

Principal Adverse Impact Portfolio Report







Portfolio Name	Number of Constituents	Corporate Eligibility	Sovereign Eligibility
Portfolio			
Digital Stars US Eq 20221231	76	96.67%	0.00%
Benchmark			
MSCI USA 20221231	624	100.00%	0.00%

Report as of 30 January 2023, 05:19 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)	123.83	873497238.97	6
		Scope 2 (tCO2eq)	61.47	225455358.32	
		Scope 3 (tCO2eq)	669.27	7664351858.15	
		Total Scope 1 + 2 (tCO2eq)	185.30	1099939601.16	
		Total Scope 1 + 2 + 3 (tCO2eq)	852.09	8761653824.95	
	Carbon Footprint	Total Scope 1 + 2 (tCO2eq/EURm)	28.22	39.43	7
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	132.78	313.36	
	GHG Intensity of Investee Companies	Total Scope 1 + 2 (tCO2eq/EURm)	45.96	160.53	8
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	176.44	1031.23	
	Fossil Fuel	(% involved)	4.58	9.24	9
	Non-renewable Energy	Non-Renewable Energy Consumption (%)	89.58	69.68	10
		Non-Renewable Energy Production (%)	0.00	19.73	
	Energy Consumption Intensity	Agriculture, Forestry & Fishing (GWh/EURm)	-	3.85	11
		Construction (GWh/EURm)	0.13	0.24	
		Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm)	-	8.16	
		Manufacturing (GWh/EURm)	0.18	0.32	
		Mining & Quarrying (GWh/EURm)	2.69	2.32	
		Real Estate Activities (GWh/EURm)	-	0.56	
		Transportation & Storage (GWh/EURm)	1.39	1.81	
		Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)	-	0.66	
		Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles (GWh/EURm)	9187.09	1.39	

Mandatory Indicators cont. (Regulation Table 1)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Negative affect on biodiversity	(% involved)	0.00	8.05	12
	 Emissions to Water	(t/EURm)	-	3.62	13
	 Hazardous Waste Ratio	(t/EURm)	0.78	6.96	14
	 UNGC Principles/OECD Guidelines Violations	(% involved)	0.00	1.31	15
	 UNGC Lack of Compliance Mechanism	(% involved)	83.57	79.57	16
	 Unadjusted Gender Pay Gap	(%)	-	19.12	17
	 Board Gender Diversity	(% female)	25.14	32.31	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)	-	-	22
	 Emissions of Air Pollutants	([SOx + NOx]t/EURm)	-	0	23
	 Emissions of ozone depletion substances	(tCO2eq/€m)	0.14	-	24
	 Investing in companies without carbon emission reduction initiatives	(% involved)	90.97	52.32	25
	 Breakdown of energy consumption by type of non-renewable sources of energy	Coal(%)	8.57	-	26
		Natural Gas(%)	19.22	-	
		Nuclear(%)	2.99	-	
		Oil(%)	9.34	-	
	 Water usage and recycling	(%)	253.53	-	27
	 Investments in companies without water management policies	(% involved)	61.34	14.33	28

Voluntary Indicators cont. (Regulation Table 2 & 3)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Investments in companies producing chemicals	(% involved)	0	1.27	29
	 Land degradation, desertification, soil sealing	(% involved)	24.66	-	30
	 Investments in companies without sustainable oceans/seas practices	(% involved)	80.53	-	31
	 Non-recycled waste ratio	(t/EURm)	4.76	0.61	32
	 Natural species and protected areas	(% involved)	5.26	-	33
	 Deforestation	(% involved)	94.08	61.77	34
	 Investment in investee companies without workplace accident prevention policies	(% involved)	39.02	12.71	35
	 Rate of accidents	(Accidents/hours worked)	1.50	0.41	36
	 Number of days lost to injuries, accidents, fatalities or illness	(#)	0	228	37
	 Lack of a supplier code of conduct	(% involved)	35.96	5.53	38
	 Lack of grievance/complaints handling mechanism related to employee matters	(% involved)	66.75	-	39
	 Insufficient whistleblower protection	(% involved)	1.64	0.02	40
	 Incidents of discrimination	(#)	3.76	-	41
	 Excessive CEO pay ratio		233.35	379.31	42
	 Lack of a human rights policy	(% involved)	39.29	7.87	43
	 Lack of due diligence	(% involved)	66.93	31.64	44
	 Lack of processes and measures for preventing trafficking in human beings	(% involved)	39.29	7.87	45
	 Operations and suppliers at significant risk of incidents of child labour	(% involved)	21.43	-	46
	 Operations and suppliers at significant risk of incidents of forced or compulsory labour	(% involved)	26.75	-	47
	 Number of identified cases of severe human rights issues and incidents	(#)	0	1	48
	 Lack of anti-corruption and anti-bribery policies	(% involved)	1.64	0.01	49
	 Cases of insufficient action taken to address breaches of standards of anti-corruption and antibribery	(% involved)	25.78	5.93	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	0	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

