

Principal Adverse Impact Portfolio Report







Portfolio Name	Number of Constituents	Corporate Eligibility	Sovereign Eligibility
Portfolio Digital Funds Stars 20241231	339	95.31%	0.00%
Benchmark No benchmark selected	-	-	-

Report as of 14 January 2025, 02:25 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)	28,312.59	-	6
		Scope 2 (tCO2eq)	3,729.30	-	
		Scope 3 (tCO2eq)	231,563.55	-	
		Total Scope 1 + 2 (tCO2eq)	32,041.98	-	
		Total Scope 1 + 2 + 3 (tCO2eq)	263,594.37	-	
		Carbon Footprint			
		Total Scope 1 + 2 (tCO2eq/EURm)	107.29	-	7
		GHG Intensity of Investee Companies			
		Total Scope 1 + 2 (tCO2eq/EURm)	144.82	-	8
		Fossil Fuel			
		(% involved)	1.04	-	9
		Non-renewable Energy			
		Non-Renewable Energy Consumption (%)	61.46	-	10
		Energy Consumption Intensity			
		Agriculture, Forestry & Fishing (GWh/EURm)	-	-	11
		Construction (GWh/EURm)	0.17	-	
		Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm)	1.50	-	
		Manufacturing (GWh/EURm)	0.53	-	
		Mining & Quarrying (GWh/EURm)	1.11	-	
		Real Estate Activities (GWh/EURm)	0.61	-	
		Transportation & Storage (GWh/EURm)	18.18	-	
		Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)	-	-	
		Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles (GWh/EURm)	0.07	-	























Mandatory Indicators cont. (Regulation Table 1)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Negative affect on biodiversity	(% involved)	1.20	-	12
	 Emissions to Water	(t/EURm)	-	-	13
	 Hazardous Waste Ratio	(t/EURm)	1.10	-	14
	 UNGC Principles/OECD Guidelines Violations	(% involved)	0.00	-	15
	 UNGC Lack of Compliance Mechanism	(% involved)	49.00	-	16
	 Unadjusted Gender Pay Gap	(%)	20.10	-	17
	 Board Gender Diversity	(% female)	40.65	-	18
	 Controversial Weapons	(% involved)	0.00	-	19
Sovereign	 Carbon Intensity	(KtonCO2eq/EURm)	-	-	20
	 Social Violations	(#)	0.00	-	21
		(%)	-	-	









Voluntary Indicators (Regulation Table 2 & 3)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Emissions of inorganic pollutant	(t/€m)	-	-	22
	 Emissions of Air Pollutants	([SOx + NOx]t/EURm)	-	-	23
	 Emissions of ozone depletion substances	(tCO2eq/€m)	0.02	-	24
	 Investing in companies without carbon emission reduction initiatives	(% involved)	30.51	-	25
	 Breakdown of energy consumption by type of non-renewable sources of energy	Coal(%)	8.70	-	26
		Natural Gas(%)	26.15	-	
		Nuclear(%)	5.46	-	
		Oil(%)	14.28	-	
	 Water usage and recycling	(%)	90.87	-	27
	 Investments in companies without water management policies	(% involved)	52.70	-	28

Voluntary Indicators cont. (Regulation Table 2 & 3)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Investments in companies producing chemicals	(% involved)	0.78	-	29
	 Land degradation, desertification, soil sealing	(% involved)	3.74	-	30
	 Investments in companies without sustainable oceans/seas practices	(% involved)	92.30	-	31
	 Non-recycled waste ratio	(t/EURm)	12.85	-	32
	 Natural species and protected areas	(% involved)	0.64	-	33
	 Deforestation	(% involved)	84.14	-	34
	 Investment in investee companies without workplace accident prevention policies	(% involved)	15.71	-	35
	 Rate of accidents	(Accidents/hours worked)	1.17	-	36
	 Number of days lost to injuries, accidents, fatalities or illness	(#)	3,280.01	-	37
	 Lack of a supplier code of conduct	(% involved)	1.86	-	38
	 Lack of grievance/complaints handling mechanism related to employee matters	(% involved)	92.02	-	39
	 Insufficient whistleblower protection	(% involved)	0.16	-	40
	 Incidents of discrimination	(#)	0.07	-	41
	 Excessive CEO pay ratio		68.96	-	42
	 Lack of a human rights policy	(% involved)	2.15	-	43
	 Lack of due diligence	(% involved)	31.40	-	44
	 Lack of processes and measures for preventing trafficking in human beings	(% involved)	2.15	-	45
	 Operations and suppliers at significant risk of incidents of child labour	(% involved)	0.77	-	46
	 Operations and suppliers at significant risk of incidents of forced or compulsory labour	(% involved)	3.67	-	47
	 Number of identified cases of severe human rights issues and incidents	(#)	0.08	-	48
	 Lack of anti-corruption and anti-bribery policies	(% involved)	0.03	-	49
	 Cases of insufficient action taken to address breaches of standards of anticorruption and antibribery	(% involved)	1.82	-	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)	0.00	-	51
		(EURm)	190.58	-	
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



