

Principal Adverse Impact Portfolio Report







Portfolio Name	Number of Constituents	Corporate Eligibility	Sovereign Eligibility
Portfolio			
Digital Funds Stars Continental	145	97.26%	0.00%
Benchmark			
MSCI Europe ex-uk 20221231	345	100.00%	0.00%

Report as of 24 January 2023, 10:32 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)	18648.24	420475813.70	5
		Scope 2 (tCO2eq)	3028.15	81396355.88	
		Scope 3 (tCO2eq)	73774.61	3493991966.10	
		Total Scope 1 + 2 (tCO2eq)	21680.02	504365197.74	
		Total Scope 1 + 2 + 3 (tCO2eq)	95449.66	3992284664.96	
	Carbon Footprint	Total Scope 1 + 2 (tCO2eq/EURm)	106.18	85.76	6
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	469.95	679.59	
	GHG Intensity of Investee Companies	Total Scope 1 + 2 (tCO2eq/EURm)	236.22	138.19	7
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	685.35	1017.41	
	Fossil Fuel	(% involved)	7.65	6.70	8
	Non-renewable Energy	Non Renewable Energy Consumption (%)	63.35	60.99	9
		Non Renewable Energy Production (%)	15.19	31.19	
	Energy Consumption Intensity	Agriculture, Forestry & Fishing (GWh/EURm)	7.59	5.74	10
		Construction (GWh/EURm)	27.49	0.17	
		Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm)	1.77	4.16	
		Manufacturing (GWh/EURm)	1.67	0.41	
		Mining & Quarrying (GWh/EURm)	1.20	2.43	
		Real Estate Activities (GWh/EURm)	0.47	0.66	
		Transportation & Storage (GWh/EURm)	5.19	0.64	
		Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)	-	-	
		Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles (GWh/EURm)	0.03	0.06	

















Mandatory Indicators cont. (Regulation Table 1)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Negative affect on biodiversity	(% involved)	1.28	14.75	11
	 Emissions to Water	(t/EURm)	1.55	0.52	12
	 Hazardous Waste Ratio	(t/EURm)	1.93	1.19	13
	 UNGC Principles/OECD Guidelines Violations	(% involved)	0.00	0.00	14
	 UNGC Lack of Compliance Mechanism	(% involved)	68.13	39.18	15
	 Unadjusted Gender Pay Gap	(%)	17.35	4.72	16
	 Board Gender Diversity	(% female)	36.04	37.89	17
	 Controversial Weapons	(% involved)	0.00	0.00	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)	-	-	21
	 Investing in companies without carbon emission reduction initiatives	(% involved)	54.56	32.25	22
	 Investments in companies without water management policies	(% involved)	18.38	6.40	23
	 Investments in companies producing chemicals	(% involved)	0.31	2.35	24
	 Non-recycled waste ratio	(t/EURm)	6.77	2.97	25
	 Deforestation	(% involved)	81.32	57.80	26
	 Investment in investee companies without workplace accident prevention policies	(% involved)	16.44	10.85	27
	 Rate of accidents	(Accidents/hours worked)	0.81	0.48	28
	 Number of days lost to injuries, accidents, fatalities or illness	(#)	258065	63256	29
	 Lack of a supplier code of conduct	(% involved)	3.12	0.98	30

Voluntary Indicators cont. (Regulation Table 3)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Insufficient whistleblower protection	(% involved)	1.24	0.20	31
	 Excessive CEO pay ratio		61.56	73.43	32
	 Lack of a human rights policy	(% involved)	4.33	0.60	33
	 Lack of due diligence	(% involved)	25.53	9.50	34
	 Lack of processes and measures for preventing trafficking in human beings	(% involved)	4.33	0.60	35
	 Number of identified cases of severe human rights issues and incidents	(#)	0	1	36
	 Lack of anti-corruption and anti-bribery policies	(% involved)	0.15	0.00	37
	 Cases of insufficient action taken to address breaches of standards of anti-corruption and antibribery	(% involved)	8.81	1.48	38
	 Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	(# convictions)	0	4	39
			(EURm)	0.00	0.00
Sovereign	 Average income inequality score		-	-	40
	 Average freedom of expression score		-	-	41
	 Average human rights performance		-	-	42
	 Average corruption score		-	-	43
	 Non-cooperative tax jurisdictions	(% involved)	-	-	44
	 Average political stability score		-	-	45
	 Average rule of law score		-	-	46