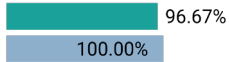
GHG emissions

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

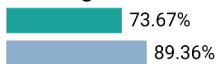
Portfolio Benchmark

Eligibility

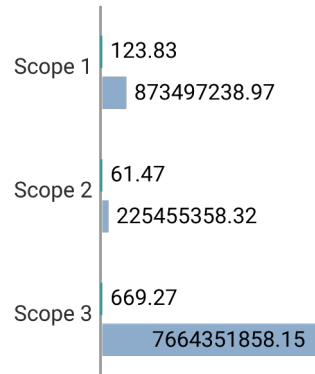
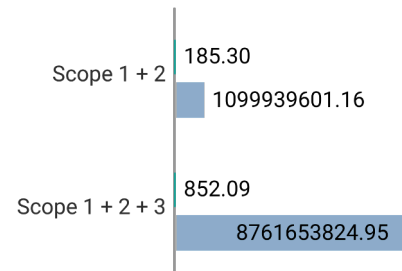


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

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)
Olympic Steel, Inc.	Steel	0.12	0.0168%	301,416	51
Jabil Inc.	Technology Hardware	0.12	0.0010%	2,046,576	20
Avis Budget Group, Inc.	Transportation	0.09	0.0003%	6,081,769	19
Helmerich & Payne, Inc.	Energy Services	0.12	0.0023%	741,300	17
Covenant Logistics Group, Inc. Class A	Transportation	0.12	0.0230%	52,488	12
Patterson-UTI Energy, Inc.	Energy Services	0.11	0.0026%	432,966	11
Ryder System, Inc.	Transportation	0.13	0.0011%	764,744	9
Timken Company	Machinery	0.11	0.0015%	408,130	6
NOV Inc.	Energy Services	0.13	0.0012%	384,214	5
Valmont Industries, Inc.	Industrial Conglomerates	0.16	0.0021%	197,051	4



Mandatory Indicator

Carbon footprint

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

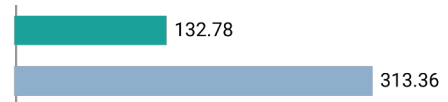
PAI Identifier Table 1 #2 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



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

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

Coverage



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

Largest Contributing Constituents

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

Security Name	Industry	Holding Value (€m)	% Owned	Emissions (TCO ₂ eq)	Share of Emissions	Carbon footprint (tCO ₂ eq/EURm)
Olympic Steel, Inc.	Steel	0.12	0.0168%	301,416	51	424
Avis Budget Group, Inc.	Transportation	0.09	0.0003%	6,081,769	19	219
Jabil Inc.	Technology Hardware	0.12	0.0010%	2,046,576	20	160
Helmerich & Payne, Inc.	Energy Services	0.12	0.0023%	741,300	17	137
Patterson-UTI Energy, Inc.	Energy Services	0.11	0.0026%	432,966	11	102
Covenant Logistics Group, Inc. Class A	Transportation	0.12	0.0230%	52,488	12	98
Ryder System, Inc.	Transportation	0.13	0.0011%	764,744	9	67
Timken Company	Machinery	0.11	0.0015%	408,130	6	55
NOV Inc.	Energy Services	0.13	0.0012%	384,214	5	35
Cal-Maine Foods, Inc.	Food Products	0.11	0.0045%	72,685	3	29



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.

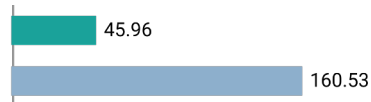
PAI Identifier Table 1 #3 Eligible Holding Type Corporate

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
Helmerich & Payne, Inc.	Energy Services	1.38%	741300.00	1050.58	705.61	9.71
Avis Budget Group, Inc.	Transportation	0.96%	6081769.00	8225.43	739.39	7.09
Patterson-UTI Energy, Inc.	Energy Services	1.25%	432965.61	1198.60	361.23	4.53
Olympic Steel, Inc.	Steel	1.34%	301415.91	2042.23	147.59	1.98
Timken Company	Machinery	1.23%	408130.00	3650.26	111.81	1.38
Ryder System, Inc.	Transportation	1.47%	764743.75	8534.51	89.61	1.32
NOV Inc.	Energy Services	1.51%	384214.00	4878.91	78.75	1.19
Allegro MicroSystems, Inc.	Semiconductors	1.47%	40891.21	504.32	81.08	1.19
Jabil Inc.	Technology Hardware	1.40%	2046576.00	24825.77	82.44	1.15
Valmont Industries, Inc.	Industrial Conglomerates	1.77%	197051.00	3092.66	63.72	1.13



Mandatory Indicator

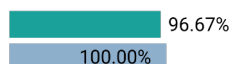
Exposure to companies active in the fossil fuel sector

