MORNINGSTAR | SUSTAINALYTICS

Principal Adverse Impact Portfolio Report

Portfolio Name	Number of Constituents	Corporate Eligibility	Sovereign Eligibility
Portfolio			
Digital Stars Eurozone 20221231	60	100.00%	0.00%
Benchmark			
MSCI EMU 20221231	229	100.00%	0.00%

Report as of 30 January 2023, 05:00 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)	225.34	322560540.75	6
			Scope 2 (tCO2eq)	217.16	69242440.78	
			Scope 3 (tCO2eq)	2427.86	2924683925.47	
			Total Scope 1 + 2 (tCO2eq)	458.62	394321508.03	
			Total Scope 1 + 2 + 3 (tCO2eq)	2885.52	3313118682.81	
		Carbon Footprint	Total Scope 1 + 2 (tCO2eq/EURm)	38.63	101.93	7
			Total Scope 1 + 2 + 3 (tCO2eq/EURm)	247.42	857.88	
		GHG Intensity of Investee Companies	Total Scope 1 + 2 (tCO2eq/EURm)	89.06	157.57	8
			Total Scope 1 + 2 + 3 (tCO2eq/EURm)	344.52	1188.88	
		Fossil Fuel	(% involved)	1.45	8.57	9
		Non-renewable Energy	Non-Renewable Energy Consumption (%)	59.18	63.19	10
			Non-Renewable Energy Production (%)	11.29	32.36	
		Energy Consumption Intensity	Agriculture, Forestry & Fishing (GWh/EURm)	10.23	5.78	11
			Construction (GWh/EURm)	-	0.18	
			Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm)	0.06	4.27	
			Manufacturing (GWh/EURm)	0.70	0.48	
			Mining & Quarrying (GWh/EURm)	-	2.75	
			Real Estate Activities (GWh/EURm)	0.39	0.72	
			Transportation & Storage (GWh/EURm)	0.04	0.36	
			Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)	-	-	
			Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles (GWh/EURm)	0.05	0.06	

Mandatory Indicators cont. (Regulation Table 1)

Holding Types		PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate		Negative affect on biodiversity	(% involved)	0.00	9.69	12
		Emissions to Water	(t/EURm)	3.83	0.74	13
		Hazardous Waste Ratio	(t/EURm)	0.82	1.24	14
		UNGC Principles/OECD Guidlines Violations	(% involved)	0.00	0.00	15
		UNGC Lack of Compliance Mechanism	(% involved)	66.74	40.77	16
		Unadjusted Gender Pay Gap	(%)	10.86	15.04	17
		Board Gender Diversity	(% female)	41.96	40.18	18
		Controversial Weapons	(% involved)	0.00	0.00	19
Sovereign		Carbon Intensity	(KtonCO2eq/EURm)	-	-	20
		Social Violations	(#)	0	0	21
			(%)	-	-	

Voluntary Indicators (Regulation Table 2 & 3)

Holding Types		PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate		Emissions of inorganic pollutants	(t/€m)	9.85	-	22
		Emissions of Air Pollutants	([SOx + NOx]t/EURm)	-	-	23
		Emissions of ozone depletion substances	(tCO2eq/€m)	313.76	-	24
		Investing in companies without carbon emission reduction initiatives	(% involved)	45.76	33.20	25
		Breakdown of energy consumption by type of non-renewable sources of energy	Coal(%)	5.92	-	26
			Natural Gas(%)	29.79	-	
			Nuclear(%)	38.82	-	
			Oil(%)	10.49	-	
		Water usage and recycling	(%)	107.66	-	27
		Investments in companies without water management policies	(% involved)	15.45	5.74	28

Voluntary Indicators cont. (Regulation Table 2 & 3)

Holding Types		PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate		Investments in companies producing chemicals	(% involved)	1.19	2.77	29
		Land degradation, desertification, soil sealing	(% involved)	16.47	-	30
		Investments in companies without sustainable oceans/seas practices	(% involved)	69.12	-	31
		Non-recycled waste ratio	(t/EURm)	2.63	3.52	32
		Natural species and protected areas	(% involved)	10.46	-	33
		Deforestation	(% involved)	80.27	51.11	34
		Investment in investee companies without workplace accident prevention policies	(% involved)	21.38	11.52	35
		Rate of accidents	(Accidents/hours worked)	4.08	0.40	36
		Number of days lost to injuries, accidents, fatalities or illness	(#)	164333	64253	37
		Lack of a supplier code of conduct	(% involved)	1.30	0.52	38
		Lack of grievance/complaints handling mechanism related to employee matters	(% involved)	56.1	-	39
		Insufficient whistleblower protection	(% involved)	0.00	0.00	40
		Incidents of discrimination	(#)	1.10	-	41
		Excessive CEO pay ratio		35.84	73.01	42
		Lack of a human rights policy	(% involved)	3.18	0.45	43
		Lack of due diligence	(% involved)	28.34	10.02	44
		Lack of processes and measures for preventing trafficking in human beings	(% involved)	3.18	0.45	45
		Operations and suppliers at significant risk of incidents of child labour	(% involved)	2.37	-	46
		Operations and suppliers at significant risk of incidents of forced or compulsory labour	(% involved)	14.08	-	47
		Number of identified cases of severe human rights issues and incidents	(#)	0	1	48
		Lack of anti-corruption and anti-bribery policies	(% involved)	0.00	0.00	49
		Cases of insufficient action taken to address breaches of standards of anti-corruption and antibribery	(% involved)	8.51	1.26	50

Voluntary Indicators cont. (Regulation Table 3)

Holding Types		PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate		Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	(# convictions)	0	3	51
			(EURm)	0.00	0.00	
Sovereign		Average income inequality score		-	-	52
		Average freedom of expression score		-	-	53
		Average human rights performance		-	-	54
		Average corruption score		-	-	55
		Non-cooperative tax jurisdictions	(% involved)	-	-	56
		Average political stability score		-	-	57
		Average rule of law score		-	-	58

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

100.00%	
100.00%	

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

Coverage

82.50%	
90.07%	

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

Emissions by Scope (tCO2eq)

Scope	Portfolio	Benchmark
Scope 1	225.34	322560540.75
Scope 2	217.16	69242440.78
Scope 3	2427.86	2924683925.47

Total Emissions (tCO2eq)

Scope	Portfolio	Benchmark
Scope 1 + 2	458.62	394321508.03
Scope 1 + 2 + 3	2885.52	3313118682.81