Mandatory Indicator

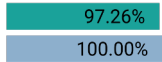
GHG emissions

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

PAI Identifier Table 1 #1 Eligible Holding Type Corporate

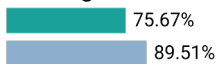
Portfolio Benchmark

Eligibility

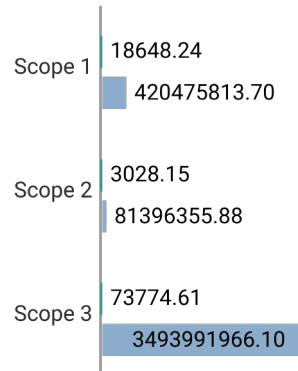
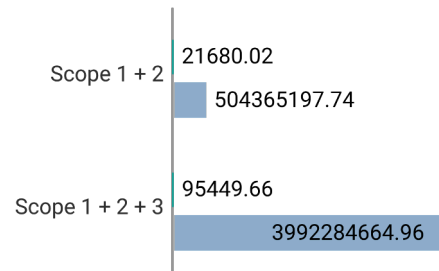


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



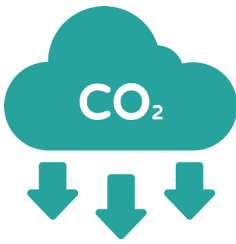
Portion of portfolio which has PAI eligibility, Sustainalytics data, holding value supplied by the user.

Emissions by Scope (tCO₂eq)Total Emissions (tCO₂eq)

Largest Contributing Constituents

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

Security Name	Industry	Holding Value (€m)	% Owned	Emissions (TCO ₂ eq)	Share of Emissions (TCO ₂ eq)
OCI NV	Chemicals	3.23	0.0277%	10,200,000	2,829
MPC Container Ships ASA	Transportation	1.01	0.1223%	1,758,052	2,151
SSAB AB Class A	Steel	1.21	0.0172%	11,634,000	2,004
SARAS S.p.A. - Raffinerie Sarde	Refiners & Pipelines	2.15	0.1062%	1,799,356	1,911
TORM PLC Class A	Refiners & Pipelines	3.42	0.1129%	1,353,792	1,529
MYTILINEOS S.A.	Industrial Conglomerates	1.38	0.0286%	4,063,959	1,161
MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	2.42	0.0521%	2,212,167	1,153
Euronav NV	Refiners & Pipelines	2.33	0.0471%	2,411,551	1,136
Tenaris S.A.	Energy Services	5.72	0.0282%	2,800,000	788
Wallenius Wilhelmsen ASA	Transportation	1.22	0.0147%	4,597,491	677



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)
MPC Container Ships ASA	Transportation	1.01	0.1223%	1,758,052	2,151	2,133
SSAB AB Class A	Steel	1.21	0.0172%	11,634,000	2,004	1,659
Elkem ASA	Chemicals	0.64	0.0193%	3,420,000	660	1,033
SARAS S.p.A. - Raffinerie Sarde	Refiners & Pipelines	2.15	0.1062%	1,799,356	1,911	890
OCI NV	Chemicals	3.23	0.0277%	10,200,000	2,829	877
MYTILINEOS S.A.	Industrial Conglomerates	1.38	0.0286%	4,063,959	1,161	843
Wallenius Wilhelmsen ASA	Transportation	1.22	0.0147%	4,597,491	677	554
Suedzucker AG	Food Products	0.92	0.0159%	3,100,000	492	532
Euronav NV	Refiners & Pipelines	2.33	0.0471%	2,411,551	1,136	488
MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	2.42	0.0521%	2,212,167	1,153	477



Mandatory Indicator

GHG intensity of investee companies

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

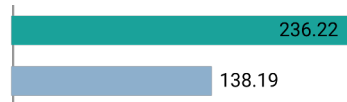
PAI Identifier Table 1 #3 Eligible Holding Type Corporate

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 (tCO₂eq/EURm)GHG intensity scope 1 + 2 + 3 (tCO₂eq/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 ₂ eq)	EURm generated in revenue	GHG intensity (tCO ₂ eq/EURm)	Weighted GHG intensity
Euronav NV	Refiners & Pipelines	0.86%	2411551.00	370.75	6504.53	55.97
TORM PLC Class A	Refiners & Pipelines	1.27%	1353792.00	547.18	2474.11	31.33
OCI NV	Chemicals	1.19%	10200000.00	5580.80	1827.69	21.80
MPC Container Ships ASA	Transportation	0.38%	1758052.38	361.68	4860.77	18.36
Tenaris S.A.	Energy Services	2.12%	2800000.00	5759.66	486.14	10.29
MYTILINEOS S.A.	Industrial Conglomerates	0.51%	4063959.20	2664.05	1525.48	7.77
ERG S.p.A.	Utilities	0.82%	922900.00	1038.18	888.96	7.26
FLEX LNG Ltd	Refiners & Pipelines	0.27%	728008.40	303.34	2399.97	6.49
Wallenius Wilhelmsen ASA	Transportation	0.46%	4597491.00	3430.43	1340.21	6.14
SSAB AB Class A	Steel	0.45%	11634000.00	9358.52	1243.14	5.55