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

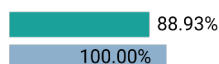
Portfolio Benchmark

Eligibility



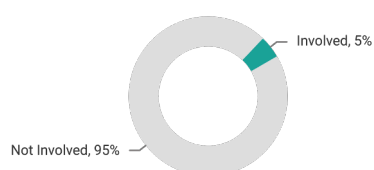
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

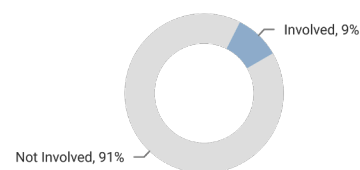


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
Ryder System, Inc.	Transportation	1.47%
Cullen/Frost Bankers, Inc.	Banks	1.34%
Patterson-UTI Energy, Inc.	Energy Services	1.25%

Largest portfolio constituents without fossil fuel involvement

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

Security Name	Industry	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%



Mandatory Indicator

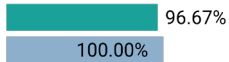
Share of non-renewable energy consumption and production

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

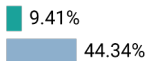
Portfolio Benchmark

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
ExlService Holdings, Inc.	Software & Services	1.88%	100.00%	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%	99.75%	1.77%
Ryder System, Inc.	Transportation	1.47%	100.00%	1.47%
Belden Inc.	Technology Hardware	1.44%	97.60%	1.41%
Applied Industrial Technologies, Inc.	Traders & Distributors	1.36%	100.00%	1.36%

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
Comfort Systems USA, Inc.	Construction & Engineering	1.20%	0.00%	0.00%



Mandatory Indicator

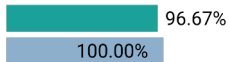
Energy consumption intensity per high impact climate sector

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

PAI Identifier Table 1 #6 Eligible Holding Type Corporate

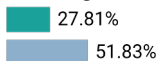
Portfolio Benchmark

Eligibility



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

Coverage



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

Energy consumption intensity by Sector (GWh/EURm)

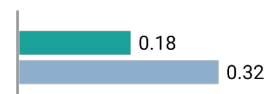
Agriculture, Forestry & Fishing



Mining & Quarrying



Manufacturing



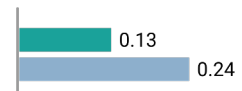
Electricity, Gas, Steam and Air Conditioning Supply



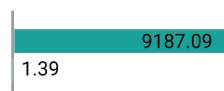
Water Supply, Sewerage, Waste Management & Remediation



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				
Construction	Comfort Systems USA, Inc.	1.20%	0.13	0.00
Electricity, Gas, Steam and Air Conditioning Supply				
Manufacturing	Valmont Industries, Inc.	1.77%	0.29	0.01
Mining & Quarrying	Helmerich & Payne, Inc.	1.38%	2.82	0.04
Real Estate				
Transportation & Storage	Avis Budget Group, Inc.	0.96%	2.83	0.03
Water Supply, Sewerage, Waste Management & Remediation				
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	American Eagle Outfitters, Inc.	1.25%	53461.45	668.12



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

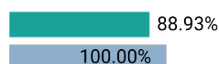
Portfolio Benchmark

Eligibility



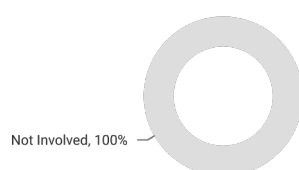
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

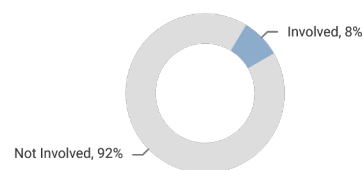


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



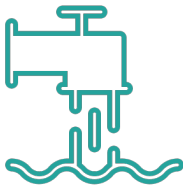
Benchmark Involvement (of Covered)



Largest portfolio constituents without negative affect on biodiversity involvement

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

Security Name	Industry	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%



Mandatory Indicator

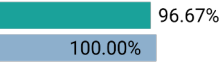
Emissions to water

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)





Mandatory Indicator

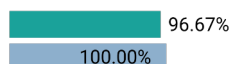
Hazardous waste ratio

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

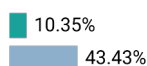
Portfolio Benchmark

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)
Valmont Industries, Inc.	Industrial Conglomerates	0.16	0.0021%	16,200	0.34
Jabil Inc.	Technology Hardware	0.12	0.0010%	29,528	0.29
Timken Company	Machinery	0.11	0.0015%	5,690	0.08
Belden Inc.	Technology Hardware	0.13	0.0030%	277	0.01
Inter Parfums, Inc.	Household Products	0.12	0.0034%	9	0.00
ExlService Holdings, Inc.	Software & Services	0.17	0.0030%	14	0.00



Mandatory Indicator

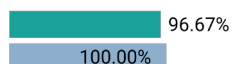
Violations of UN Global Compact principles and OECD Guidelines for Multinational Enterprises