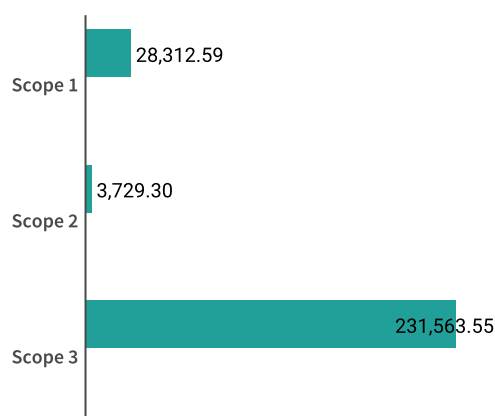
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage

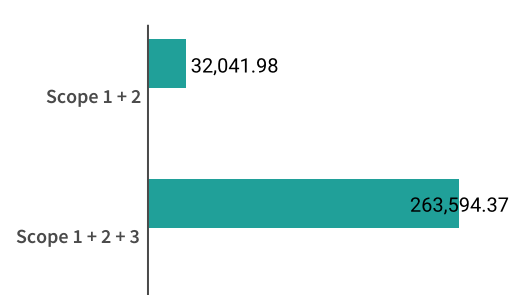


Portion of portfolio which has PAI eligibility, Sustainalytics data, holding value supplied by the user.

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 (TCO2eq)	Share of Emissions (TCO2eq)
Buzzi Spa	Construction Materials	2.50	0.0342%	18,858,000	6,449
Titan Cement International N.V.	Construction Materials	1.93	0.0500%	11,300,000	5,654
Heidelberg Materials AG	Construction Materials	2.16	0.0067%	67,930,000	4,585
MPC Container Ships ASA	Transportation	1.97	0.2177%	1,667,167	3,629
International Consolidated Airlines Group SA	Transportation	4.02	0.0119%	25,726,500	3,071
A2A S.p.A.	Utilities	3.22	0.0239%	5,737,515	1,373
CRH public limited company	Construction Materials	2.37	0.0031%	30,900,000	970
Evonik Industries AG	Chemicals	1.18	0.0098%	5,380,000	529
Pan African Resources PLC	Precious Metals	1.32	0.1305%	345,100	450
Hera S.p.A.	Utilities	2.09	0.0396%	1,078,600	427

Mandatory Indicator



Carbon footprint

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

PAI Identifier Table 1 #2 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility



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

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

Coverage



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

Largest Contributing Constituents

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

Security Name	Industry	Holding Value (€m)	% Owned	Emissions (TCO2eq)	Share of Emissions	Carbon footprint (tCO2eq/EURm)
Titan Cement International N.V.	Construction Materials	1.93	0.0500%	11,300,000	5,654	2,923
Buzzi Spa	Construction Materials	2.50	0.0342%	18,858,000	6,449	2,583
Heidelberg Materials AG	Construction Materials	2.16	0.0067%	67,930,000	4,585	2,125
MPC Container Ships ASA	Transportation	1.97	0.2177%	1,667,167	3,629	1,841
International Consolidated Airlines Group SA	Transportation	4.02	0.0119%	25,726,500	3,071	763
Wallenius Wilhelmsen ASA	Transportation	0.32	0.0050%	4,131,241	207	643
Ferrexpo plc	Steel	0.14	0.0204%	384,000	79	566
Evonik Industries AG	Chemicals	1.18	0.0098%	5,380,000	529	448
A2A S.p.A.	Utilities	3.22	0.0239%	5,737,515	1,373	426
CRH public limited company	Construction Materials	2.37	0.0031%	30,900,000	970	409

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

95.31%

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

Coverage

90.53%

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

GHG intensity scope 1 + 2
(tCO₂eq/EURm)

144.82

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

1,582.19

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
Buzzi Spa	Construction Materials	0.65%	18,858,000.00	4,317.49	4,367.82	28.51
Titan Cement International N.V.	Construction Materials	0.51%	11,300,000.00	2,546.97	4,436.64	22.43
Heidelberg Materials AG	Construction Materials	0.56%	67,930,000.00	21,177.60	3,207.63	18.09
MPC Container Ships ASA	Transportation	0.51%	1,667,167.41	663.94	2,511.03	12.90
International Consolidated Airlines Group SA	Transportation	1.05%	25,726,500.00	29,453.00	873.48	9.18
CRH public limited company	Construction Materials	0.63%	30,900,000.00	31,616.61	977.33	6.15
InterContinental Hotels Group PLC	Consumer Services	0.72%	2,635,201.00	4,183.10	629.96	4.52
Pan African Resources PLC	Precious Metals	0.35%	345,100.00	360.30	957.80	3.35
A2A S.p.A.	Utilities	0.84%	5,737,515.00	14,492.00	395.91	3.33
ROCKWOOL A/S Class B	Building Products	0.50%	1,520,000.00	3,620.00	419.89	2.08

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



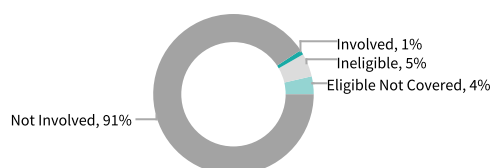
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
Royal Vopak NV	Refiners & Pipelines	0.43%
SGS SA	Commercial Services	0.34%
ACS, Actividades de Construcción y Servicios SA	Construction & Engineering	0.19%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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

95.31%

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

Coverage

45.24%

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

Non-renewable percentage of energy consumption (%)

61.46

Non-renewable percentage of energy production (%)

11.71

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
Konecranes Oyj	Machinery	1.60%	90.00%	1.44%
Lotus Bakeries NV	Food Products	1.27%	98.76%	1.25%
International Consolidated Airlines Group SA	Transportation	1.05%	99.10%	1.04%
Marks and Spencer Group plc	Food Retailers	0.99%	95.20%	0.95%
Prysmian S.p.A.	Electrical Equipment	1.17%	79.76%	0.93%

Largest Contributing Non-Renewable Energy Producers

The table below shows the five largest contributors to non-renewable energy producers.

