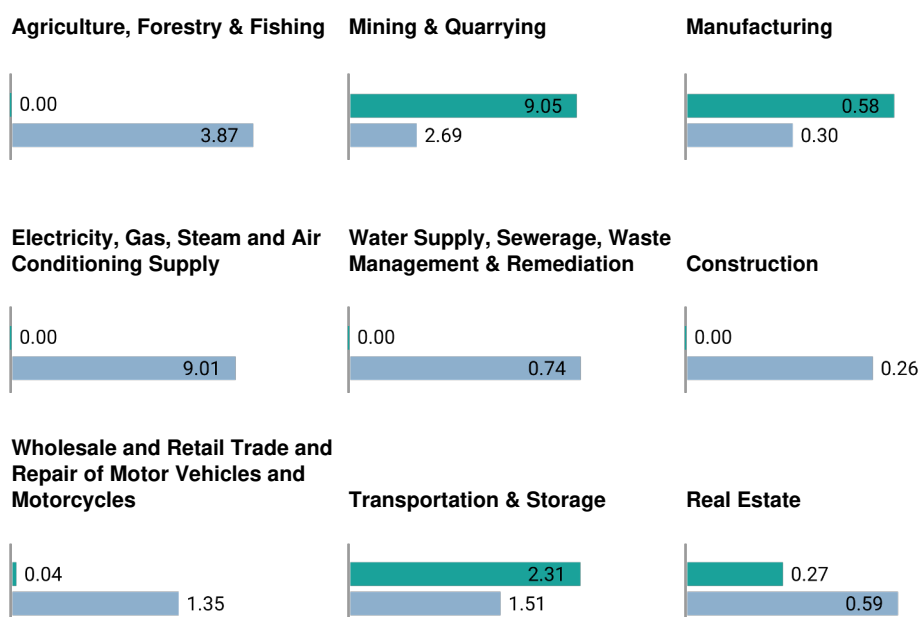
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## 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				
Construction				
Electricity, Gas, Steam and Air Conditioning Supply				
Manufacturing	Albemarle Corporation	1.28%	1.47	0.02
Mining & Quarrying	Phillips 66	1.34%	9.05	0.12
Real Estate	Extra Space Storage Inc.	1.40%	0.32	0.00
Transportation & Storage	Avis Budget Group, Inc.	1.15%	4.48	0.05
Water Supply, Sewerage, Waste Management & Remediation				
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	NOW Inc.	1.38%	0.09	0.00



## Mandatory Indicator

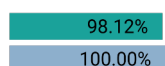
## Activities negatively affecting biodiversity-sensitive areas

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

PAI Identifier Table 1 #7 Eligible Holding Type Corporate

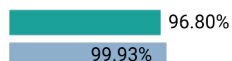
Portfolio Benchmark

## Eligibility



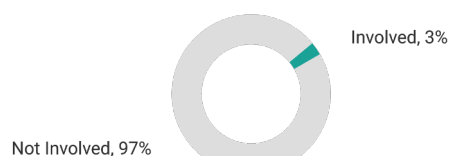
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

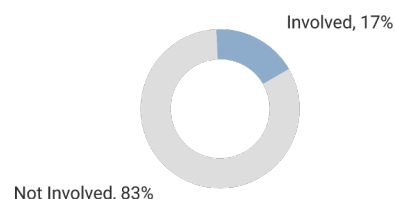


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
BJ's Wholesale Club Holdings, Inc.	Food Retailers	1.42%
Archer-Daniels-Midland Company	Food Products	1.19%

## 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
ExlService Holdings, Inc.	Software & Services	1.79%
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%



## Mandatory Indicator

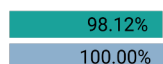
## Emissions to water

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)
Insight Enterprises, Inc.	Technology Hardware	0.12	0.0000%	105	0.00