Mandatory Indicator

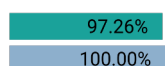
Exposure to companies active in the fossil fuel sector

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

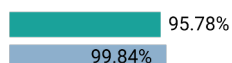
Portfolio Benchmark

Eligibility



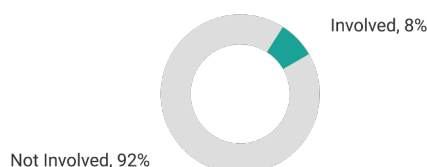
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

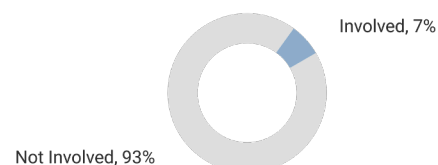


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
Neste Corporation	Refiners & Pipelines	1.29%
TORM PLC Class A	Refiners & Pipelines	1.27%
MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	0.89%
Euronav NV	Refiners & Pipelines	0.86%
SARAS S.p.A. - Raffinerie Sarde	Refiners & Pipelines	0.79%

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
Aker Solutions ASA	Energy Services	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%



Mandatory Indicator

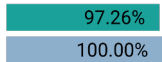
Share of non-renewable energy consumption and production

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

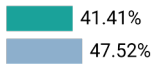
Portfolio Benchmark

Eligibility



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

Coverage

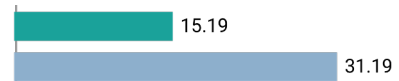


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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	1.59%	96.22%	1.53%
D'Ieteren Group SA/NV	Diversified Financials	1.36%	95.48%	1.30%
TORM PLC Class A	Refiners & Pipelines	1.27%	100.00%	1.27%
OCI NV	Chemicals	1.19%	99.30%	1.18%
Wolters Kluwer NV	Software & Services	1.16%	89.00%	1.03%

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
Banca Mediolanum SpA	Banks	0.98%	100.00%	0.98%



Mandatory Indicator

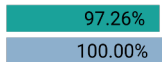
Energy consumption intensity per high impact climate sector

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

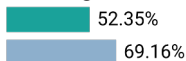
Portfolio Benchmark

Eligibility



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

Coverage



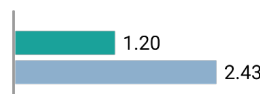
The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Energy consumption intensity by Sector (GWh/EURm)

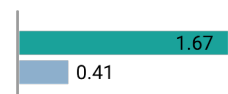
Agriculture, Forestry & Fishing



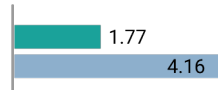
Mining & Quarrying



Manufacturing



Electricity, Gas, Steam and Air Conditioning Supply



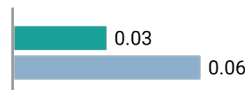
Water Supply, Sewerage, Waste Management & Remediation



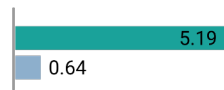
Construction



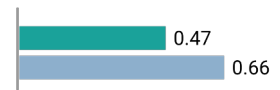
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles



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	0.81%	11.46	0.09
Construction	Implenia AG	0.46%	39.49	0.18
Electricity, Gas, Steam and Air Conditioning Supply	ERG S.p.A.	0.82%	5.77	0.05
Manufacturing	OCI NV	1.19%	26.78	0.32
Mining & Quarrying	SARAS S.p.A. - Raffinerie Sarde	0.79%	3.50	0.03
Real Estate	Eurocommercial Properties NV	0.34%	0.47	0.00
Transportation & Storage	Euronav NV	0.86%	10.57	0.09
Water Supply, Sewerage, Waste Management & Remediation				
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	Kesko Oyj Class B	0.35%	0.10	0.00



Mandatory Indicator

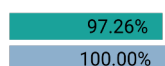
Activities negatively affecting biodiversity-sensitive areas

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

PAI Identifier Table 1 #7 Eligible Holding Type Corporate

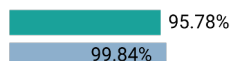
Portfolio Benchmark

Eligibility



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

Coverage

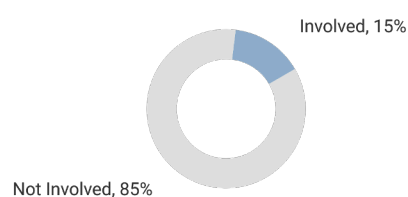


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
Galp Energia, SGPS S.A. Class B	Oil & Gas Producers	0.67%
Acciona SA	Utilities	0.55%