Security Name	Industry	Portfolio Weight	Non-Renewable Energy Production	Weighted Non-Renewable Production
Banca Mediolanum SpA	Banks	0.97%	100.00%	0.97%
Intesa Sanpaolo S.p.A.	Banks	0.74%	95.00%	0.70%
Givaudan SA	Chemicals	0.49%	87.62%	0.43%
Hera S.p.A.	Utilities	0.55%	70.06%	0.38%
Lonza Group AG	Pharmaceuticals	0.34%	100.00%	0.34%

Mandatory Indicator



Energy consumption intensity per high impact climate sector

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

PAI Identifier Table 1 #6 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility



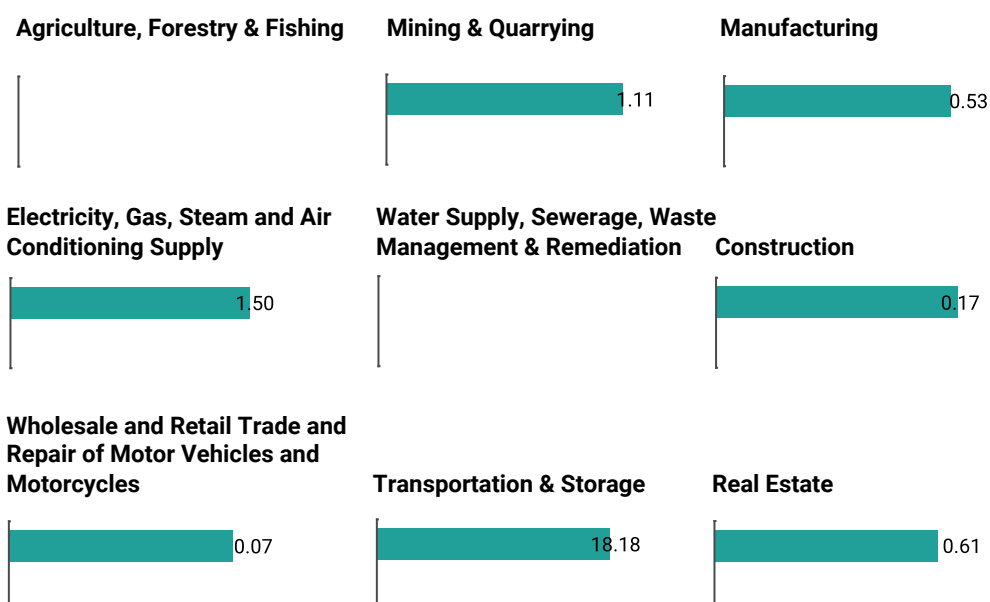
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Energy consumption intensity by Sector (GWh/EURm)



Largest Contributor per NACE Sector

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

Sector Name	Security Name	Portfolio Weight	Energy Consumption Intensity	Weighted Energy Consumption Intensity
Agriculture, Forestry & Fishing	Orion Oyj Class B	1.13%		
Construction	Cadeler A/S	0.27%	0.84	0.00
Electricity, Gas, Steam and Air Conditioning Supply	A2A S.p.A.	0.84%	2.05	0.02
Manufacturing	Buzzi Spa	0.65%	7.28	0.05
Mining & Quarrying	Pan African Resources PLC	0.35%	1.35	0.00
Real Estate	TAG Immobilien AG	0.77%	1.03	0.01
Transportation & Storage	Wallenius Wilhelmsen ASA	0.08%	506.77	0.42
Water Supply, Sewerage, Waste Management & Remediation	JTC Plc	0.03%		
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	Marks and Spencer Group plc	0.99%	0.11	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



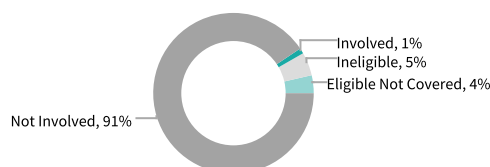
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

Largest portfolio constituents with negative affect on biodiversity involvement

The table below shows the five largest contributors to the overall negative affect on biodiversity involvement score of the portfolio.