Largest Contributing Constituents

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

Security Name	Industry	Holding Value (€m)	% Owned	Emissions (TCO2eq)	Share of Emissions (TCO2eq)
Verallia SAS	Containers & Packaging	0.35	0.0060%	2,569,531	155
ENCE Energia y Celulosa SA	Paper & Forestry	0.18	0.0160%	418,984	67
Brembo S.p.A.	Auto Components	0.49	0.0101%	566,536	57
Zignago Vetro SpA	Containers & Packaging	0.32	0.0186%	304,181	57
Prysmian S.p.A.	Electrical Equipment	0.25	0.0019%	824,458	16
CIE Automotive, S.A.	Auto Components	0.17	0.0029%	504,238	14
ALTRI SGPS SA	Paper & Forestry	0.15	0.0097%	146,463	14
Terna S.p.A.	Utilities	0.20	0.0008%	1,727,285	13
Jeronimo Martins, SGPS S.A.	Food Retailers	0.20	0.0012%	1,049,566	13
Safilo Group S.p.A.	Textiles & Apparel	0.37	0.0434%	26,953	12

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
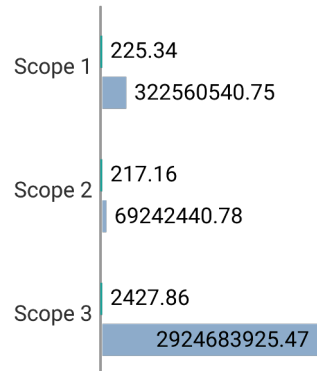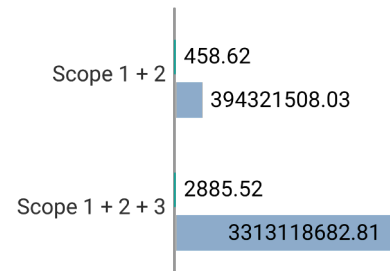
■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%
100.00%

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

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

38.63
101.93
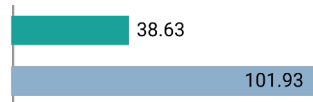
Total carbon footprint scope 1 + 2 + 3 (tCO2eq/EURm)
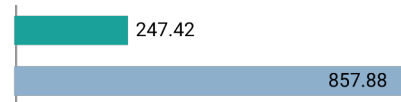
247.42
857.88

Coverage

82.50%
90.07%

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

Largest Contributing Constituents

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

Security Name	Industry	Holding Value (€m)	% Owned	Emissions (TCO2eq)	Share of Emissions	Carbon footprint (tCO2eq/EURm)
Verallia SAS	Containers & Packaging	0.35	0.0060%	2,569,531	155	444
ENCE Energia y Celulosa SA	Paper & Forestry	0.18	0.0160%	418,984	67	363
Zignago Vetro SpA	Containers & Packaging	0.32	0.0186%	304,181	57	178
Brembo S.p.A.	Auto Components	0.49	0.0101%	566,536	57	117
ALTRI SGPS SA	Paper & Forestry	0.15	0.0097%	146,463	14	92
CIE Automotive, S.A.	Auto Components	0.17	0.0029%	504,238	14	87
Terna S.p.A.	Utilities	0.20	0.0008%	1,727,285	13	69
Jeronimo Martins, SGPS S.A.	Food Retailers	0.20	0.0012%	1,049,566	13	66
Prysmian S.p.A.	Electrical Equipment	0.25	0.0019%	824,458	16	62
Elia Group SA/NV	Utilities	0.09	0.0005%	1,107,958	5	62

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_2 per EURm generated in revenue. The carbon intensity is then weighted using the portfolio weight to get a weighted average for the portfolio.
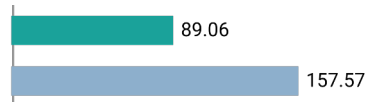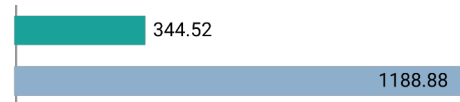
PAI Identifier Table 1 #3   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%
100.00%

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)

89.06
157.57

GHG intensity scope 1 + 2 + 3 (tCO2eq/EURm)

344.52
1188.88

Coverage

92.23%
98.01%

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 (TCO2eq)	EURm generated in revenue	GHG intensity (tCO2eq/EURm)	Weighted GHG intensity
Verallia SAS	Containers & Packaging	2.43%	2569531.00	2674.00	960.93	23.39
Zignago Vetro SpA	Containers & Packaging	2.20%	304181.00	362.44	839.27	18.50
Terna S.p.A.	Utilities	1.36%	1727284.60	2543.40	679.12	9.21
Brembo S.p.A.	Auto Components	3.39%	566536.00	2785.76	203.37	6.90
ENCE Energia y Celulosa SA	Paper & Forestry	1.28%	418984.30	819.68	511.16	6.54
Elia Group SA/NV	Utilities	0.62%	1107958.00	2724.70	406.63	2.51
ALTRI SGPS SA	Paper & Forestry	1.08%	146463.00	785.22	186.53	2.01
CIE Automotive, S.A.	Auto Components	1.15%	504237.95	3269.11	154.24	1.78
Getlink SE	Transportation Infrastructure	1.45%	63519.00	774.35	82.03	1.19
Carmila SA	Real Estate	2.29%	21223.80	429.48	49.42	1.13

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

| 100.00% |
| 100.00% |

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

Coverage

| 100.00% |
| 99.75% |

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

Portfolio Involvement (of Covered)

Involved, 1%
Not Involved, 99%

Benchmark Involvement (of Covered)

Involved, 9%
Not Involved, 91%
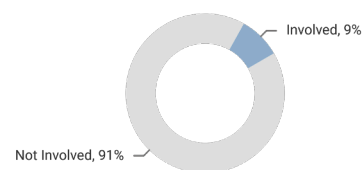
Largest portfolio constituents with fossil fuel involvement

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

Security	Industry	Portofolio Weight
Getlink SE	Transportation Infrastructure	1.45%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

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

100.00%	
100.00%	

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

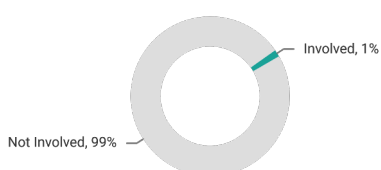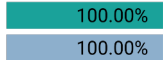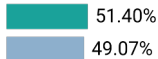**Coverage**

51.40%	
49.07%	

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

Non-renewable percentage of energy consumption (%)

59.18	
63.19	

Non-renewable percentage of energy production (%)

11.29	
32.36	

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	3.53%	96.22%	3.40%
D'Ieteren Group SA/NV	Diversified Financials	3.08%	95.48%	2.94%
Safilo Group S.p.A.	Textiles & Apparel	2.59%	97.32%	2.52%
Brembo S.p.A.	Auto Components	3.39%	68.94%	2.34%
Verallia SAS	Containers & Packaging	2.43%	95.17%	2.32%

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
Sanlorenzo S.p.A.	Consumer Durables	2.80%	100.00%	2.80%

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.