## Mandatory Indicator

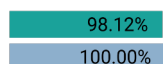
## Hazardous waste ratio

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

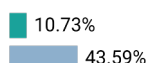
Portfolio Benchmark

## Eligibility



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

## Coverage



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

## Hazardous waste (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	Hazardous waste produced (T)	Hazardous waste (T/EURm)
Franklin Electric Co., Inc.	Electrical Equipment	0.12	0.0000%	31,717	0.91
Insight Enterprises, Inc.	Technology Hardware	0.12	0.0000%	11,135	0.33
Valmont Industries, Inc.	Industrial Conglomerates	0.14	0.0000%	16,200	0.28
Valero Energy Corporation	Refiners & Pipelines	0.14	0.0000%	60,000	0.13
Phillips 66	Refiners & Pipelines	0.13	0.0000%	40,000	0.08
Albemarle Corporation	Chemicals	0.12	0.0000%	13,000	0.04
Carlisle Companies Incorporated	Building Products	0.12	0.0000%	1,494	0.01
Axcelis Technologies, Inc.	Semiconductors	0.13	0.0001%	6	0.00



## Mandatory Indicator

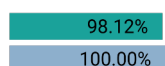
## Violations of UN Global Compact principles and OECD Guidelines for Multinational Enterprises

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

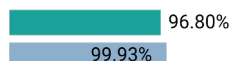
Portfolio Benchmark

## Eligibility



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

## Coverage

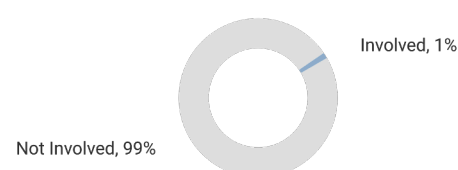


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
ExlService Holdings, Inc.	Software & Services	1.79%
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%



## Mandatory Indicator

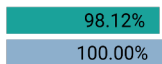
### Lack of processes and compliance mechanisms to monitor compliance with UNGC principles and OECD Guidelines for Multinational Enterprises

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

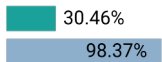
Portfolio Benchmark

#### 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
H&R Block, Inc.	Consumer Services	1.50%
East West Bancorp, Inc.	Banks	1.41%
Extra Space Storage Inc.	Real Estate	1.40%
W. R. Berkley Corporation	Insurance	1.39%
Allegro MicroSystems, Inc.	Semiconductors	1.35%

### 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
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Valero Energy Corporation	Refiners & Pipelines	1.48%
Valmont Industries, Inc.	Industrial Conglomerates	1.46%
NOV Inc.	Energy Services	1.43%



## Mandatory Indicator

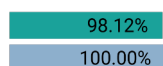
# Unadjusted gender pay gap

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 (%)







## Mandatory Indicator

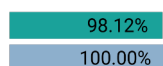
## Board gender diversity

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

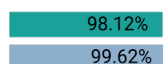
Portfolio Benchmark

## 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
Allegro MicroSystems, Inc.	Semiconductors	1.35%	11	9.09%
NexTier Oilfield Solutions, Inc.	Energy Services	1.00%	10	10.00%
Skyline Champion Corp.	Homebuilders	1.37%	10	10.00%
CECO Environmental Corp.	Machinery	1.24%	9	11.11%
OneWater Marine Inc Class A	Retailing	1.22%	9	11.11%
Cactus, Inc. Class A	Energy Services	1.46%	9	11.11%
Covenant Logistics Group, Inc. Class A	Transportation	1.17%	8	12.50%
Dillard's, Inc. Class A	Retailing	1.33%	15	13.33%
Heartland Express, Inc.	Transportation	1.48%	7	14.29%
Rush Enterprises, Inc. Class A	Traders & Distributors	1.31%	7	14.29%



## Mandatory Indicator

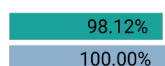
## Exposure to controversial weapons

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

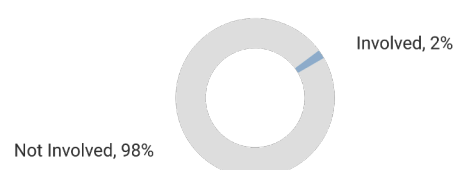


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement (of Covered)