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

PAI Identifier Table 1 #10 Eligible Holding Type Corporate

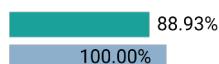
Portfolio Benchmark

Eligibility



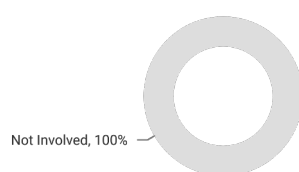
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

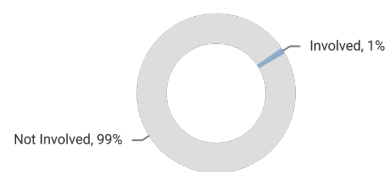


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents without UNGC principles/OECD guidelines violations involvement

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

Security Name	Industry	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%



Mandatory Indicator

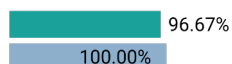
Lack of processes and compliance mechanisms to monitor compliance with UNGC principles and OECD Guidelines for Multinational Enterprises

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

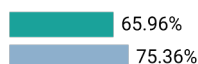
Portfolio **Benchmark**

Eligibility



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

Coverage

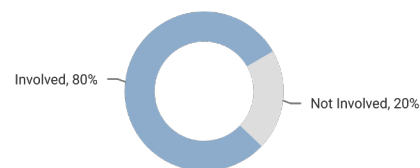


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
Weatherford International plc	Energy Services	1.67%
Fabrinet	Technology Hardware	1.57%
W. R. Berkley Corporation	Insurance	1.54%
Cactus, Inc. Class A	Energy Services	1.54%
Allegro MicroSystems, Inc.	Semiconductors	1.47%

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
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Genuine Parts Company	Retailing	1.60%
NOV Inc.	Energy Services	1.51%
Ryder System, Inc.	Transportation	1.47%



Mandatory Indicator

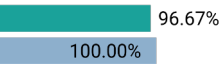
Unadjusted gender pay gap

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

PAI Identifier Table 1 #12 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



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

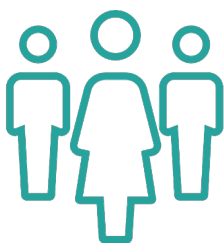
Coverage



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

Unadjusted gender pay gap (%)





Mandatory Indicator

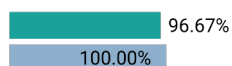
Board gender diversity

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

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

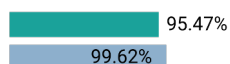
Portfolio **Benchmark**

Eligibility



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

Coverage



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

Percentage of female board members



Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Total Board Size	% Females on Board
Allegro MicroSystems, Inc.	Semiconductors	1.47%	11	9.09%
Inter Parfums, Inc.	Household Products	1.38%	11	9.09%
OneSpaWorld Holdings Ltd.	Consumer Services	1.21%	10	10.00%
NexTier Oilfield Solutions, Inc.	Energy Services	1.23%	10	10.00%
Cactus, Inc. Class A	Energy Services	1.54%	9	11.11%
Covenant Logistics Group, Inc. Class A	Transportation	1.39%	8	12.50%
EngageSmart Inc	Software & Services	1.34%	8	12.50%
Dillard's, Inc. Class A	Retailing	1.41%	15	13.33%
Mercantile Bank Corporation	Banks	1.29%	7	14.29%
Medpace Holdings, Inc.	Pharmaceuticals	1.29%	7	14.29%



Mandatory Indicator

Exposure to controversial weapons

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

PAI Identifier Table 1 #14 Eligible Holding Type Corporate

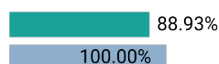
Portfolio Benchmark

Eligibility



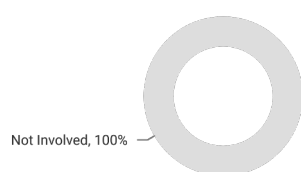
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

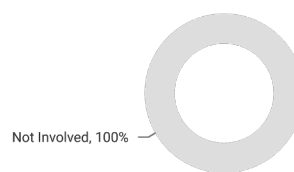


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



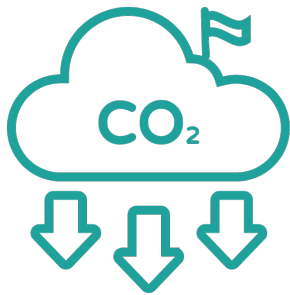
Benchmark Involvement (of Covered)



Largest portfolio constituents without controversial weapons involvement

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

Security Name	Industry	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	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.

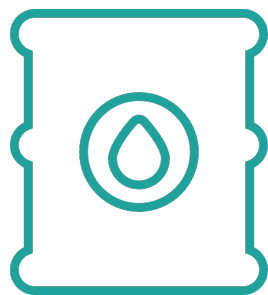
Coverage

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



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

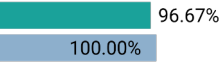
Emissions of air pollutants

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

PAI Identifier Table 2 #2 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



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

Coverage



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

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





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



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.