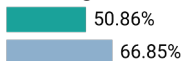**PAI Identifier** Table 1 #6   **Eligible Holding Type** Corporate
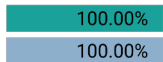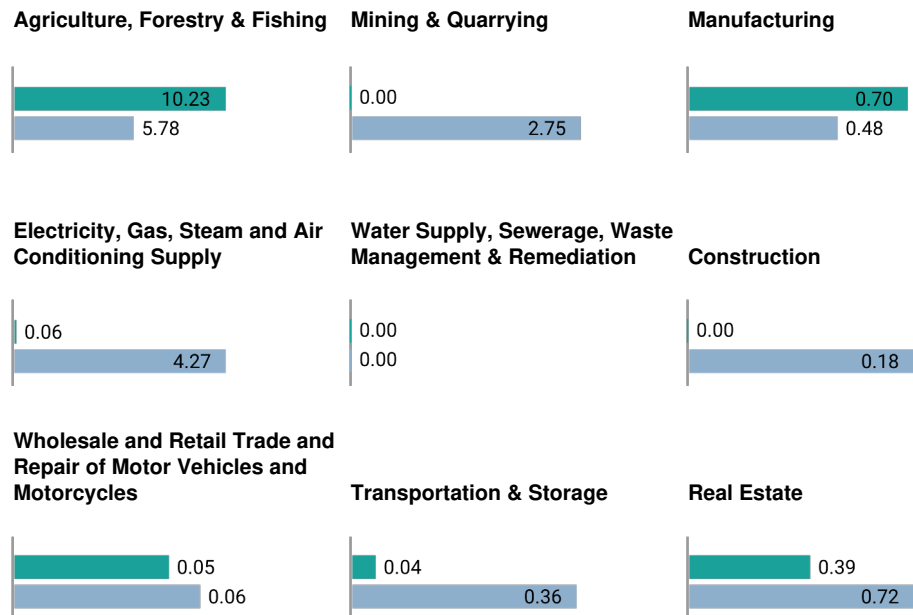
■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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

Coverage

| 50.86% |
| 66.85% |

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

Portfolio: 10.23
Benchmark: 5.78

Mining & Quarrying

Portfolio: 0.00
Benchmark: 2.75

Manufacturing

Portfolio: 0.70
Benchmark: 0.48

Electricity, Gas, Steam and Air Conditioning Supply

Portfolio: 0.06
Benchmark: 4.27

Water Supply, Sewerage, Waste Management & Remediation

Portfolio: 0.00
Benchmark: 0.00

Construction

Portfolio: 0.00
Benchmark: 0.18

Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles

Portfolio: 0.05
Benchmark: 0.06

Transportation & Storage

Portfolio: 0.04
Benchmark: 0.36

Real Estate

Portfolio: 0.39
Benchmark: 0.72

Largest Contributer per NACE Sector

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

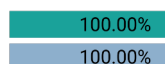| Sector Name	Security Name	Portfolio Weight	Energy Consumption Intensity	Weighted Energy Consumption Intensity
Agriculture, Forestry & Fishing	ENCE Energia y Celulosa SA	1.28%	14.46	0.19
Construction				
Electricity, Gas, Steam and Air Conditioning Supply	Terna S.p.A.	1.36%	0.09	0.00
Manufacturing	Verallia SAS	2.43%	4.04	0.10
Mining & Quarrying				
Real Estate	Carmila SA	2.29%	0.34	0.01
Transportation & Storage	Poste Italiane SpA	1.03%	0.04	0.00
Water Supply, Sewerage, Waste Management & Remediation				
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	Kesko Oyj Class B	1.45%	0.10	0.00

Mandatory Indicator

Activities negatively affecting biodiversity-sensitive areas

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

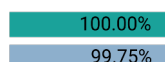**PAI Identifier** Table 1 #7   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**
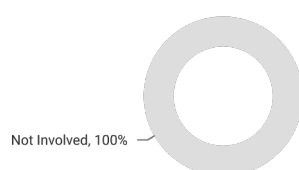
Eligibility

100.00%	
100.00%	

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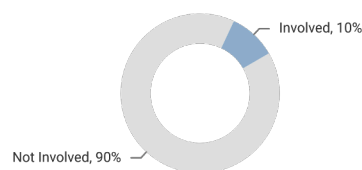
Coverage

100.00%	
99.75%	

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

Portfolio Involvement (of Covered)

Not Involved, 100%

Benchmark Involvement (of Covered)

Involved, 10%

Not Involved, 90%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%
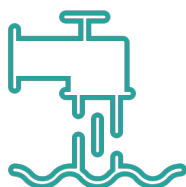
Mandatory Indicator

Emissions to water

Tonnes of emissions to water generated by investee companies per EURm invested, expressed as a weighted average of the portfolio.
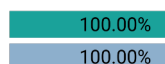
PAI Identifier Table 1 #8   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%	Portfolio
100.00%	Benchmark

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

Coverage

| 3.27% |
| 20.51% |

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

Emissions to water (t/EURm)

Portfolio	3.83
Benchmark	0.74

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)
Navigator Company SA	Paper & Forestry	0.32	0.0104%	17,387	1.80
STMicroelectronics NV	Semiconductors	0.15	0.0004%	794	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.

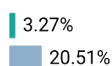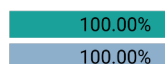**PAI Identifier** Table 1 #9   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**
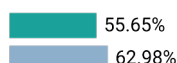
Eligibility

100.00%	
100.00%	

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

Coverage

55.65%	
62.98%	

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

Hazardous waste (t/EURm)

Portfolio: 0.82
Benchmark: 1.24

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)
Rai Way SpA	Telecommunication Services	0.08	0.0056%	29,995	1.68
Brembo S.p.A.	Auto Components	0.49	0.0101%	16,424	1.66
Safilo Group S.p.A.	Textiles & Apparel	0.37	0.0434%	2,412	1.05
Verallia SAS	Containers & Packaging	0.35	0.0060%	9,167	0.55
CIE Automotive, S.A.	Auto Components	0.17	0.0029%	16,329	0.47
Prysmian S.p.A.	Electrical Equipment	0.25	0.0019%	13,217	0.25
Zignago Vetro SpA	Containers & Packaging	0.32	0.0186%	858	0.16
Sanlorenzo S.p.A.	Consumer Durables	0.40	0.0232%	380	0.09
D'Ieteren Group SA/NV	Diversified Financials	0.44	0.0047%	1,823	0.09
Interpump Group S.p.A.	Machinery	0.11	0.0018%	4,292	0.08

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.