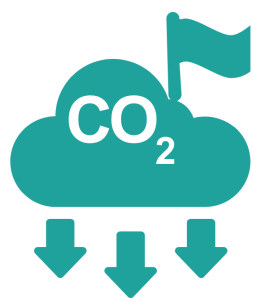
## Benchmark Involvement (of Covered)



## 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
ExlService Holdings, Inc.	Software & Services	1.79%
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%



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

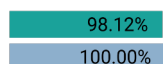
## Emissions of air pollutants

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

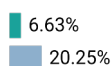
Portfolio Benchmark

## 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.

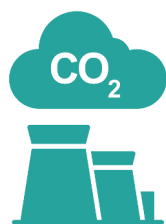
## Emissions of air pollutants ([SOx + NOx]t/EURm)



## 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...
Clean Harbors, Inc.	Commercial Services	0.12	0.0000%	7,586	0.10
Phillips 66	Refiners & Pipelines	0.13	0.0000%	18,900	0.04
Valero Energy Corporation	Refiners & Pipelines	0.14	0.0000%	15,500	0.03
Albemarle Corporation	Chemicals	0.12	0.0000%	2,200	0.01



## Voluntary Indicator

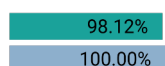
## Investments in companies without carbon emission reduction initiatives

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

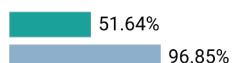
Portfolio Benchmark

## 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
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%
H&R Block, Inc.	Consumer Services	1.50%
Heartland Express, Inc.	Transportation	1.48%

## 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
Albemarle Corporation	Chemicals	1.28%
Cadence Design Systems, Inc.	Software & Services	1.26%
Covenant Logistics Group, Inc. Class A	Transportation	1.17%
Avis Budget Group, Inc.	Transportation	1.15%



## Voluntary Indicator

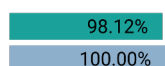
## Investments in companies without water management policies

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

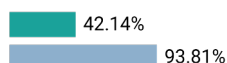
Portfolio Benchmark

## Eligibility



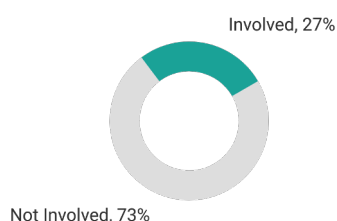
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

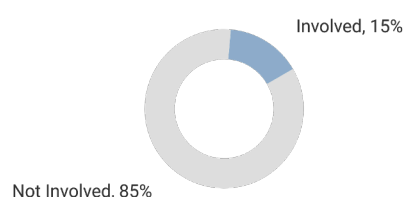


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
H&R Block, Inc.	Consumer Services	1.50%
Cullen/Frost Bankers, Inc.	Banks	1.35%
Ryder System, Inc.	Transportation	1.35%
LTC Properties, Inc.	Real Estate	1.32%

## 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
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Valero Energy Corporation	Refiners & Pipelines	1.48%
Valmont Industries, Inc.	Industrial Conglomerates	1.46%
Cal-Maine Foods, Inc.	Food Products	1.44%



## Voluntary Indicator

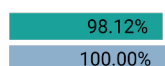
## Investments in companies producing chemicals

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

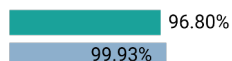
Portfolio Benchmark

## Eligibility



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

## Coverage

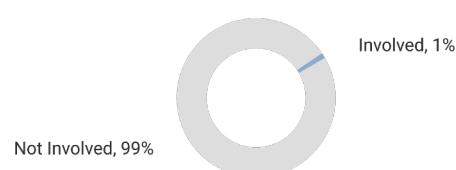


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
ExlService Holdings, Inc.	Software & Services	1.79%
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%