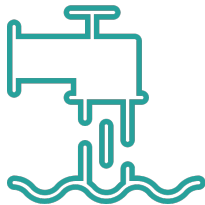
Security	Industry	Portfolio Weight
Roche Holding Ltd Dividend Right Cert.	Pharmaceuticals	0.51%
Drax Group plc	Utilities	0.36%
Webuild SpA	Construction & Engineering	0.22%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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



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



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)
Pan African Resources PLC	Precious Metals	1.32	0.1305%	57,432	74.96
Peab AB Class B	Construction & Engineering	2.52	0.0785%	69,370	54.49
Webuild SpA	Construction & Engineering	0.85	0.0144%	330,102	47.56
A2A S.p.A.	Utilities	3.22	0.0239%	144,939	34.69
Evonik Industries AG	Chemicals	1.18	0.0098%	189,000	18.58
Saipem S.p.A.	Energy Services	1.33	0.0249%	42,900	10.67
Acea S.p.A.	Utilities	1.52	0.0150%	69,508	10.46
Orion Oyj Class B	Pharmaceuticals	4.32	0.0663%	15,766	10.46
Hill & Smith PLC	Construction & Engineering	1.53	0.0813%	9,471	7.70
Fincantieri S.p.A.	Machinery	0.66	0.0277%	20,452	5.66

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



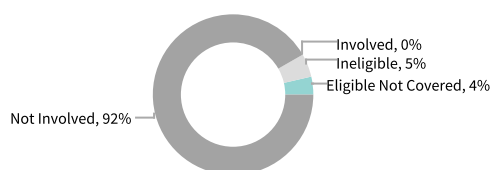
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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



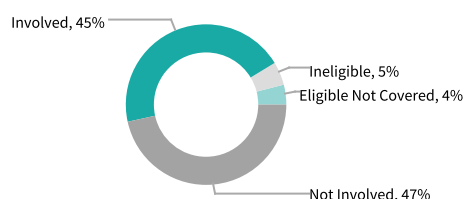
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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.

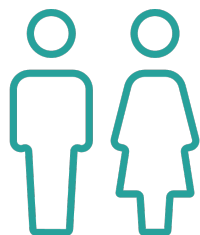
Security	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Lotus Bakeries NV	Food Products	1.27%
Pharma Mar SA	Pharmaceuticals	1.09%
International Consolidated Airlines Group SA	Transportation	1.05%
Sulzer AG	Machinery	1.04%

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	Industry	Portfolio Weight
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Talanx AG	Insurance	1.25%
Prismian S.p.A.	Electrical Equipment	1.17%

Mandatory Indicator



Unadjusted gender pay gap

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

PAI Identifier Table 1 #12 **Eligible Holding Type** Corporate

■ **Portfolio** ■ **Benchmark**

Eligibility



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

Coverage



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

Unadjusted gender pay gap (%)



Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Gender Pay Gap	Weighted Gender Pay Gap
Morgan Sindall Group plc	Construction & Engineering	0.74%	28.80%	0.21%
AJ Bell Plc	Diversified Financials	0.76%	25.50%	0.19%
St. James's Place Plc	Diversified Financials	0.48%	40.00%	0.19%
Just Group plc	Insurance	0.61%	31.00%	0.19%
Quilter Plc	Diversified Financials	0.54%	29.00%	0.16%
Paragon Banking Group PLC	Banks	0.40%	35.00%	0.14%
Marks and Spencer Group plc	Food Retailers	0.99%	12.60%	0.13%
Banco de Sabadell SA	Banks	0.47%	25.89%	0.12%
SpareBank 1 SMN	Banks	0.41%	28.00%	0.12%
Cairn Homes PLC	Homebuilders	0.44%	19.51%	0.09%

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
Third Coast Bancshares Inc	Banks	0.02%	11	9.09%
Pilgrim's Pride Corporation	Food Products	0.02%	9	11.11%
Paymentus Holdings, Inc Class A	Commercial Services	0.02%	8	12.50%
CarGurus, Inc. Class A	Commercial Services	0.03%	7	14.29%
EverQuote, Inc. Class A	Software & Services	0.02%	7	14.29%
TAG Immobilien AG	Real Estate	0.77%	6	16.67%
Cadeler A/S	Construction & Engineering	0.27%	6	16.67%
Addtech AB Class B	Traders & Distributors	0.20%	6	16.67%
Puutilo Oyj	Retailing	0.09%	6	16.67%
Carvana Co. Class A	Retailing	0.02%	6	16.67%

Mandatory Indicator



Exposure to controversial weapons

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

PAI Identifier Table 1 #14 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility



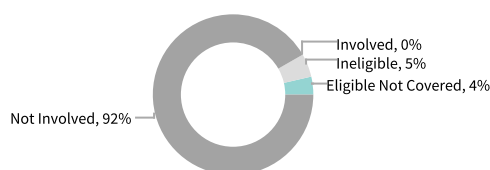
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



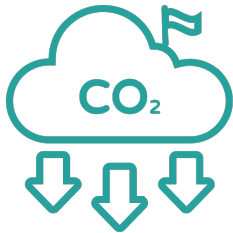
No Benchmark Selected

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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

■ Portfolio ■ Benchmark



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 Corporate

■ Portfolio ■ Benchmark

Eligibility

0.00%

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

Coverage

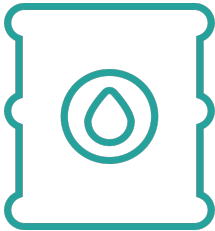
0.00%

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

Number of countries with violations (#)

0.00

Voluntary 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



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



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 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