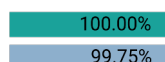**PAI Identifier** Table 1 #10   **Eligible Holding Type** Corporate
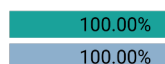
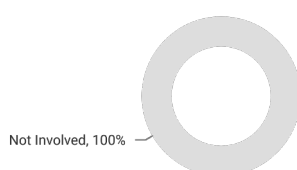■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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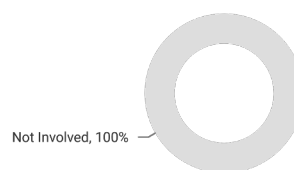
Coverage

| 100.00% |
| 99.75% |

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

Portfolio Involvement (of Covered)

Not Involved, 100%

Benchmark Involvement (of Covered)

Not Involved, 100%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

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
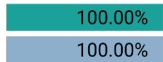
■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%
100.00%

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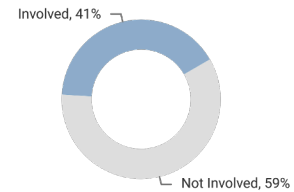
Coverage

82.06%
82.90%

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

Portfolio Involvement (of Covered)

Involved, 67%
Not Involved, 33%

Benchmark Involvement (of Covered)

Involved, 41%
Not Involved, 59%

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	Portofolio Weight
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
FinecoBank SpA	Banks	2.52%
Verallia SAS	Containers & Packaging	2.43%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Barco NV	Technology Hardware	2.28%
Hermes International SCA	Textiles & Apparel	2.10%
Randstad NV	Commercial Services	1.91%
Sampo Oyj Class A	Insurance	1.89%

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
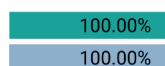
█ **Portfolio**   █ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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

Coverage

█ 5.13%

▎0.52%

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

Unadjusted gender pay gap (%)

10.86

15.04

Largest Contributing Constituents

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

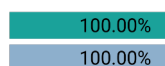| Security Name	Industry	Portfolio Weight	Gender Pay gap	Weighted Gender Pay gap
AIB Group plc	Banks	3.85%	12.90%	0.50%
ENCE Energia y Celulosa SA	Paper & Forestry	1.28%	4.70%	0.06%

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.

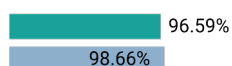**PAI Identifier** Table 1 #13   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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

Coverage

| 96.59% |
| 98.66% |

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

Percentage of female board members

41.96
40.18

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.

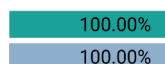| Security Name	Industry	Portfolio Weight	Total Board Size	% Females on Board
Grupo Catalana Occidente S.A.	Insurance	0.69%	15	6.67%
Vaisala Oyj Class A	Technology Hardware	1.45%	8	25.00%
CTS Eventim AG & Co. KGaA	Media	1.30%	4	25.00%
Origin Enterprises Plc	Commercial Services	1.19%	8	25.00%
Banco de Sabadell SA	Banks	0.66%	15	26.67%
Terna Energy S.A.	Utilities	1.51%	11	27.27%
PharmaNutra S.p.A.	Pharmaceuticals	1.53%	7	28.57%
GFT Technologies SE	Software & Services	1.39%	7	28.57%
Kesko Oyj Class B	Food Retailers	1.45%	7	28.57%
NOS SGPS SA	Telecommunication Services	1.44%	17	29.41%

Mandatory Indicator

Exposure to controversial weapons

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

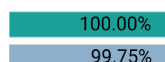**PAI Identifier** Table 1 #14   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**
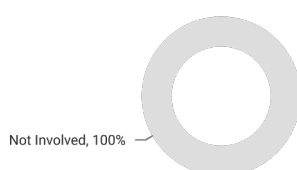
Eligibility

100.00%
100.00%

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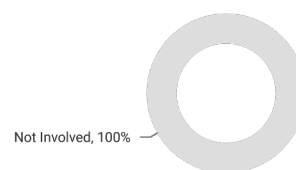
Coverage

100.00%
99.75%

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

Portfolio Involvement (of Covered)

Not Involved, 100%

Benchmark Involvement (of Covered)

Not Involved, 100%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%
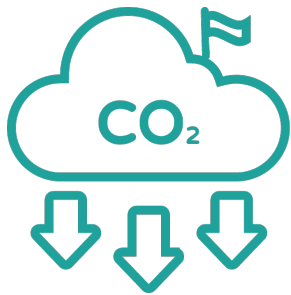
Mandatory Indicator

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.
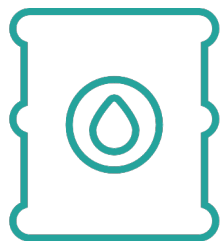
Coverage

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

Mandatory Indicator

Emissions of inorganic pollutants

Tonnes of inorganic pollutants equivalent per million EUR invested, expressed as a weighted average of the portfolio.

PAI Identifier Table 2 #1   **Eligible Holding Type** Corporate

██ **Portfolio**   ██ **Benchmark**

Eligibility

100.00%

0.00%

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

9.85

0.00

Coverage

1.27%

0.00%

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

MORNINGSTAR | SUSTAINALYTICS

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.

Mandatory Indicator

Emissions of ozone depletion substances

Tonnes of ozone depletion substances equivalent per million EUR invested, expressed as a weighted average of the portfolio.

PAI Identifier Table 2 #3   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%

0.00%

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

313.76

0.00

Coverage

9.22%

0.00%

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 ozone depletion substances.

Security Name	Industry	Holding Value (€m)	% Owned	Emissions (TCO2eq)	Share of Emissions	Ozone depletion substances (T/EURm)
Jeronimo Martins, SGPS S.A.	Food Retailers	0.20	0.0000%	114,802	1	7

MO**RNINGSTAR | SUSTAINALYTICS**
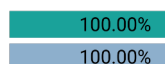
Voluntary Indicator

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.

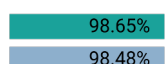**PAI Identifier** Table 2 #4   **Eligible Holding Type** Corporate

🟩 **Portfolio**   🟦 **Benchmark**

Eligibility

🟩	100.00%
🟦	100.00%

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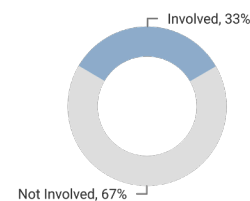
Coverage

🟩	98.65%
🟦	98.48%

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

Portfolio Involvement (of Covered)

Involved, 46%
Not Involved, 54%

Benchmark Involvement (of Covered)

Involved, 33%
Not Involved, 67%
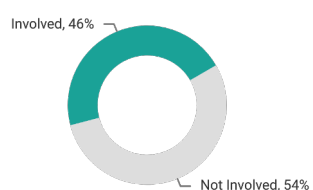
Largest portfolio constituents with carbon reduction involvement

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

Security	Industry	Portofolio Weight
Edenred SA	Software & Services	3.53%
Sanlorenzo S.p.A.	Consumer Durables	2.80%
Safilo Group S.p.A.	Textiles & Apparel	2.59%
FinecoBank SpA	Banks	2.52%
Carmila SA	Real Estate	2.29%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%
Verallia SAS	Containers & Packaging	2.43%

Mandatory Indicator

Breakdown of energy consumption by type of non-renewable sources of energy

These metrics show you the share of energy from non-renewable sources used by investee companies broken down by each non-renewable energy source.