## Voluntary Indicator

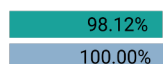
## Non-recycled waste ratio

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

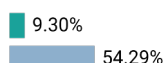


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## 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)
Franklin Electric Co., Inc.	Electrical Equipment	0.12	0.0000%	95,693	2.76
Valmont Industries, Inc.	Industrial Conglomerates	0.14	0.0000%	29,700	0.51
Mid-America Apartment Communities, Inc.	Real Estate	0.10	0.0000%	63,422	0.29
Albemarle Corporation	Chemicals	0.12	0.0000%	41,931	0.14
Extra Space Storage Inc.	Real Estate	0.14	0.0000%	12,881	0.06
AMN Healthcare Services, Inc.	Healthcare	0.14	0.0000%	105	0.00
Axcelis Technologies, Inc.	Semiconductors	0.13	0.0001%	1	0.00



## Voluntary Indicator

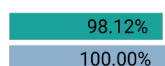
## Deforestation

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

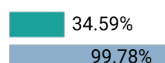
Portfolio Benchmark

## 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
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
H&R Block, Inc.	Consumer Services	1.50%
Valero Energy Corporation	Refiners & Pipelines	1.48%
Valmont Industries, Inc.	Industrial Conglomerates	1.46%

## 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
Cal-Maine Foods, Inc.	Food Products	1.44%
Archer-Daniels-Midland Company	Food Products	1.19%



## Voluntary Indicator

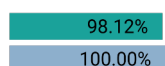
## Investments in companies without workplace accident prevention policies

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

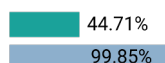
Portfolio Benchmark

## Eligibility



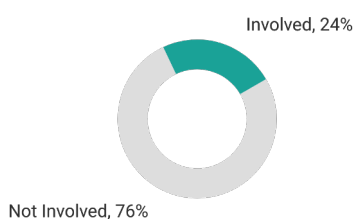
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

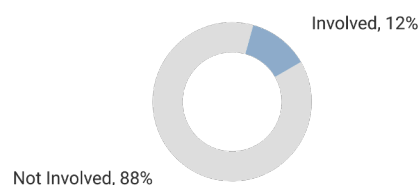


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
H&R Block, Inc.	Consumer Services	1.50%
East West Bancorp, Inc.	Banks	1.41%
Extra Space Storage Inc.	Real Estate	1.40%
W. R. Berkley Corporation	Insurance	1.39%
Cullen/Frost Bankers, Inc.	Banks	1.35%

## 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
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%
Valero Energy Corporation	Refiners & Pipelines	1.48%



## Voluntary Indicator

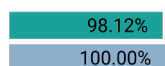
## Rate of accidents

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
NOW Inc.	Traders & Distributors	1.38%	0.91	0.01
Axcelis Technologies, Inc.	Semiconductors	1.38%	0.86	0.01
Carlisle Companies Incorporated	Building Products	1.26%	0.85	0.01
Archer-Daniels-Midland Company	Food Products	1.19%	0.77	0.01
Valero Energy Corporation	Refiners & Pipelines	1.48%	0.23	0.00
Phillips 66	Refiners & Pipelines	1.34%	0.12	0.00



Voluntary Indicator

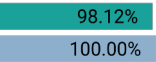
Number of days lost to injuries, accidents, fatalities or illness

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 (#)





## Voluntary Indicator

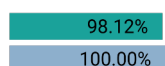
## Lack of a supplier code of conduct

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

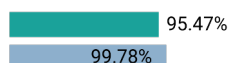
Portfolio Benchmark

## Eligibility



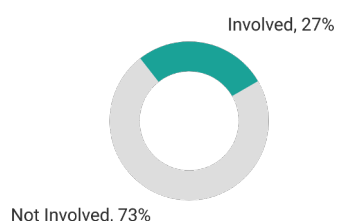
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