Voluntary Indicator

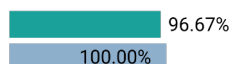
Investments in companies without carbon emission reduction initiatives

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



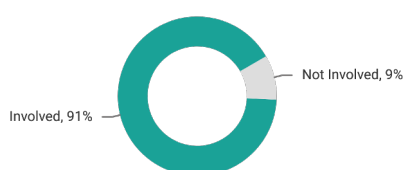
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

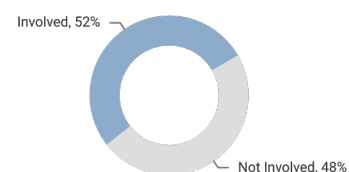


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%
Fabrinet	Technology Hardware	1.57%

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
ExlService Holdings, Inc.	Software & Services	1.88%
Covenant Logistics Group, Inc. Class A	Transportation	1.39%
Patterson-UTI Energy, Inc.	Energy Services	1.25%
American Eagle Outfitters, Inc.	Retailing	1.25%
Cadence Design Systems, Inc.	Software & Services	1.22%



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



Natural Gas



Nuclear



Oil



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	Helmerich & Payne, Inc.	Energy Services	1.38%	99.18%	136.46%
Oil	Ryder System, Inc.	Transportation	1.47%	87.89%	129.19%
Oil	Valmont Industries, Inc.	Industrial Conglomerates	1.77%	11.20%	19.88%
Nuclear	AMN Healthcare Services, Inc.	Healthcare	1.39%		
Nuclear	Cadence Design Systems, Inc.	Software & Services	1.22%		
Nuclear	Genuine Parts Company	Retailing	1.60%	19.00%	30.39%
Natural Gas	Valmont Industries, Inc.	Industrial Conglomerates	1.77%	68.64%	121.82%
Natural Gas	Lancaster Colony Corporation	Food Products	1.30%	71.00%	91.96%
Natural Gas	Hubbell Incorporated	Electrical Equipment	1.28%	45.79%	58.79%
Coal	Model N, Inc.	Software & Services	1.35%		
Coal	Genuine Parts Company	Retailing	1.60%	27.00%	43.18%
Coal	Avis Budget Group, Inc.	Transportation	0.96%	0.00%	0.00%



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.

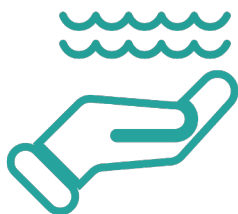


Coverage

18.04%

0.00%

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



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

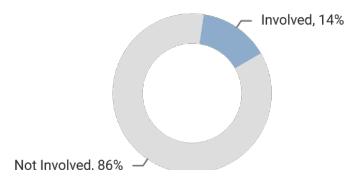


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
ExlService Holdings, Inc.	Software & Services	1.88%
Cactus, Inc. Class A	Energy Services	1.54%
Ryder System, Inc.	Transportation	1.47%
LiveRamp Holdings, Inc.	Software & Services	1.46%
Dillard's, Inc. Class A	Retailing	1.41%

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
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%
Fabrinet	Technology Hardware	1.57%



Voluntary Indicator

Investments in companies producing chemicals

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

PAI Identifier Table 2 #9 Eligible Holding Type Corporate

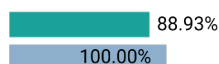
Portfolio Benchmark

Eligibility



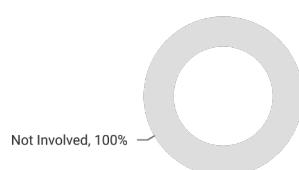
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

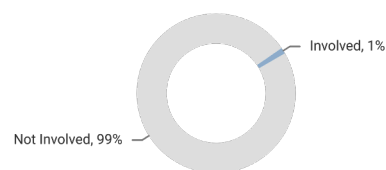


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



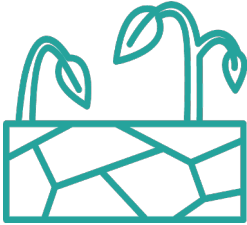
Benchmark Involvement (of Covered)



Largest portfolio constituents without chemical production involvement

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

Security Name	Industry	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%



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

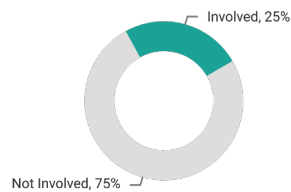
100.00%

0.00%

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

Portfolio Involvement (of Covered)

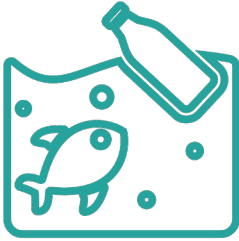
Benchmark Involvement (of Covered)



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	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%



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

99.84%

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)



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	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%

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	Portfolio Weight
Core & Main, Inc. Class A	Traders & Distributors	1.03%

Security	Industry	Portfolio Weight
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%