PAI Identifier Table 2 #5   **Eligible Holding Type** Corporate

■ Portfolio   **■ Benchmark**

Eligibility

| 0.00%
| 0.00%

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

Coverage

| 0.00%
| 0.00%

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

Energy consumption by type of non-renewable sources of energy

Coal

5.92
0.00

Natural Gas

29.79
0.00

Nuclear

38.82
0.00

Oil

10.49
0.00

Largest Contributing Constituents

The table below shows the three largest contributors for each non-renewable energy source

Energy Source	Security Name	Industry	Portfolio Weight	% non-renewable energy from source	Weighted % non-renewable energy from source
Oil	Sanlorenzo S.p.A.	Consumer Durables	2.80%	44.94%	125.73%
Oil	IMCD N.V.	Traders & Distributors	1.97%	40.43%	79.76%
Oil	GFT Technologies SE	Software & Services	1.39%	30.89%	42.87%
Nuclear	Interpump Group S.p.A.	Machinery	0.77%		
Nuclear	STMicroelectronics NV	Semiconductors	1.06%		
Nuclear	Aegon N.V.	Insurance	1.35%		
Natural Gas	Brembo S.p.A.	Auto Components	3.39%	22.46%	76.19%
Natural Gas	FinecoBank SpA	Banks	2.52%	28.26%	71.12%
Natural Gas	Rexel SA	Traders & Distributors	2.14%	31.31%	66.93%
Coal	Barco NV	Technology Hardware	2.28%		
Coal	ASM International N.V.	Semiconductors	1.07%		
Coal	ENCE Energia y Celulosa SA	Paper & Forestry	1.28%	0.14%	0.18%

Voluntary Indicator

Water usage and recycling

These metrics show you the average amount of water consumed and reclaimed by the investee companies (in cubic meter) per million EUR of revenue of the investee companies

PAI Identifier Table 2 #6   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |

0.00%

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

Coverage

13.80%

0.00%

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

| 107.66 |

0.00

Largest Contributing Water Consumers

The table below shows the five largest contributors to water usage.

Security Name	Industry	Portfolio Weight	Water consumption m3/EURm	Weighted water consumption m3/EURm
CIE Automotive, S.A.	Auto Components	1.15%	64204134	739222.51
STMicroelectronics NV	Semiconductors	1.06%	14445000	152956.92
NOS SGPS SA	Telecommunication Services	1.44%	494	7.13

Worst Contributors to Water Recycling

The table below shows the five largest contributors to the lowest water recycling.

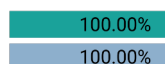| Security Name	Industry	Portfolio Weight	% water recycled and re-used	Weighted % water recycled and re-used
CIE Automotive, S.A.	Auto Components	1.15%	4015.57	46.23
STMicroelectronics NV	Semiconductors	1.06%	67.36	0.71
NOS SGPS SA	Telecommunication Services	1.44%	1.00	0.01
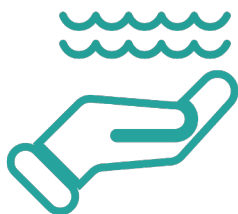
Voluntary Indicator

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

100.00%	
100.00%	

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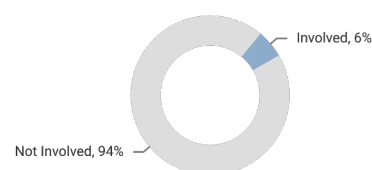
Coverage

94.57%	
96.42%	

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

Portfolio Involvement (of Covered)

Involved, 15%

Not Involved, 85%

Benchmark Involvement (of Covered)

Involved, 6%

Not Involved, 94%
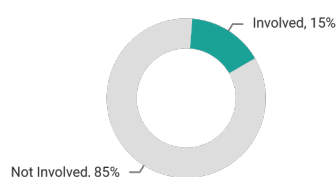
Largest portfolio constituents with water management involvement

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

Security	Industry	Portofolio Weight
D'Ieteren Group SA/NV	Diversified Financials	3.08%
Barco NV	Technology Hardware	2.28%
PharmaNutra S.p.A.	Pharmaceuticals	1.53%
GFT Technologies SE	Software & Services	1.39%
Terna S.p.A.	Utilities	1.36%

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.

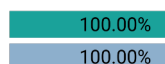| Security Name	Industry	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
Sanlorenzo S.p.a.	Consumer Durables	2.80%

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.

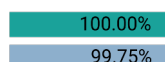**PAI Identifier** Table 2 #9   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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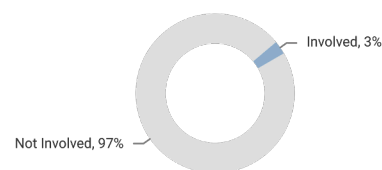
Coverage

| 100.00% |
| 99.75% |

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

Portfolio Involvement (of Covered)

Involved, 1%

Not Involved, 99%

Benchmark Involvement (of Covered)

Involved, 3%

Not Involved, 97%
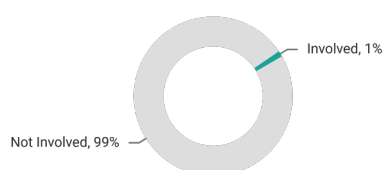
Largest portfolio constituents with chemical production involvement

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

Security	Industry	Portofolio Weight
Origin Enterprises Plc	Commercial Services	1.19%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

Voluntary Indicator

Land degradation, desertification, soil sealing

This metric tells you the % of the portfolio that is exposed to companies that are involved with activities which cause land degradation, desertification or soil sealing.

PAI Identifier Table 2 #10   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%

0.00%

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

Coverage

99.75%

0.00%

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

Portfolio Involvement (of Covered)   Benchmark Involvement (of Covered)

Involved, 16%
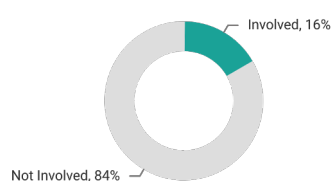
Not Involved, 84%

Largest portfolio constituents without land degradation, desertification or soil sealing involvement

The table below shows the five largest contributors to the overall land degradation, desertification or soil sealing not-involved score of the portfolio.

Security Name	Industry	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%
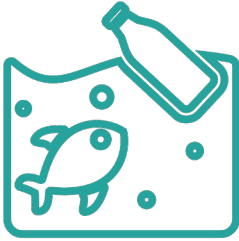
Voluntary Indicator

Investments in companies without sustainable oceans/seas practices

This metric tells you the % of the portfolio that is exposed to companies without sustainable oceans/seas practices policies.

PAI Identifier Table 2 #12   **Eligible Holding Type** Corporate

🟩 **Portfolio**   🟦 **Benchmark**

Eligibility

| 100.00% |
| 0.00% |

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

Coverage

| 99.75% |
| 0.00% |

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

Portfolio Involvement (of Covered)   ### Benchmark Involvement (of Covered)

Involved, 69%
Not Involved, 31%

Largest portfolio constituents with sustainable oceans/seas practices involvement

The table below shows the five largest contributors to the overall sustainable oceans/seas practices involvement score of the portfolio.

Security	Industry	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

Largest portfolio constituents without sustainable oceans/seas practices involvement

The table below shows the five largest contributors to the overall sustainable oceans/seas practices not-involved score of the portfolio.