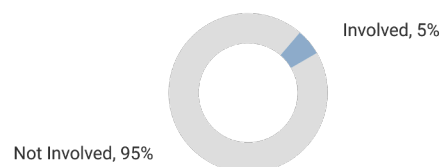


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
Associated Banc-Corp	Banks	1.49%
Heartland Express, Inc.	Transportation	1.48%
Valmont Industries, Inc.	Industrial Conglomerates	1.46%
East West Bancorp, Inc.	Banks	1.41%
W. R. Berkley Corporation	Insurance	1.39%

## 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
ExlService Holdings, Inc.	Software & Services	1.79%
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%



## Voluntary Indicator

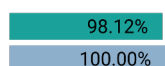
## Insufficient whistleblower protection

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

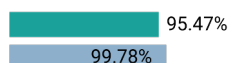
Portfolio Benchmark

## 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
Eastern Bankshares, Inc.	Banks	1.26%

## 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
ExlService Holdings, Inc.	Software & Services	1.79%
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%



## Voluntary Indicator

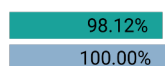
## Excessive CEO pay ratio

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

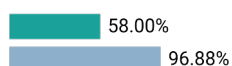
Portfolio Benchmark

## 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
ExlService Holdings, Inc.	Software & Services	1.79%	669.00	11.96
Fabrinet	Technology Hardware	1.30%	778.00	10.13
H&R Block, Inc.	Consumer Services	1.50%	600.00	8.99
Murphy USA, Inc.	Retailing	1.29%	489.00	6.32
Genuine Parts Company	Retailing	1.52%	284.00	4.33
Franklin Electric Co., Inc.	Electrical Equipment	1.25%	337.00	4.20
Diodes Incorporated	Semiconductors	1.13%	323.00	3.65
Archer-Daniels-Midland Company	Food Products	1.19%	290.00	3.46
Carlisle Companies Incorporated	Building Products	1.26%	229.00	2.90
Ryder System, Inc.	Transportation	1.35%	198.00	2.67





## Voluntary Indicator

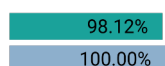
## Lack of a human rights policy

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



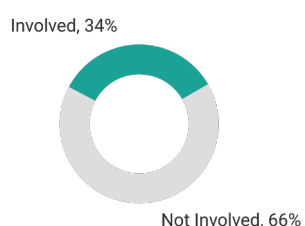
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

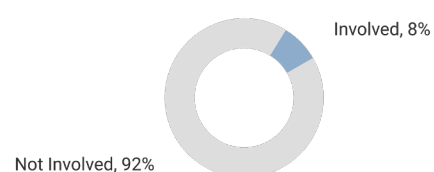


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
Penske Automotive Group, Inc.	Retailing	1.52%
Associated Banc-Corp	Banks	1.49%
East West Bancorp, Inc.	Banks	1.41%
RLI Corp.	Insurance	1.41%
Skyline Champion Corp.	Homebuilders	1.37%

## 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
ExlService Holdings, Inc.	Software & Services	1.79%
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Shockwave Medical, Inc.	Healthcare	1.51%
H&R Block, Inc.	Consumer Services	1.50%
Heartland Express, Inc.	Transportation	1.48%



## Voluntary Indicator

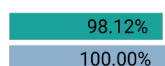
## Lack of due diligence

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

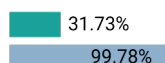
Portfolio Benchmark

## Eligibility



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

## Coverage

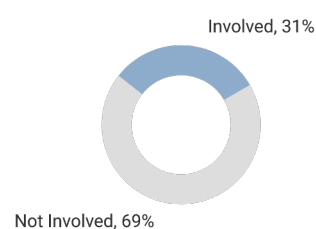


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
Penske Automotive Group, Inc.	Retailing	1.52%
Valero Energy Corporation	Refiners & Pipelines	1.48%
Valmont Industries, Inc.	Industrial Conglomerates	1.46%
East West Bancorp, Inc.	Banks	1.41%
Extra Space Storage Inc.	Real Estate	1.40%