95.31%

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

0.02

Coverage

4.17%

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 (TCO ₂ eq)	Share of Emissions	Ozone depletion substances (T/EURm)
Ferrexpo plc	Steel	0.14	0.0002%	136.48	0	0.20
Evonik Industries AG	Chemicals	1.18	0.0001%	1,293.40	0	0.11
Givaudan SA	Chemicals	1.89	0.0000%	2,560.04	0	0.06
ALK-abello A/S Class B	Pharmaceuticals	2.33	0.0005%	234.00	0	0.05
Siemens Energy AG	Electrical Equipment	2.38	0.0001%	31.22	0	0.00
Geberit AG	Building Products	0.26	0.0000%	6.69	0	0.00



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



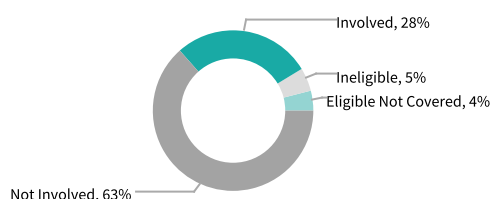
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%
Talanx AG	Insurance	1.25%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
MTU Aero Engines AG	Aerospace & Defense	1.14%
Sulzer AG	Machinery	1.04%
Banca Mediolanum SpA	Banks	0.97%
ANIMA Holding S.p.A.	Diversified Financials	0.86%

Voluntary 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



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 by type of non-renewable sources of energy

Coal



Nuclear



Natural Gas



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 % nonrenewable energy from source
Coal	Buzzi Spa	Construction Materials	0.65%	40.70%	26.57%
Coal	CRH public limited company	Construction Materials	0.63%	32.00%	20.14%
Coal	Evonik Industries AG	Chemicals	0.31%	13.73%	4.24%
Natural Gas	Ferrari NV	Automobiles	0.85%	80.39%	68.63%
Natural Gas	BPER Banca S.p.A.	Banks	2.58%	22.93%	59.07%
Natural Gas	Banca Mediolanum SpA	Banks	0.97%	46.40%	45.12%
Nuclear	ALK-abello A/S Class B	Pharmaceuticals	0.61%	9.39%	5.72%
Nuclear	Telefonaktiebolaget LM Ericsson Class B	Technology Hardware	0.54%	1.86%	0.99%
Nuclear	Hoist Finance AB	Diversified Financials	0.07%	8.28%	0.57%
Oil	MPC Container Ships ASA	Transportation	0.51%	92.00%	47.25%
Oil	Arcadis NV	Construction & Engineering	0.56%	54.49%	30.38%
Oil	ANIMA Holding S.p.A.	Diversified Financials	0.86%	34.85%	29.97%

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



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.



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
Compagnie de Saint-Gobain SA	Building Products	0.60%	308,896,846	1,848,044.57
CRH public limited company	Construction Materials	0.63%	153,100,000	963,801.55
Titan Cement International N.V.	Construction Materials	0.51%	26,800,000	135,519.88
Ferrexpo plc	Steel	0.04%	34,930,140	12,865.15
A2A S.p.A.	Utilities	0.84%	1,353,000	11,395.45

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
Compagnie de Saint-Gobain SA	Building Products	0.60%	724.25%	4.33%
CRH public limited company	Construction Materials	0.63%	139.56%	0.88%
Acea S.p.A.	Utilities	0.40%	92.60%	0.37%
Titan Cement International N.V.	Construction Materials	0.51%	68.72%	0.35%
ABB Ltd.	Electrical Equipment	0.49%	38.90%	0.19%

Voluntary Indicator



Investments in companies without water management policies

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies without water management initiatives.

PAI Identifier Table 2 #7 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility



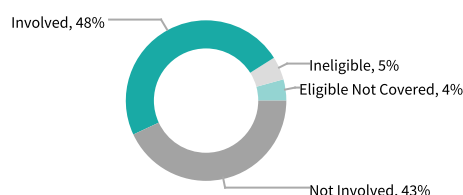
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Talanx AG	Insurance	1.25%
Prysmian S.p.A.	Electrical Equipment	1.17%
Orion Oyj Class B	Pharmaceuticals	1.13%

Largest portfolio constituents without water management involvement

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

Security	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
Lotus Bakeries NV	Food Products	1.27%
MTU Aero Engines AG	Aerospace & Defense	1.14%
Pharma Mar SA	Pharmaceuticals	1.09%

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



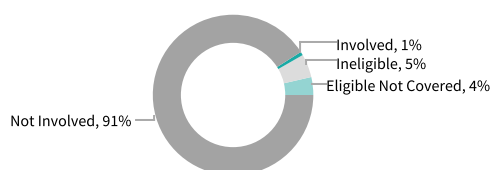
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

Largest portfolio constituents with chemical production involvement

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

Security	Industry	Portfolio Weight
Ackermans & van Haaren NV	Diversified Financials	0.41%
Evonik Industries AG	Chemicals	0.31%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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



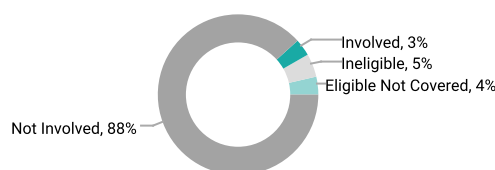
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

Largest portfolio constituents with land degradation, desertification or soil sealing involvement

The table below shows the five largest contributors to the overall land degradation, desertification or soil sealing involvement score of the portfolio.