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%



Mandatory Indicator

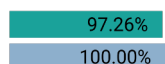
Emissions to water

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

PAI Identifier Table 1 #8 Eligible Holding Type Corporate

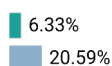
Portfolio Benchmark

Eligibility



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

Coverage



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

Emissions to water (t/EURm)



Largest Contributing Constituents

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

Security Name	Industry	Holding Value (m)	% Owned	Emissions (T)	Emissions to water (T/EURm)
Billrud AB	Containers & Packaging	2.00	0.0552%	31,974	17.65
Holmen AB Class B	Paper & Forestry	1.77	0.0275%	22,442	6.16
Svenska Cellulosa AB SCA Class B	Paper & Forestry	0.99	0.0105%	21,709	2.29
Orion Oyj Class B	Pharmaceuticals	1.89	0.0261%	1,141	0.30
Elkem ASA	Chemicals	0.64	0.0193%	263	0.05
STMicroelectronics NV	Semiconductors	1.21	0.0032%	794	0.03
SSAB AB Class A	Steel	1.21	0.0172%	164	0.03
Boliden AB	Diversified Metals	1.31	0.0108%	323	0.03
Neste Corporation	Refiners & Pipelines	3.48	0.0093%	309	0.03
MYTILINEOS S.A.	Industrial Conglomerates	1.38	0.0286%	16	0.00



Mandatory Indicator

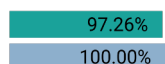
Hazardous waste ratio

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

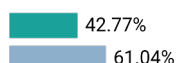
Portfolio Benchmark

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)
Boliden AB	Diversified Metals	1.31	0.0108%	1,012,414	109.09
SARAS S.p.A. - Raffinerie Sarde	Refiners & Pipelines	2.15	0.1062%	38,571	40.97
Webuild S.p.A.	Construction & Engineering	0.55	0.0116%	81,799	9.49
SSAB AB Class A	Steel	1.21	0.0172%	54,000	9.30
MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	2.42	0.0521%	15,370	8.01
Neste Corporation	Refiners & Pipelines	3.48	0.0093%	75,600	7.01
MYTILINEOS S.A.	Industrial Conglomerates	1.38	0.0286%	19,488	5.57
Aker Solutions ASA	Energy Services	6.28	0.2533%	1,589	4.02
Orion Oyj Class B	Pharmaceuticals	1.89	0.0261%	13,281	3.46
Societe BIC SA	Household Products	3.35	0.1145%	2,522	2.89



Mandatory Indicator

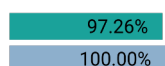
Violations of UN Global Compact principles and OECD Guidelines for Multinational Enterprises

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

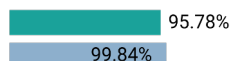
Portfolio Benchmark

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%



Mandatory Indicator

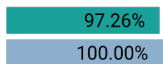
Lack of processes and compliance mechanisms to monitor compliance with UNGC principles and OECD Guidelines for Multinational Enterprises

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

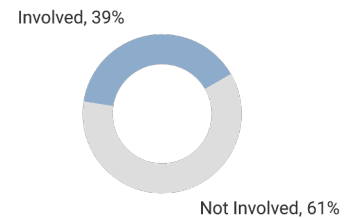


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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	2.12%
AIXTRON SE	Semiconductors	1.60%
Edenred SA	Software & Services	1.59%
TORM PLC Class A	Refiners & Pipelines	1.27%
Jyske Bank A/S	Banks	1.22%

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	2.35%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
Neste Corporation	Refiners & Pipelines	1.29%
Randstad NV	Commercial Services	1.28%
AIB Group plc	Banks	1.28%



Mandatory Indicator

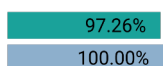
Unadjusted gender pay gap

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
Bank of Ireland Group Plc	Banks	0.74%	24.20%	0.18%
AIB Group plc	Banks	1.28%	12.90%	0.16%
TGS ASA	Energy Services	0.40%	22.00%	0.09%
Viscofan, S.A.	Containers & Packaging	0.20%	10.90%	0.02%