## 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
Genuine Parts Company	Retailing	1.52%
H&R Block, Inc.	Consumer Services	1.50%
NOV Inc.	Energy Services	1.43%
Allegro MicroSystems, Inc.	Semiconductors	1.35%
Albemarle Corporation	Chemicals	1.28%



## Voluntary Indicator

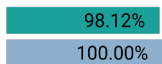
## Lack of processes and measures for preventing trafficking in human beings

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



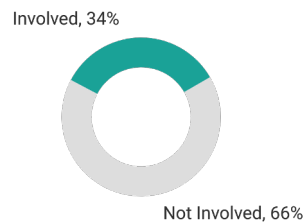
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

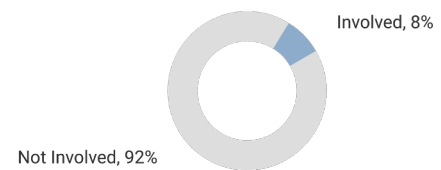


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
Penske Automotive Group, Inc.	Retailing	1.52%
Associated Banc-Corp	Banks	1.49%
East West Bancorp, Inc.	Banks	1.41%
RLI Corp.	Insurance	1.41%
Skyline Champion Corp.	Homebuilders	1.37%

## 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
ExlService Holdings, Inc.	Software & Services	1.79%
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Shockwave Medical, Inc.	Healthcare	1.51%
H&R Block, Inc.	Consumer Services	1.50%
Heartland Express, Inc.	Transportation	1.48%



## Voluntary Indicator

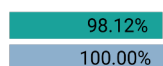
## Number of identified cases of severe human rights issues and incidents

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
Archer-Daniels-Midland Company	Food Products	1.19%	2.00	0.02
Phillips 66	Refiners & Pipelines	1.34%	1.00	0.01
Berkshire Hathaway Inc. Class B	Diversified Financials	0.95%	1.00	0.01



## Voluntary Indicator

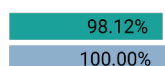
## Lack of anti-corruption and anti-bribery policies

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

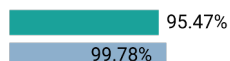
Portfolio Benchmark

## 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
BJ's Wholesale Club Holdings, Inc.	Food Retailers	1.42%

## 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
ExlService Holdings, Inc.	Software & Services	1.79%
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%



## Voluntary Indicator

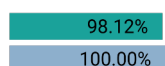
## Cases of insufficient action taken to address breaches of standards of anti-corruption and anti-bribery

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

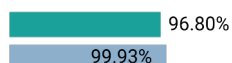
Portfolio Benchmark

## Eligibility



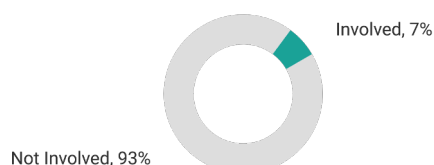
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

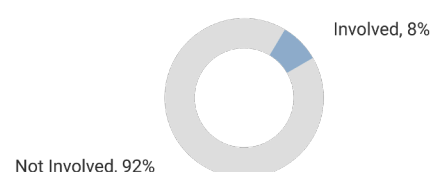


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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
Extra Space Storage Inc.	Real Estate	1.40%
ZipRecruiter, Inc. Class A	Software & Services	1.38%
Grid Dynamics Holdings, Inc. Class A	Software & Services	1.35%
Core & Main, Inc. Class A	Traders & Distributors	1.23%
Berkshire Hathaway Inc. Class B	Diversified Financials	0.95%

## 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
ExlService Holdings, Inc.	Software & Services	1.79%
PBF Energy, Inc. Class A	Refiners & Pipelines	1.53%
Genuine Parts Company	Retailing	1.52%
Penske Automotive Group, Inc.	Retailing	1.52%
Shockwave Medical, Inc.	Healthcare	1.51%



Mandatory Indicator

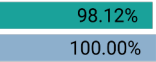
Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws

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

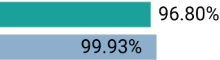
Portfolio    Benchmark

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](#)

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## About Sustainalytics

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