Security	Industry	Portfolio Weight
Siemens Energy AG	Electrical Equipment	0.62%
Heidelberg Materials AG	Construction Materials	0.56%
Roche Holding Ltd Dividend Right Cert.	Pharmaceuticals	0.51%
Drax Group plc	Utilities	0.36%
Saipem S.p.A.	Energy Services	0.35%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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



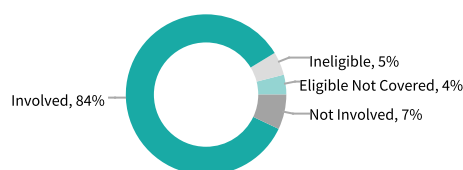
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
InterContinental Hotels Group PLC	Consumer Services	0.72%
Siemens Energy AG	Electrical Equipment	0.62%
Greencore Group Plc	Food Products	0.61%
Orkla ASA	Food Products	0.58%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%
Talanx AG	Insurance	1.25%

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



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

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)
ACS, Actividades de Construcción y Servicios SA	Construction & Engineering	0.71	0.0029%	13,438,190	390.21
Peab AB Class B	Construction & Engineering	2.52	0.0785%	257,660	202.39
Webuild SpA	Construction & Engineering	0.85	0.0144%	1,380,977	198.96
Titan Cement International N.V.	Construction Materials	1.93	0.0500%	370,361	185.32
Saipem S.p.A.	Energy Services	1.33	0.0249%	736,120	183.06
Greencore Group Plc	Food Products	2.28	0.1889%	58,667	110.79
InterContinental Hotels Group PLC	Consumer Services	2.70	0.0122%	691,932	84.39
CRH public limited company	Construction Materials	2.37	0.0031%	2,200,000	69.07
A2A S.p.A.	Utilities	3.22	0.0239%	284,432	68.07
Morgan Sindall Group plc	Construction & Engineering	2.80	0.1319%	51,440	67.84

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



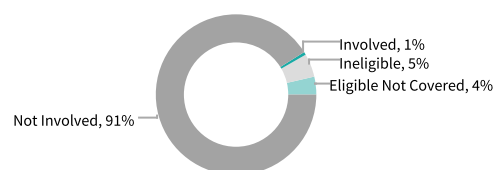
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
Drax Group plc	Utilities	0.36%
Webuild SpA	Construction & Engineering	0.22%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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



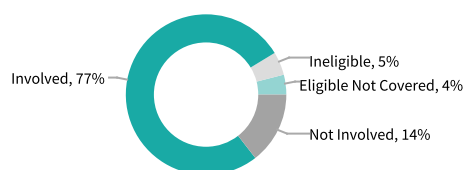
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Talanx AG	Insurance	1.25%

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	Industry	Portfolio Weight
Lotus Bakeries NV	Food Products	1.27%
Marks and Spencer Group plc	Food Retailers	0.99%
Munchener Ruckversicherungs-Gesellschaft AG	Insurance	0.99%
Bunzl plc	Traders & Distributors	0.89%
Storebrand ASA	Insurance	0.88%

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



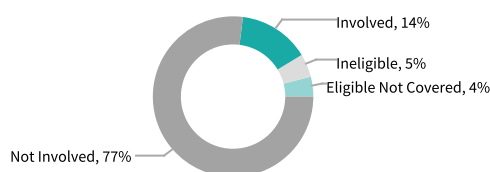
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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	Industry	Portfolio Weight
Talanx AG	Insurance	1.25%
Marks and Spencer Group plc	Food Retailers	0.99%
Munchener Ruckversicherungs-Gesellschaft AG	Insurance	0.99%
AJ Bell Plc	Diversified Financials	0.76%
Banco Comercial Portugues S.A.	Banks	0.66%

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)

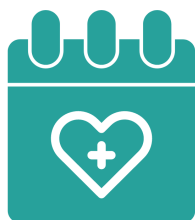


Largest Contributing Constituents

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
Greencore Group Plc	Food Products	0.61%	8.08	0.00
Buzzi Spa	Construction Materials	0.65%	1.88	0.00
BPER Banca S.p.A.	Banks	2.58%	0.40	0.00
Hexagon Composites ASA	Machinery	0.35%	1.99	0.00
Siemens Energy AG	Electrical Equipment	0.62%	0.53	0.00
Drax Group plc	Utilities	0.36%	0.76	0.00
Fincantieri S.p.A.	Machinery	0.17%	1.54	0.00
Compagnie de Saint-Gobain SA	Building Products	0.60%	0.26	0.00
Webuild SpA	Construction & Engineering	0.22%	0.69	0.00
National Bank of Greece S.A.	Banks	0.47%	0.32	0.00

Voluntary Indicator



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

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

PAI Identifier Table 3 #3 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility



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

Coverage



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

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



Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Days lost to accidents	Weighted days lost to accidents
Buzzi Spa	Construction Materials	0.65%	5,378.00	35.10
Schneider Electric SE	Electrical Equipment	0.36%	2,345.00	8.42
Saipem S.p.A.	Energy Services	0.35%	1,164.00	4.04
EssilorLuxottica SA	Healthcare	0.05%	8,313.00	3.80
Ferrexpo plc	Steel	0.04%	934.00	0.34