Mandatory Indicator

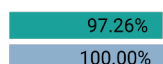
Board gender diversity

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

PAI Identifier Table 1 #13 Eligible Holding Type Corporate

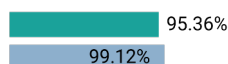
Portfolio Benchmark

Eligibility



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

Coverage



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

Percentage of female board members



Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Total Board Size	% Females on Board
Tenaris S.A.	Energy Services	2.12%	11	9.09%
ANDRITZ AG	Machinery	1.17%	9	11.11%
Encavis AG	Utilities	0.44%	9	11.11%
TORM PLC Class A	Refiners & Pipelines	1.27%	8	12.50%
Komax Holding AG	Machinery	0.30%	6	16.67%
PNE AG	Electrical Equipment	0.45%	6	16.67%
Ringkjoebing Landbobank A/S	Banks	0.96%	12	16.67%
BELIMO Holding AG	Machinery	0.14%	6	16.67%
Chocoladefabriken Lindt & Spruengli AG Partizipsch.	Food Products	0.65%	6	16.67%
Alpha Services & Holdings SA	Banks	0.42%	12	16.67%



Mandatory Indicator

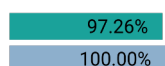
Exposure to controversial weapons

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

PAI Identifier Table 1 #14 Eligible Holding Type Corporate

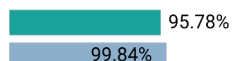
Portfolio Benchmark

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)



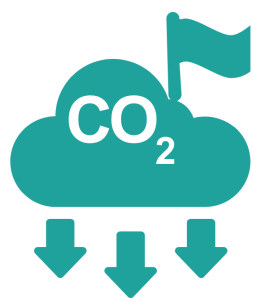
Benchmark Involvement (of Covered)



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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%



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

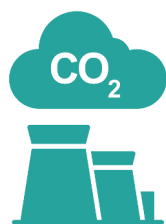
The air pollutant emissions measures the volume of these emissions which are attributable to the portfolio through the proportion of ownership of each corporate investment, per million Euros invested.

PAI Identifier Table 2 #2 **Eligible Holding Type** Corporate



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

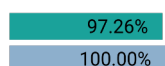
Investments in companies without carbon emission reduction initiatives

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

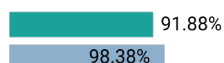
Portfolio Benchmark

Eligibility



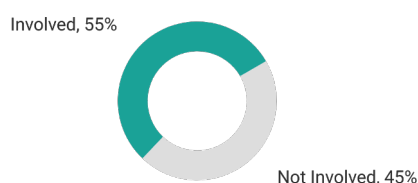
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

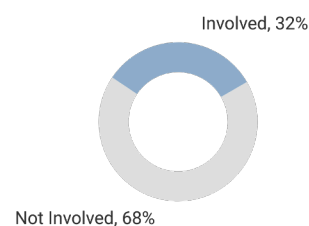


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
AIXTRON SE	Semiconductors	1.60%
Edenred SA	Software & Services	1.59%
TORM PLC Class A	Refiners & Pipelines	1.27%

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	2.35%
D'Ieteren Group SA/NV	Diversified Financials	1.36%
IMCD N.V.	Traders & Distributors	1.31%
Neste Corporation	Refiners & Pipelines	1.29%
Randstad NV	Commercial Services	1.28%



Voluntary Indicator

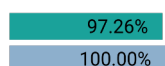
Investments in companies without water management policies

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

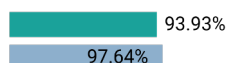
Portfolio Benchmark

Eligibility



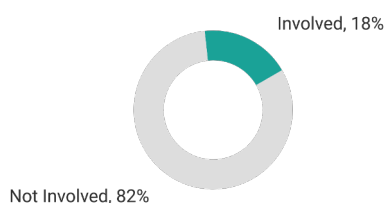
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

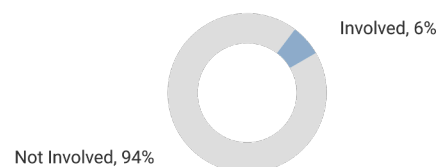


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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	2.35%
Hexatronic Group AB	Electrical Equipment	1.92%
AIXTRON SE	Semiconductors	1.60%
D'Ieteren Group SA/NV	Diversified Financials	1.36%
Alten SA	Software & Services	1.13%

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	2.12%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
Edenred SA	Software & Services	1.59%
Neste Corporation	Refiners & Pipelines	1.29%
Randstad NV	Commercial Services	1.28%



Voluntary Indicator

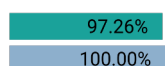
Investments in companies producing chemicals

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

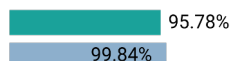
Portfolio Benchmark

Eligibility



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

Coverage

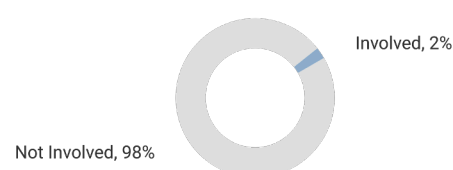


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with chemical production involvement