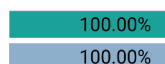| Security Name	Industry	Portofolio Weight
Sanlorenzo S.p.A.	Consumer Durables	2.80%
Navigator Company SA	Paper & Forestry	2.21%
Hermes International SCA	Textiles & Apparel	2.10%
Sampo Oyj Class A	Insurance	1.89%
Hannover Rueck SE	Insurance	1.53%

Voluntary Indicator

Non-recycled waste ratio

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

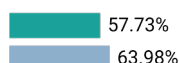**PAI Identifier** Table 2 #13   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%	
100.00%	

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)

2.63

3.52

Coverage

57.73%	
63.98%	

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)
Navigator Company SA	Paper & Forestry	0.32	0.0104%	47,760	4.95
Brembo S.p.A.	Auto Components	0.49	0.0101%	45,970	4.65
D'Ieteren Group SA/NV	Diversified Financials	0.44	0.0047%	70,412	3.31
Safilo Group S.p.A.	Textiles & Apparel	0.37	0.0434%	3,562	1.55
Verallia SAS	Containers & Packaging	0.35	0.0060%	20,860	1.26
Prysmian S.p.A.	Electrical Equipment	0.25	0.0019%	58,810	1.12
CIE Automotive, S.A.	Auto Components	0.17	0.0029%	36,707	1.05
Jeronimo Martins, SGPS S.A.	Food Retailers	0.20	0.0012%	79,324	0.98
Carmila SA	Real Estate	0.33	0.0072%	10,790	0.78
ENCE Energia y Celulosa SA	Paper & Forestry	0.18	0.0160%	3,784	0.60

Voluntary Indicator

Natural species and protected areas

These metrics tells you the % of the portfolio that is exposed to companies whose operations affect threatened species or without a biodiversity protection policy covering operational sites owned, leased, managed in, or adjacent to, a protected area or an area of high biodiversity value outside protected areas.

PAI Identifier Table 2 #14   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%

| 0.00%

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

Coverage

99.75%

| 0.00%

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

Portfolio Involvement (of Covered)   ## Benchmark Involvement (of Covered)

Involved, 10%

Not Involved, 90%
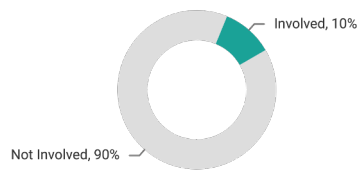
Largest portfolio constituents with operations affecting threatened species involvement

The table below shows the five largest contributors to the overall operations affecting threatened species involvement score of the portfolio.

Security	Industry	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

Largest portfolio constituents without operations affecting threatened species involvement

The table below shows the five largest contributors to the overall operations affecting threatened species not-invovled score of the portfolio.

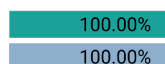| Security Name	Industry	Portofolio Weight
Navigator Company SA	Paper & Forestry	2.21%
Zignago Vetro SpA	Containers & Packaging	2.20%
Hermes International SCA	Textiles & Apparel	2.10%
Sampo Oyj Class A	Insurance	1.89%
HUGO BOSS AG	Textiles & Apparel	1.69%

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.

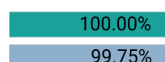**PAI Identifier** Table 2 #15   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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

Coverage

| 100.00% |
| 99.75% |

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

Portfolio Involvement (of Covered)

Involved, 80%   Not Involved, 20%

Benchmark Involvement (of Covered)

Involved, 51%   Not Involved, 49%
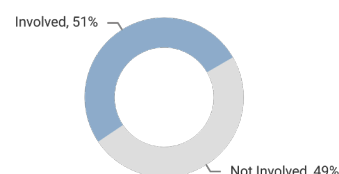
Largest portfolio constituents with deforestation involvement

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

Security	Industry	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

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	Portofolio Weight
Publicis Groupe SA	Media	2.23%
Navigator Company SA	Paper & Forestry	2.21%
Hermes International SCA	Textiles & Apparel	2.10%
Capgemini SE	Software & Services	1.93%
Sampo Oyj Class A	Insurance	1.89%

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.

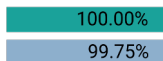**PAI Identifier** Table 3 #1   **Eligible Holding Type** Corporate
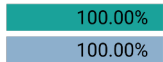
■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%	
100.00%	

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

Coverage

100.00%	
99.75%	

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

Portfolio Involvement (of Covered)

Involved, 21%

Not Involved, 79%

Benchmark Involvement (of Covered)

Involved, 12%

Not Involved, 88%
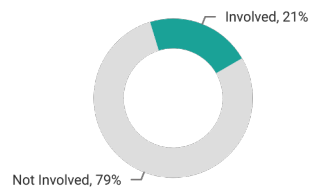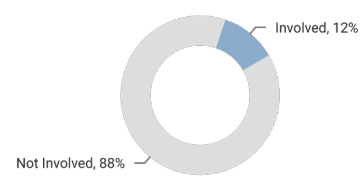
Largest portfolio constituents with workplace accidents prevention involvement

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

Security	Industry	Portofolio Weight
Deutsche Boerse AG	Diversified Financials	3.62%
D'Ieteren Group SA/NV	Diversified Financials	3.08%
Safilo Group S.p.A.	Textiles & Apparel	2.59%
Carmila SA	Real Estate	2.29%
Eurocommercial Properties NV	Real Estate	1.52%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
Sanlorenzo S.p.A.	Consumer Durables	2.80%
FinecoBank SpA	Banks	2.52%

Voluntary Indicator

Rate of accidents

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

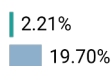**PAI Identifier** Table 3 #2   **Eligible Holding Type** Corporate
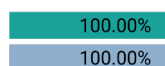
■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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

Coverage

| 2.21% |
| 19.70% |

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)

4.08

0.40

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
Navigator Company SA	Paper & Forestry	2.21%	4.08	0.09

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
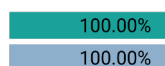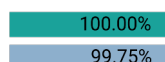
■ Portfolio   **■ Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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

Coverage

| 3.65% |
| 6.44% |

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 (#)

164332.93

64253.21

Largest Contributing Constituents

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

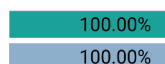| Security Name	Industry	Portfolio Weight	Days lost to accidents	Weighted days lost to accidents
Randstad NV	Commercial Services	1.91%	304000.00	5796.55
Prysmian S.p.A.	Electrical Equipment	1.74%	11473.00	199.88

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

100.00%
100.00%

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

Coverage

100.00%
99.75%

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

Portfolio Involvement (of Covered)

Involved, 1%

Not Involved, 99%

Benchmark Involvement (of Covered)

Involved, 1%

Not Involved, 99%
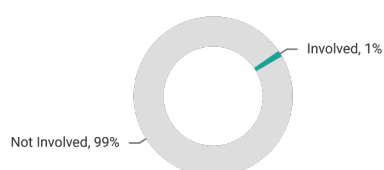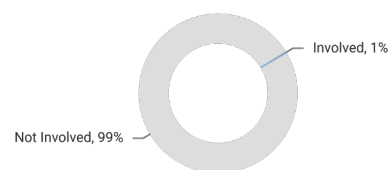
Largest portfolio constituents with code of conduct involvement

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

Security	Industry	Portofolio Weight
CTS Eventim AG & Co. KGaA	Media	1.30%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

Voluntary Indicator

Lack of grievance/complaints handling mechanism related to employee matters

This metric tells you the % of the portfolio that is exposed to companies without any grievance/complaints handling mechanism related to employee matters.