Voluntary Indicator

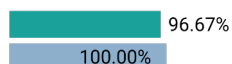
Non-recycled waste ratio

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

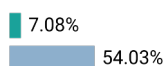
Portfolio Benchmark

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)
Lancaster Colony Corporation	Food Products	0.12	0.0024%	83,909	1.99
Valmont Industries, Inc.	Industrial Conglomerates	0.16	0.0021%	29,700	0.62
Timken Company	Machinery	0.11	0.0015%	13,750	0.20
Jabil Inc.	Technology Hardware	0.12	0.0010%	18,869	0.18
Inter Parfums, Inc.	Household Products	0.12	0.0034%	8	0.00



Voluntary Indicator

Natural species and protected areas

These metrics tell 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

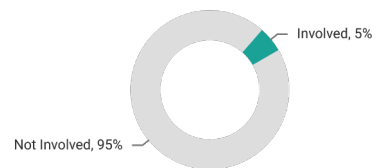
100.00%

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)



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	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%

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-involved score of the portfolio.

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	1.67%

Security	Industry	Portfolio Weight
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Genuine Parts Company	Retailing	1.60%
Fabrinet	Technology Hardware	1.57%



Voluntary Indicator

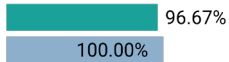
Deforestation

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

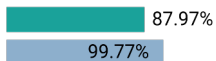
Portfolio Benchmark

Eligibility



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

Coverage

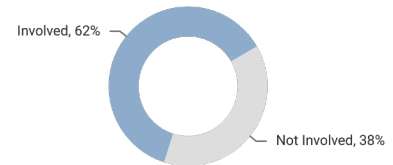


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%

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
Olympic Steel, Inc.	Steel	1.34%
MRC Global Inc.	Traders & Distributors	1.31%
e.l.f. Beauty, Inc.	Household Products	1.30%
Cal-Maine Foods, Inc.	Food Products	1.26%

Security	Industry	Portfolio Weight
----------	----------	------------------

Indicator

Error Loading Image

PAI Identifier #	Eligible Holding Type	
Genuine Parts Company	Retailing	1.60%



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

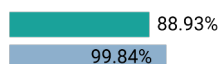
Portfolio Benchmark

Eligibility



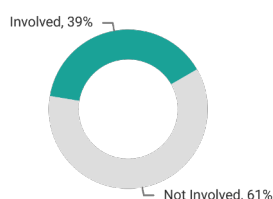
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

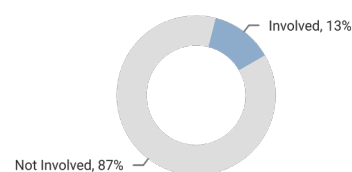


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
W. R. Berkley Corporation	Insurance	1.54%
LiveRamp Holdings, Inc.	Software & Services	1.46%
Dillard's, Inc. Class A	Retailing	1.41%
Renasant Corporation	Banks	1.40%
Inter Parfums, Inc.	Household Products	1.38%

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
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%



Voluntary Indicator

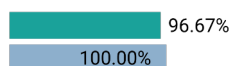
Rate of accidents

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
Helmerich & Payne, Inc.	Energy Services	1.38%	1.50	0.02



Voluntary Indicator

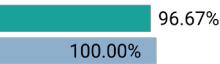
Number of days lost to injuries, accidents, fatalities or illness

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

PAI Identifier Table 3 #3 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



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

Coverage



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

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





Voluntary Indicator

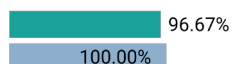
Lack of a supplier code of conduct

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

PAI Identifier Table 3 #4 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



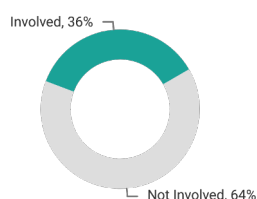
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

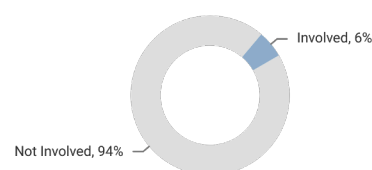


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with code of conduct involvement

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

Security	Industry	Portfolio Weight
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
W. R. Berkley Corporation	Insurance	1.54%
LiveRamp Holdings, Inc.	Software & Services	1.46%
Renasant Corporation	Banks	1.40%
Inter Parfums, Inc.	Household Products	1.38%

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
ExlService Holdings, Inc.	Software & Services	1.88%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%
Fabrinet	Technology Hardware	1.57%



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

99.93%

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)



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	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Weatherford International plc	Energy Services	1.67%
Fabrinet	Technology Hardware	1.57%
W. R. Berkley Corporation	Insurance	1.54%
Cactus, Inc. Class A	Energy Services	1.54%

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	Portfolio Weight
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Genuine Parts Company	Retailing	1.60%
Ryder System, Inc.	Transportation	1.47%
Allegro MicroSystems, Inc.	Semiconductors	1.47%