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

Security	Industry	Portfolio Weight
Imerys SA	Chemicals	0.30%

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%



Voluntary Indicator

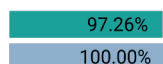
Non-recycled waste ratio

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

PAI Identifier Table 2 #13 Eligible Holding Type Corporate

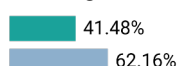
Portfolio Benchmark

Eligibility



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

Coverage



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

Non-recycled waste generation (t/EURm)



Largest Contributing Constituents

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

Security Name	Industry	Holding Value (m)	% Owned	Non-recycled waste produced (T)	Non-recycled waste (T/EURm)
MYTILINEOS S.A.	Industrial Conglomerates	1.38	0.0286%	700,970	200.30
Webuild S.p.A.	Construction & Engineering	0.55	0.0116%	1,054,258	122.33
Boliden AB	Diversified Metals	1.31	0.0108%	1,080,036	116.38
Acciona SA	Utilities	1.50	0.0076%	1,461,600	111.47
SSAB AB Class A	Steel	1.21	0.0172%	369,000	63.55
D'leteren Group SA/NV	Diversified Financials	3.68	0.0387%	70,412	27.27
Suedzucker AG	Food Products	0.92	0.0159%	96,300	15.29
Imerys SA	Chemicals	0.80	0.0143%	103,392	14.78
AMG Advanced Metallurgical Group N.V.	Diversified Metals	1.21	0.0639%	16,003	10.23
Aker Solutions ASA	Energy Services	6.28	0.2533%	3,878	9.82



Voluntary Indicator

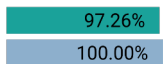
Deforestation

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

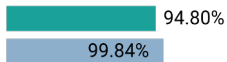
Portfolio Benchmark

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%

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	1.29%
Hermes International SCA	Textiles & Apparel	1.27%
Beiersdorf AG	Household Products	1.02%
JDE Peet's NV	Food Products	0.97%
Publicis Groupe SA	Media	0.93%



Voluntary Indicator

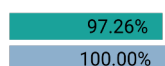
Investments in companies without workplace accident prevention policies

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

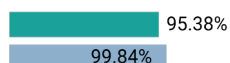
Portfolio Benchmark

Eligibility



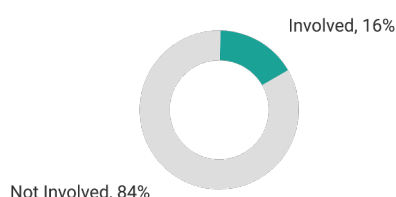
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

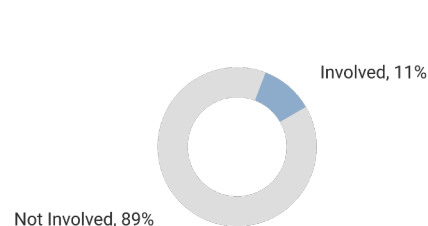


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
D'Ieteren Group SA/NV	Diversified Financials	1.36%
Jyske Bank A/S	Banks	1.22%
Bankinter SA	Banks	1.14%
Alten SA	Software & Services	1.13%
Sydbank A/S	Banks	0.97%

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%



Voluntary Indicator

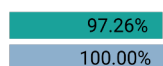
Rate of accidents

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

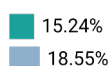
Portfolio Benchmark

Eligibility



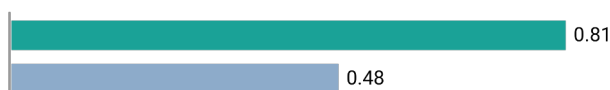
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

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	1.60%	2.05	0.03
Glanbia Plc	Food Products	0.82%	2.00	0.02
Billerud AB	Containers & Packaging	0.74%	2.22	0.02
Tenaris S.A.	Energy Services	2.12%	0.68	0.01
SSAB AB Class A	Steel	0.45%	1.84	0.01
Aker Solutions ASA	Energy Services	2.35%	0.26	0.01
UPM-Kymmene Oyj	Paper & Forestry	0.31%	1.44	0.00
Neste Corporation	Refiners & Pipelines	1.29%	0.26	0.00
Atlas Copco AB Class A	Machinery	0.36%	0.90	0.00
BPER Banca S.p.A.	Banks	0.87%	0.36	0.00



Voluntary Indicator

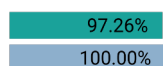
Number of days lost to injuries, accidents, fatalities or illness

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

PAI Identifier Table 3 #3 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



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

Coverage



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

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



Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Days lost to accidents	Weighted days lost to accidents
Randstad NV	Commercial Services	1.28%	304000.00	3889.80
Naturgy Energy Group, S.A.	Utilities	0.20%	2142.00	4.22
Redes Energeticas Nacionais SA	Utilities	0.03%	1413.00	0.46