PAI Identifier Table 3 #5   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%

0.00%

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

Coverage

99.75%

0.00%

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

Portfolio Involvement (of Covered)   Benchmark Involvement (of Covered)

Involved, 56%

Not Involved, 44%

Largest portfolio constituents with grievance/complaints handling mechanism related to employee matters involvement

The table below shows the five largest contributors to the overall grievance/complaints handling mechanism related to employee matters involvement score of the portfolio.

Security	Industry	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

Largest portfolio constituents without grievance/complaints handling mechanism related to employee matters involvement

The table below shows the five largest contributors to the overall grievance/complaints handling mechanism related to employee matters not-involved score of the portfolio.

Security Name	Industry	Portofolio Weight
Barco NV	Technology Hardware	2.28%
Hermes International SCA	Textiles & Apparel	2.10%
IMCD N.V.	Traders & Distributors	1.97%
Capgemini SE	Software & Services	1.93%
HUGO BOSS AG	Textiles & Apparel	1.69%

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.

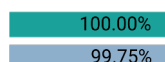**PAI Identifier** Table 3 #6   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
|---|
| 100.00% |

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

Coverage

100.00%
99.75%

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

Portfolio Involvement (of Covered)

Not Involved, 100%
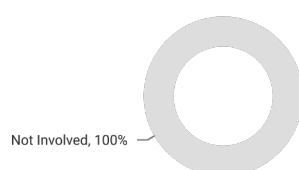
Benchmark Involvement (of Covered)
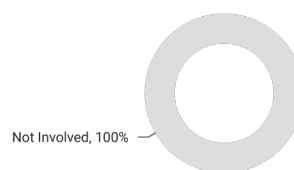
Not Involved, 100%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

Voluntary Indicator

Incidents of discrimination

These metrics show the number of incidents of discrimination reported and the number of incidents of discrimination that lead to sanctions in investee companies, both expressed as a weighted average.

PAI Identifier Table 3 #7   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%

0.00%

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

Coverage

20.45%

0.00%

The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.
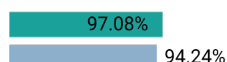
1.10

0.00

Largest Contributing Contributors to Incidents of Discrimination

The table below shows the five largest contributors to incidents of discrimination.

Security Name	Industry	Portfolio Weight	Incidents of Discrimination	Weighted Incidents of Discrimination
SAP SE	Software & Services	1.35%	1	0.01
Sampo Oyj Class A	Insurance	1.89%	1	0.02

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
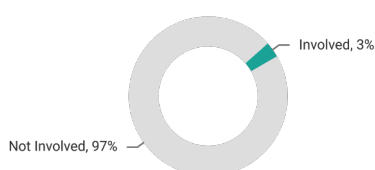
■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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

Coverage

| ■ 26.92% |
| ■ 19.10% |
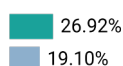
The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Excessive CEO pay ratio
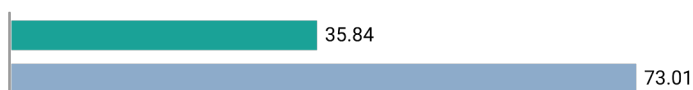
35.84
73.01

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
Edenred SA	Software & Services	3.53%	52.68	1.86
Verallia SAS	Containers & Packaging	2.43%	62.00	1.51
EssilorLuxottica SA	Healthcare	1.18%	109.00	1.28
Publicis Groupe SA	Media	2.23%	42.00	0.94
Hermes International SCA	Textiles & Apparel	2.10%	37.00	0.78
Alten SA	Software & Services	1.00%	60.00	0.60
SMCP SA	Textiles & Apparel	1.48%	34.37	0.51
Rexel SA	Traders & Distributors	2.14%	22.00	0.47
Aegon N.V.	Insurance	1.35%	32.00	0.43
AIB Group plc	Banks	3.85%	9.84	0.38

Voluntary Indicator

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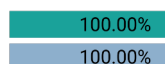
This metric tells you the % of the portfolio that is exposed to companies that are involved with companies that lack a human rights policy.

PAI Identifier Table 3 #9   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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

Coverage

| 97.08% |
| 94.24% |

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

Portfolio Involvement (of Covered)

Involved, 3%

Not Involved, 97%

Benchmark Involvement (of Covered)

Involved, 0%

Not Involved, 100%
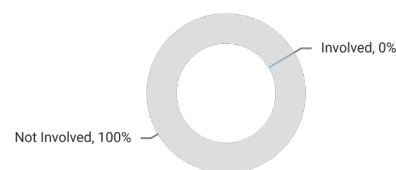
Largest portfolio constituents with human rights involvement

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

Security	Industry	Portofolio Weight
D'Ieteren Group SA/NV	Diversified Financials	3.08%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
Sanlorenzo S.p.A.	Consumer Durables	2.80%

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.

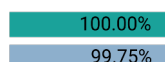**PAI Identifier** Table 3 #10   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%	
100.00%	

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

Coverage

100.00%	
99.75%	

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

Portfolio Involvement (of Covered)

Involved, 28%

Not Involved, 72%

Benchmark Involvement (of Covered)

Involved, 10%

Not Involved, 90%
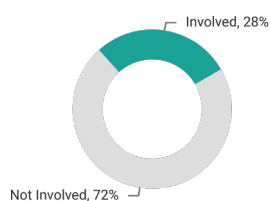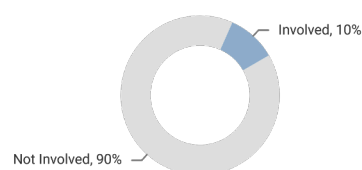
Largest portfolio constituents with due diligence involvement

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

Security	Industry	Portofolio Weight
Brembo S.p.A.	Auto Components	3.39%
Sanlorenzo S.p.A.	Consumer Durables	2.80%
Safilo Group S.p.A.	Textiles & Apparel	2.59%
Verallia SAS	Containers & Packaging	2.43%
Publicis Groupe SA	Media	2.23%

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.

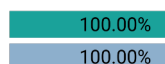| Security Name	Industry	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
D'Ieteren Group SA/NV	Diversified Financials	3.08%
FinecoBank SpA	Banks	2.52%

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.