Voluntary Indicator

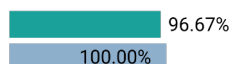
Insufficient whistleblower protection

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

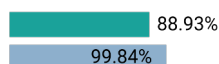
Portfolio Benchmark

Eligibility



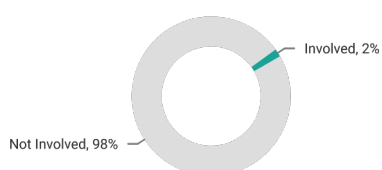
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

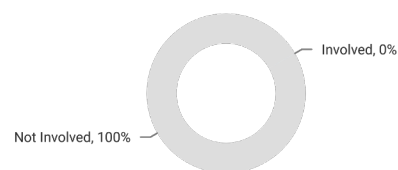


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
LiveRamp Holdings, Inc.	Software & Services	1.46%

Largest portfolio constituents without whistleblower protection involvement

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

Security Name	Industry	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%



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

47.55%

0.00%

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



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
American Eagle Outfitters, Inc.	Retailing	1.25%	2	0.02
Ryder System, Inc.	Transportation	1.47%	1	0.01



Voluntary Indicator

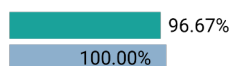
Excessive CEO pay ratio

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

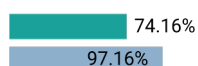
Portfolio Benchmark

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
American Eagle Outfitters, Inc.	Retailing	1.25%	2262.00	28.27
Jabil Inc.	Technology Hardware	1.40%	1640.00	22.88
ExlService Holdings, Inc.	Software & Services	1.88%	977.00	18.33
Fabrinet	Technology Hardware	1.57%	1140.00	17.92
Dillard's, Inc. Class A	Retailing	1.41%	420.00	5.93
Murphy USA, Inc.	Retailing	1.30%	453.00	5.87
Qualys, Inc.	Software & Services	0.99%	559.00	5.51
Weatherford International plc	Energy Services	1.67%	310.00	5.17
Genuine Parts Company	Retailing	1.60%	253.00	4.05
Associated Banc-Corp	Banks	1.36%	214.00	2.92



Voluntary Indicator

Lack of a human rights policy

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

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

Portfolio **Benchmark**

Eligibility



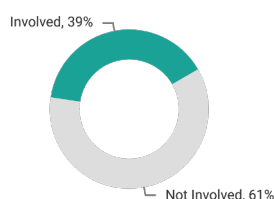
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

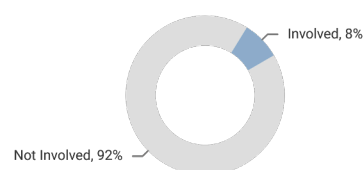


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with human rights involvement

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

Security	Industry	Portfolio Weight
Penske Automotive Group, Inc.	Retailing	1.75%
Dillard's, Inc. Class A	Retailing	1.41%
Renasant Corporation	Banks	1.40%
Inter Parfums, Inc.	Household Products	1.38%
Associated Banc-Corp	Banks	1.36%

Largest portfolio constituents without human rights involvement

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

Security Name	Industry	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Weatherford International plc	Energy Services	1.67%
Fabrinet	Technology Hardware	1.57%
Cactus, Inc. Class A	Energy Services	1.54%



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

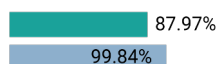
Portfolio Benchmark

Eligibility



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

Coverage

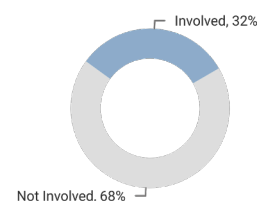


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
W. R. Berkley Corporation	Insurance	1.54%
Cactus, Inc. Class A	Energy Services	1.54%
Ryder System, Inc.	Transportation	1.47%

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
ExlService Holdings, Inc.	Software & Services	1.88%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%
Fabrinet	Technology Hardware	1.57%
NOV Inc.	Energy Services	1.51%



Voluntary Indicator

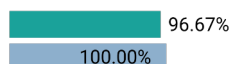
Lack of processes and measures for preventing trafficking in human beings

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

PAI Identifier Table 3 #11 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



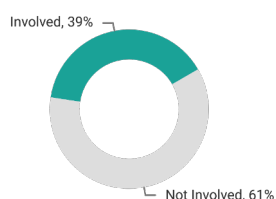
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

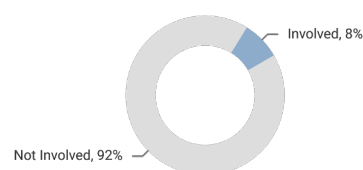


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with anti-human trafficking involvement

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

Security	Industry	Portfolio Weight
Penske Automotive Group, Inc.	Retailing	1.75%
Dillard's, Inc. Class A	Retailing	1.41%
Renasant Corporation	Banks	1.40%
Inter Parfums, Inc.	Household Products	1.38%
Associated Banc-Corp	Banks	1.36%