Voluntary Indicator

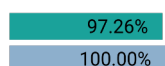
Lack of a supplier code of conduct

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

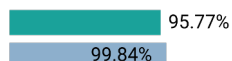
Portfolio Benchmark

Eligibility



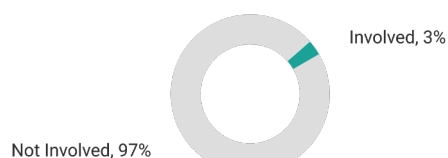
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

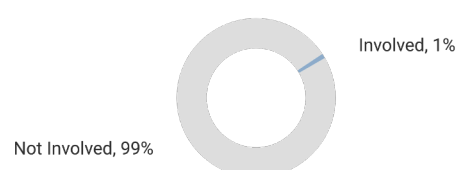


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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	0.86%
Schoeller-Bleckmann Oilfield Equipment AG	Energy Services	0.58%
PNE AG	Electrical Equipment	0.45%
Swissquote Group Holding Ltd.	Diversified Financials	0.44%
Avanza Bank Holding AB	Diversified Financials	0.38%

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%



Voluntary Indicator

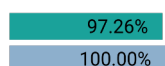
Insufficient whistleblower protection

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

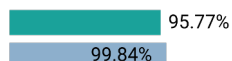
Portfolio Benchmark

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	0.89%
Bachem Holding AG Class B	Pharmaceuticals	0.29%

Largest portfolio constituents without whistleblower protection involvement

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

Security Name	Industry	Portfolio Weight
Aker Solutions ASA	Energy Services	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%



Voluntary Indicator

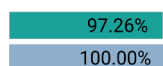
Excessive CEO pay ratio

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

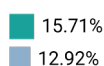
Portfolio Benchmark

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
Swissquote Group Holding Ltd.	Diversified Financials	0.44%	703.00	3.10
Societe BIC SA	Household Products	1.24%	81.00	1.00
Edenred SA	Software & Services	1.59%	52.68	0.84
Ferrari NV	Automobiles	0.60%	129.20	0.78
Alten SA	Software & Services	1.13%	60.00	0.68
Glanbia Plc	Food Products	0.82%	62.00	0.51
Hermes International SCA	Textiles & Apparel	1.27%	37.00	0.47
Publicis Groupe SA	Media	0.93%	42.00	0.39
Sodexo SA	Consumer Services	0.55%	64.00	0.35
ERG S.p.A.	Utilities	0.82%	35.00	0.29



Voluntary Indicator

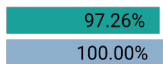
Lack of a human rights policy

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

PAI Identifier Table 3 #9 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



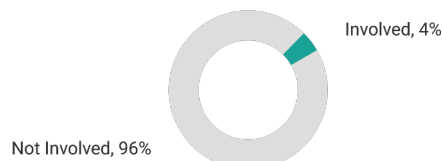
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

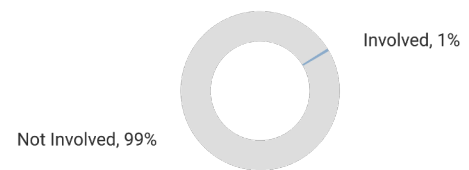


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with human rights involvement

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

Security	Industry	Portfolio Weight
D'Ieteren Group SA/NV	Diversified Financials	1.36%
Euronav NV	Refiners & Pipelines	0.86%
PNE AG	Electrical Equipment	0.45%
Swissquote Group Holding Ltd.	Diversified Financials	0.44%
mobilezone holding AG	Retailing	0.32%

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
Edenred SA	Software & Services	1.59%



Voluntary Indicator

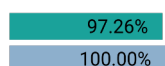
Lack of due diligence

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

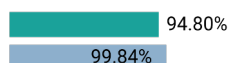
Portfolio Benchmark

Eligibility



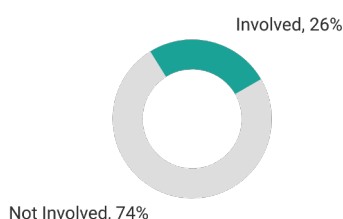
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

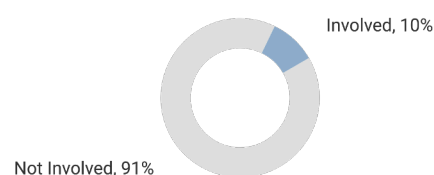


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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	1.60%
IMCD N.V.	Traders & Distributors	1.31%
VERBIO Vereinigte BioEnergie AG	Refiners & Pipelines	1.25%
ANDRITZ AG	Machinery	1.17%
Wolters Kluwer NV	Software & Services	1.16%