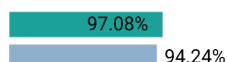**PAI Identifier** Table 3 #11   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%
100.00%

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

Coverage

97.08%
94.24%

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

Portfolio Involvement (of Covered)

Involved, 3%

Not Involved, 97%

Benchmark Involvement (of Covered)

Involved, 0%

Not Involved, 100%
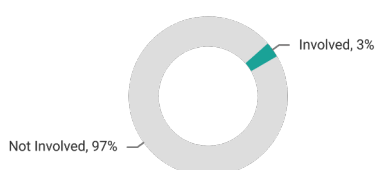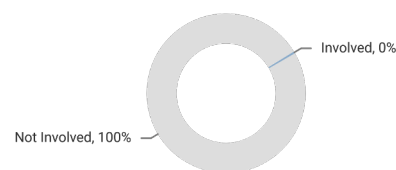
Largest portfolio constituents with anti-human trafficking involvement

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

Security	Industry	Portofolio Weight
D'Ieteren Group SA/NV	Diversified Financials	3.08%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
Sanlorenzo S.p.A.	Consumer Durables	2.80%

Voluntary Indicator

Operations and suppliers at significant risk of incidents of child labour

This metric tells you the % of the portfolio that is exposed to companies that are involved in operations and suppliers at significant risk of incidents of child labour exposed to hazardous work in terms of geographic areas or type of operation.

PAI Identifier Table 3 #12   **Eligible Holding Type** Corporate

■ Portfolio   **■ Benchmark**

Eligibility

| 100.00% |
| 0.00% |

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

Coverage

| 99.75% |
| 0.00% |

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

Portfolio Involvement (of Covered)   Benchmark Involvement (of Covered)

Involved, 2%
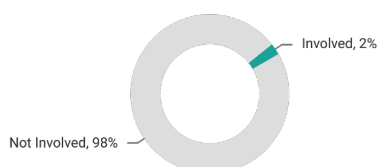
Not Involved, 98%

Largest portfolio constituents without child labour involvement

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

| Security Name	Industry	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

Voluntary Indicator

Operations and suppliers at significant risk of incidents of forced or compulsory labour

This metric tells you the % of the portfolio that is exposed to companies that are involved with operations and suppliers at significant risk of incidents of forced or compulsory labour in terms in terms of geographic areas and/or the type of operation.

PAI Identifier Table 3 #13   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 0.00% |

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

Coverage

| 99.75% |
| 0.00% |

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

Portfolio Involvement (of Covered)   ### Benchmark Involvement (of Covered)

Involved, 14%

Not Involved, 86%
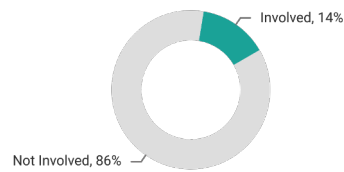
Largest portfolio constituents with forced or compulsory labour involvement

The table below shows the five largest contributors to the overall forced or compulsory labour involvement score of the portfolio.

Security	Industry	Portofolio Weight
HUGO BOSS AG	Textiles & Apparel	1.69%
SMCP SA	Textiles & Apparel	1.48%

Largest portfolio constituents without forced or compulsory labour involvement

The table below shows the five largest contributors to the overall forced or compulsory labour not-involved score of the portfolio.

Security Name	Industry	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

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.

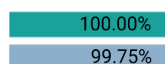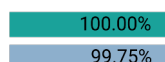**PAI Identifier** Table 3 #14   **Eligible Holding Type** Corporate
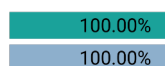
■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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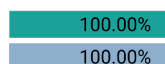
Coverage

| 100.00% |
| 99.75% |

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 (#)

| 0.03 |
| 0.98 |

Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Number of incidents	Weighted number of incidents
HUGO BOSS AG	Textiles & Apparel	1.69%	2.00	0.03

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

| 100.00% |
| 100.00% |

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

Coverage

| 100.00% |
| 99.75% |

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

Portfolio Involvement (of Covered)

Not Involved, 100%
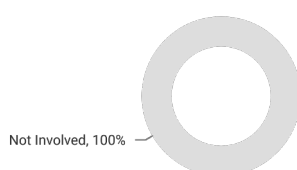
Benchmark Involvement (of Covered)
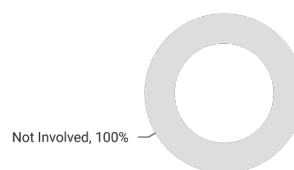
Not Involved, 100%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

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.

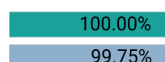**PAI Identifier** Table 3 #16   **Eligible Holding Type** Corporate

■ **Portfolio**   ■ **Benchmark**

Eligibility

| 100.00% |
| 100.00% |

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

Coverage

| 100.00% |
| 99.75% |

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

Portfolio Involvement (of Covered)

Involved, 9%
Not Involved, 91%

Benchmark Involvement (of Covered)
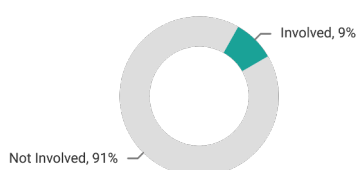
Involved, 1%
Not Involved, 99%
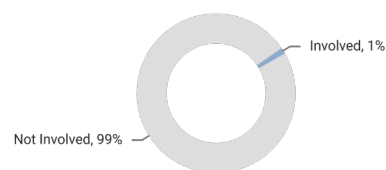
Largest portfolio constituents with anti bribery/corruption lack of action involvement

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

Security	Industry	Portofolio Weight
Randstad NV	Commercial Services	1.91%
PharmaNutra S.p.A.	Pharmaceuticals	1.53%
Eurocommercial Properties NV	Real Estate	1.52%
GFT Technologies SE	Software & Services	1.39%
OVS SpA	Textiles & Apparel	1.08%

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	Portofolio Weight
AIB Group plc	Banks	3.85%
Deutsche Boerse AG	Diversified Financials	3.62%
Edenred SA	Software & Services	3.53%
Brembo S.p.A.	Auto Components	3.39%
D'Ieteren Group SA/NV	Diversified Financials	3.08%

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.

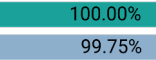**PAI Identifier** Table 3 #17   **Eligible Holding Type** Corporate
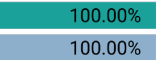
■ **Portfolio**   ■ **Benchmark**

Eligibility

100.00%	
100.00%	

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

Coverage

100.00%	
99.75%	

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

Number of convictions (#)

0.00

3.00

Amount of fines (EURm)

0.00

0.00

Voluntary Indicator

Average income inequality score

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

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

Missing Data

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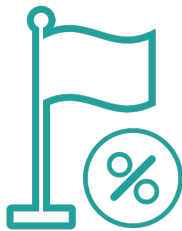
Voluntary Indicator

Average freedom of expression score

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

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

Missing Data

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

Voluntary Indicator

Average human rights performance

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

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

Missing Data

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

Voluntary Indicator

Average corruption score

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

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

Missing Data

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

Voluntary Indicator

Non-cooperative tax jurisdictions

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

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

Missing Data

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

Voluntary Indicator

Average political stability score

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

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

Missing Data

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

Voluntary Indicator

Average rule of law score

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

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

Missing Data

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

Connect with our team of experts to learn more about EU Sustainable Finance Action Plan Solutions

Global Contacts

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

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

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

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

About Sustainalytics

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