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



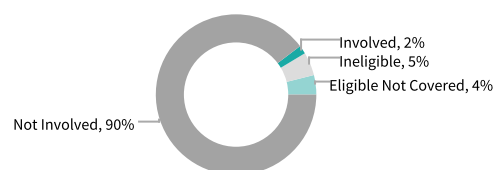
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

Largest portfolio constituents without code of conduct involvement

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

Security	Industry	Portfolio Weight
National Bank of Greece S.A.	Banks	0.47%
Ackermans & van Haaren NV	Diversified Financials	0.41%
CTS Eventim AG & Co. KGaA	Media	0.39%
Optima Bank SA	Banks	0.03%
Doximity, Inc. Class A	Software & Services	0.03%

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



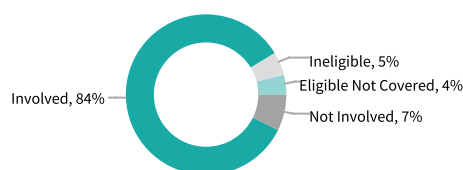
■ Portfolio ■ Benchmark

Eligibility

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**No Benchmark Selected****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
Prysmian S.p.A.	Electrical Equipment	1.17%
NatWest Group Plc	Banks	0.99%
Bunzl plc	Traders & Distributors	0.89%
A2A S.p.A.	Utilities	0.84%
Ipsen SA	Pharmaceuticals	0.52%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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



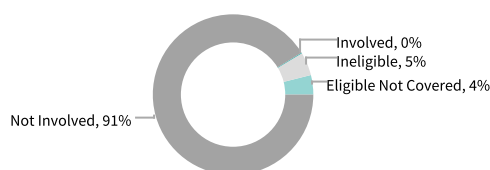
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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	Industry	Portfolio Weight
Banca Popolare di Sondrio S.p.A.	Banks	0.14%

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

95.31%

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

Coverage

91.71%

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

0.07

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
International Consolidated Airlines Group SA	Transportation	1.05%	2	0.02
NatWest Group Plc	Banks	0.99%	1	0.01
Schneider Electric SE	Electrical Equipment	0.36%	2	0.01
InterContinental Hotels Group PLC	Consumer Services	0.72%	1	0.01
Acea S.p.A.	Utilities	0.40%	1	0.00

Largest Contributing Contributors to Incidents of Discrimination Leading to Sanctions

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

Security Name	Industry	Portfolio Weight	Incidents of Discrimination Leading to Sanctions	Weighted Incidents of Discrimination Leading to Sanctions
International Consolidated Airlines Group SA	Transportation	1.05%	1	0.01
NatWest Group Plc	Banks	0.99%	1	0.01
InterContinental Hotels Group PLC	Consumer Services	0.72%	1	0.01
Schneider Electric SE	Electrical Equipment	0.36%	1	0.00
Swiss Re AG	Insurance	0.17%	1	0.00

Voluntary Indicator

Excessive CEO pay ratio

This metric measures the ratio within investee companies of the annual total compensation for the highest compensated individual to the median annual total compensation for all employees.

PAI Identifier Table 3 #8 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility



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

Coverage



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

Excessive CEO pay ratio



Largest Contributing Constituents

The table below shows the ten largest contributors to the overall CEO pay ratio.

Security Name	Industry	Portfolio Weight	CEO pay ratio	Weighted CEO pay ratio
Swissquote Group Holding Ltd.	Diversified Financials	0.59%	552.20	3.27
Marks and Spencer Group plc	Food Retailers	0.99%	183.00	1.82
Ferrari NV	Automobiles	0.85%	131.90	1.13
InterContinental Hotels Group PLC	Consumer Services	0.72%	136.00	0.98
BAWAG Group AG	Banks	0.71%	132.00	0.93
Prysmian S.p.A.	Electrical Equipment	1.17%	70.00	0.82
NatWest Group Plc	Banks	0.99%	64.00	0.64
Telefonaktiebolaget LM Ericsson Class B	Technology Hardware	0.54%	103.00	0.55
International Consolidated Airlines Group SA	Transportation	1.05%	50.00	0.53
Next plc	Retailing	0.22%	202.00	0.45

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



No Benchmark Selected

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
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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	Industry	Portfolio Weight
AJ Bell Plc	Diversified Financials	0.76%
IG Group Holdings plc	Diversified Financials	0.43%
Nyfosa AB	Real Estate	0.09%
AppLovin Corp. Class A	Software & Services	0.05%
Scout24 SE	Software & Services	0.04%

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



No Benchmark Selected

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
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Talanx AG	Insurance	1.25%

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	Industry	Portfolio Weight
Lotus Bakeries NV	Food Products	1.27%
Sulzer AG	Machinery	1.04%
Bunzl plc	Traders & Distributors	0.89%
Erste Group Bank AG	Banks	0.88%
AJ Bell Plc	Diversified Financials	0.76%



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



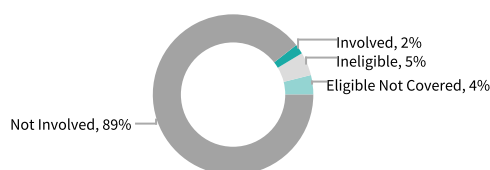
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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	Industry	Portfolio Weight
AJ Bell Plc	Diversified Financials	0.76%
IG Group Holdings plc	Diversified Financials	0.43%
Nyfosa AB	Real Estate	0.09%
AppLovin Corp. Class A	Software & Services	0.05%
Scout24 SE	Software & Services	0.04%