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
Edenred SA	Software & Services	1.59%



Voluntary Indicator

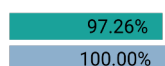
Lack of processes and measures for preventing trafficking in human beings

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

PAI Identifier Table 3 #11 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



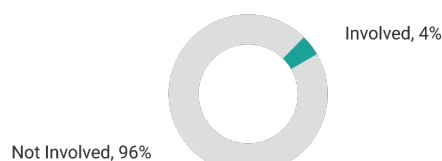
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

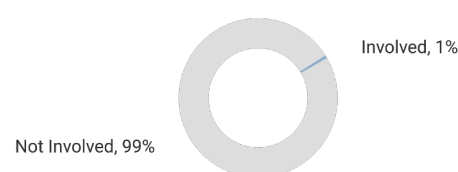


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with anti human trafficking involvement

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

Security	Industry	Portfolio Weight
D'Ieteren Group SA/NV	Diversified Financials	1.36%
Euronav NV	Refiners & Pipelines	0.86%
PNE AG	Electrical Equipment	0.45%
Swissquote Group Holding Ltd.	Diversified Financials	0.44%
mobilezone holding AG	Retailing	0.32%

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
Edenred SA	Software & Services	1.59%



Voluntary Indicator

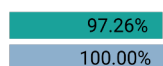
Number of identified cases of severe human rights issues and incidents

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

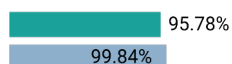
Portfolio Benchmark

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 & 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
UniCredit S.p.A.	Banks	0.73%	6.00	0.04
HUGO BOSS AG	Textiles & Apparel	1.09%	2.00	0.02
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%	1.00	0.02
Novo Nordisk A/S Class B	Pharmaceuticals	1.03%	1.00	0.01
Beiersdorf AG	Household Products	1.02%	1.00	0.01
Zurich Insurance Group Ltd	Insurance	0.73%	1.00	0.01
Chocoladefabriken Lindt & Spruengli AG Partizipsch.	Food Products	0.65%	1.00	0.01
AXA SA	Insurance	0.63%	1.00	0.01
Atlas Copco AB Class A	Machinery	0.36%	1.00	0.00
Naturgy Energy Group, S.A.	Utilities	0.20%	1.00	0.00



Voluntary Indicator

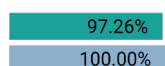
Lack of anti-corruption and anti-bribery policies

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

PAI Identifier Table 3 #15 Eligible Holding Type Corporate

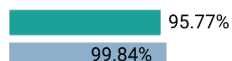
Portfolio Benchmark

Eligibility



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

Coverage

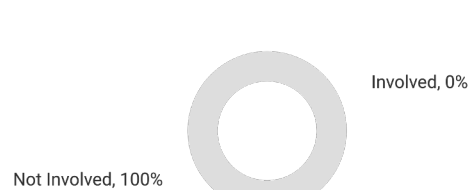


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with anti bribery/corruption involvement

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

Security	Industry	Portfolio Weight
New Wave Group AB Class B	Textiles & Apparel	0.14%

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%



Voluntary Indicator

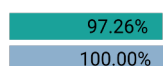
Cases of insufficient action taken to address breaches of standards of anti-corruption and anti-bribery

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

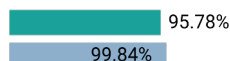
Portfolio Benchmark

Eligibility



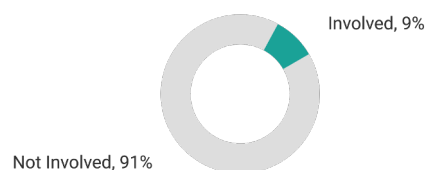
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

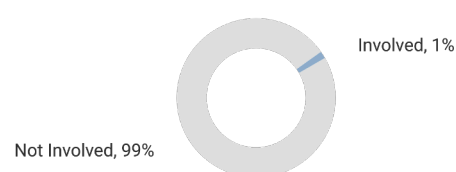


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
Randstad NV	Commercial Services	1.28%
TORM PLC Class A	Refiners & Pipelines	1.27%
Munters Group AB	Building Products	0.99%
Ringkjoebing Landbobank A/S	Banks	0.96%
ALTRI SGPS SA	Paper & Forestry	0.81%

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	2.35%
Tenaris S.A.	Energy Services	2.12%
Hexatronic Group AB	Electrical Equipment	1.92%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.79%
AIXTRON SE	Semiconductors	1.60%



Mandatory Indicator

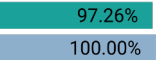
Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws

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

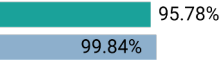
Portfolio Benchmark

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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