Largest portfolio constituents without anti-human trafficking involvement

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

Security Name	Industry	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Weatherford International plc	Energy Services	1.67%
Fabrinet	Technology Hardware	1.57%
Cactus, Inc. Class A	Energy Services	1.54%



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

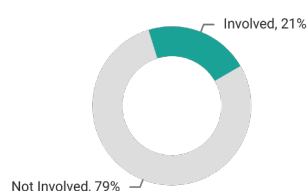
100.00%

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)



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	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%



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 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

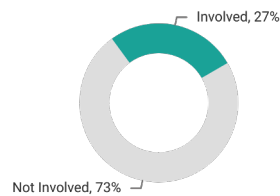
100.00%

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)



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	Portfolio Weight
American Eagle Outfitters, Inc.	Retailing	1.25%

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	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	1.60%



Voluntary Indicator

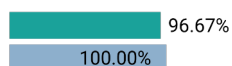
Number of identified cases of severe human rights issues and incidents

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

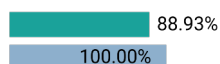
Portfolio Benchmark

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
Jabil Inc.	Technology Hardware	1.40%	1.00	0.01
American Eagle Outfitters, Inc.	Retailing	1.25%	1.00	0.01



Voluntary Indicator

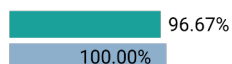
Lack of anti-corruption and anti-bribery policies

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

PAI Identifier Table 3 #15 Eligible Holding Type Corporate

Portfolio Benchmark

Eligibility



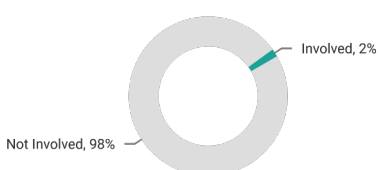
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

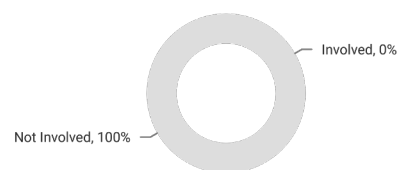


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

Portfolio Involvement (of Covered)



Benchmark Involvement (of Covered)



Largest portfolio constituents with anti bribery/corruption involvement

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

Security	Industry	Portfolio Weight
LiveRamp Holdings, Inc.	Software & Services	1.46%

Largest portfolio constituents without anti bribery/corruption involvement

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

Security Name	Industry	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Weatherford International plc	Energy Services	1.67%
Genuine Parts Company	Retailing	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

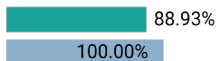
Portfolio **Benchmark**

Eligibility



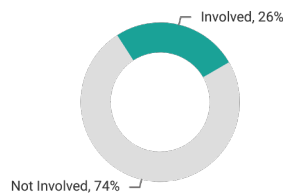
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

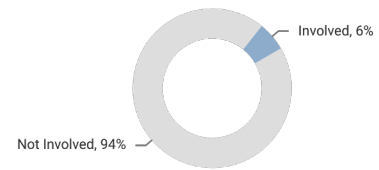


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

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
Weatherford International plc	Energy Services	1.67%
Dillard's, Inc. Class A	Retailing	1.41%
ZipRecruiter, Inc. Class A	Software & Services	1.36%
EngageSmart Inc	Software & Services	1.34%
Preferred Bank	Banks	1.31%

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

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

Security Name	Industry	Portfolio Weight
ExlService Holdings, Inc.	Software & Services	1.88%
Valmont Industries, Inc.	Industrial Conglomerates	1.77%
Penske Automotive Group, Inc.	Retailing	1.75%
Genuine Parts Company	Retailing	1.60%
Fabrinet	Technology Hardware	1.57%



Mandatory Indicator

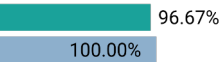
Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws

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.

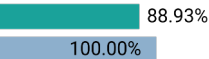
Number of convictions (#)



Amount of fines (EURm)



Coverage



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



Voluntary Indicator

Average income inequality score

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

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



Missing Data

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



Voluntary Indicator

Average freedom of expression score

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

PAI Identifier Table 3 #19 Eligible Holding Type Sovereign



Missing Data

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



Voluntary Indicator

Average human rights performance

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

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



Missing Data

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



Voluntary Indicator

Average corruption score

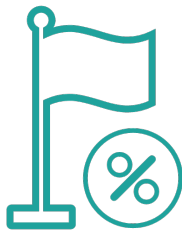
This metric measures perceived level of public sector corruption using a quantitative indicator. This is displayed as a weighted average for the portfolio.

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



Missing Data

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



Voluntary Indicator

Non-cooperative tax jurisdictions

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

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



Missing Data

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



Voluntary Indicator

Average political stability score

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

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



Missing Data

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



Voluntary Indicator

Average rule of law score

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

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



Missing Data

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

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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

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