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



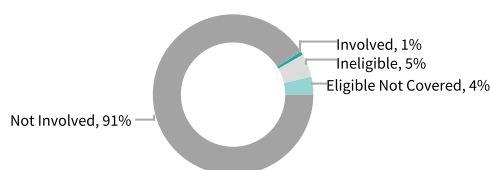
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

Largest portfolio constituents with child labour involvement

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

Security	Industry	Portfolio Weight
Orkla ASA	Food Products	0.58%
Wallenius Wilhelmsen ASA	Transportation	0.08%
Nokia Oyj	Technology Hardware	0.04%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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



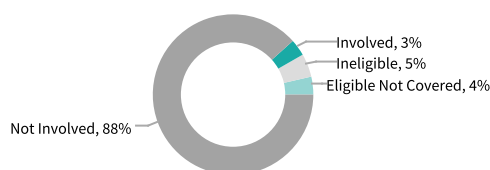
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
Marks and Spencer Group plc	Food Retailers	0.99%
Ferrari NV	Automobiles	0.85%
InterContinental Hotels Group PLC	Consumer Services	0.72%
Saipem S.p.A.	Energy Services	0.35%
Next plc	Retailing	0.22%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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

95.31%

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

Coverage

91.71%

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 (#)

0.08

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
InterContinental Hotels Group PLC	Consumer Services	0.72%	3.00	0.02
Marks and Spencer Group plc	Food Retailers	0.99%	1.00	0.01
Novartis AG	Pharmaceuticals	0.57%	1.00	0.01
DSV A/S	Transportation	0.54%	1.00	0.01
Telefonaktiebolaget LM Ericsson Class B	Technology Hardware	0.54%	1.00	0.01
Roche Holding Ltd Dividend Right Cert.	Pharmaceuticals	0.51%	1.00	0.01
Next plc	Retailing	0.22%	2.00	0.00
Saipem S.p.A.	Energy Services	0.35%	1.00	0.00
FirstGroup plc	Transportation	0.25%	1.00	0.00
Sodexo SA	Consumer Services	0.18%	1.00	0.00

Voluntary Indicator



Lack of anti-corruption and anti-bribery policies

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

PAI Identifier Table 3 #15 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility



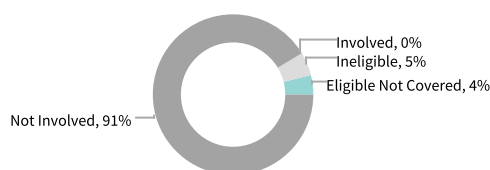
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
Optima Bank SA	Banks	0.03%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

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



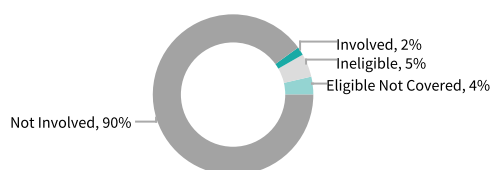
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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
Sectra AB Class B	Healthcare	0.50%
Cadeler A/S	Construction & Engineering	0.27%
Trigano SA	Automobiles	0.19%
Credito Emiliano S.p.A.	Banks	0.15%
Banca Popolare di Sondrio S.p.A.	Banks	0.14%

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	Industry	Portfolio Weight
BPER Banca S.p.A.	Banks	2.58%
Kongsberg Gruppen ASA	Industrial Conglomerates	1.92%
UNIPOL ASSICURAZIONI SPA	Insurance	1.75%
Konecranes Oyj	Machinery	1.60%
Lotus Bakeries NV	Food Products	1.27%

Voluntary Indicator



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

Measuring the number of convictions and total fines for violations of anticorruption and anti-bribery laws by investee companies for the portfolio.

PAI Identifier Table 3 #17 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

Eligibility



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

Coverage



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

Number of convictions (#)

0.00

Amount of fines (EURm)

190.58

Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Total fines	Weighted Total fines
Telefonaktiebolaget LM Ericsson Class I	Technology Hardware	0.54%	190,374,900.00	1,018,439.00
Saipem S.p.A.	Energy Services	0.35%	205,161.30	713.00

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

 Portfolio  Benchmark



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

Portfolio Benchmark



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

■ Portfolio ■ Benchmark



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

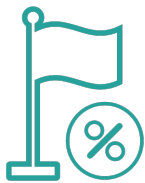
■ Portfolio ■ Benchmark



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

Portfolio Benchmark

Eligibility



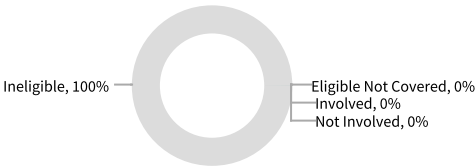
The portion of the portfolio which is eligible for this PAI. In this case the % invested in sovereign securities.

Coverage



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

Portfolio Involvement



No Benchmark Selected

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

 Portfolio  Benchmark



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

 **Portfolio**  **Benchmark**



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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