

### Principal Adverse Impact Portfolio Report

Portfolio Name	Number of Constituents	Corporate Eligibility	Sovereign Eligibility
Portfolio			
Digital Stars Conti 20231231	141	94.97%	0.00%
Benchmark			
MSCI EUROPE EX-UK 20231231	343	100.00%	0.00%

Report as of 18 January 2024, 05:04 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)

oes	PAI Name	ame Metric (Unit) Portfolio Ber		Benchmark	P.
<u></u>	GHG Emissions	Scope 1 (tCO2eq)	14307.55	429834077.81	6
		Scope 2 (tCO2eq)	1864.03	74354622.83	
		Scope 3 (tCO2eq)	154732.45	4578459537.76	
		Total Scope 1 + 2 (tCO2eq)	16181.50	504389686.08	
		Total Scope 1 + 2 + 3 (tCO2eq)	162831.97	5073066280.10	
CO	Carbon Footprint	Total Scope 1 + 2 (tCO2eq/EURm)	165.54	76.01	7
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	1838.35	800.29	
(E	GHG Intensity of Investee Companies	Total Scope 1 + 2 (tCO2eq/EURm)	200.63	97.14	8
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	2893.99	1226.27	
<u>^</u>	Fossil Fuel	(% involved)	8.89	6.59	9
	Non-renewable Energy	Non-Renewable Energy Consumption (%)	64.03	56.74	10
		Non-Renewable Energy Production (%)	12.64	22.84	
•	Energy Consumption Intensity	Agriculture, Forestry & Fishing (GWh/EURm)	-	-	11
		Construction (GWh/EURm)	0.06	0.13	
		Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm)	1.59	3.36	
		Manufacturing (GWh/EURm)	0.96	0.39	
		Mining & Quarrying (GWh/EURm)	0.79	0.73	
		Real Estate Activities (GWh/EURm)	0.63	0.69	
		Transportation & Storage (GWh/EURm)	6.14	0.37	
		Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)	-	-	
		Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles (GWh/EURm)	0.06	0.05	
		GHG Emissions  Carbon Footprint  GHG Intensity of Investee Companies  Fossil Fuel  Non-renewable Energy	GHG Emissions  Scope 1 (ICO2eq)  Scope 3 (ICO2eq)  Total Scope 1 + 2 (ICO2eq/EURm)  Total Scope 1 + 2 + 3 (ICO2eq/EURm)  Energy Consumption  Non-Renewable Energy Consumption (%)  Non-Renewable Energy Production (%)  Energy Consumption Intensity  Agriculture, Forestry & Fishing (GWh/EURm)  Construction (GWh/EURm)  Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm)  Manufacturing (GWh/EURm)  Manufacturing (GWh/EURm)  Real Estate Activities (GWh/EURm)  Transportation & Storage (GWh/EURm)  Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)  Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)	CHG Emissions	Scope 1 (rCO2eq)

### Mandatory Indicators cont. (Regulation Table 1)

Holding Types		PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	Ì	Negative affect on biodiversity	(% involved)	1.90	9.92	12
		Emissions to Water	(t/EURm)	-	0.00	13
	**	Hazardous Waste Ratio	(t/EURm)	2.02	0.93	14
		UNGC Principles/OECD Guidlines Violations	(% involved)	0.00	0.00	15
	**	UNGC Lack of Compliance Mechanism	(% involved)	46.17	22.98	16
	ŤŤ	Unadjusted Gender Pay Gap	(%)	18.67	5.26	17
	<b>TĢĪ</b>	Board Gender Diversity	(% female)	38.31	39.97	18
	<b>%</b>	Controversial Weapons	(% involved)	0.00	0.00	19
Sovereign	60,5	Carbon Intensity	(KtonCO2eq/EURm)	-	-	20
	421	Social Violations	(#)	0	0	21
			(%)	-	-	

Voluntary	Indicators	(Regulation Table 2 & 3)
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Holding Ty	pes	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	<b>©</b>	Emissions of inorganic pollutants	(t/€m)	-	-	22
		Emissions of Air Pollutants	([SOx + NOx]t/EURm)	-	-	23
		Emissions of ozone depletion substances	(tCO2eq/€m)	0.68	0.05	24
	60 <sub>2</sub>	Investing in companies without carbon emission reduction initiatives	(% involved)	47.22	18.22	25
	*	Breakdown of energy consumption by type of non-renewable sources of energy	Coal(%)	14.68	4.2	26
			Natural Gas(%)	25.42	28.11	
		_	Nuclear(%)	1.79	22.24	
		_	Oil(%)	13.13	9.13	
	<u> </u>	Water usage and recycling	(%)	39776.50	84.70	27
		Investments in companies without water management policies	(% involved)	22.96	5.88	28

### Voluntary Indicators cont. (Regulation Table 2 & 3)

ng Typ	oes ———	PAI Name	Metric (Unit)	Portfolio	Benchmark	
rate	0	Investments in companies producing chemicals	(% involved)	0.77	4.04	
		Land degradation, desertification, soil sealing	(% involved)	0.35	19.71	
		Investments in companies without sustainable oceans/seas practices	(% involved)	87.32	77.10	
	20	Non-recycled waste ratio	(t/EURm)	17.85	2.68	
	<b>19:</b>	Natural species and protected areas	(% involved)	0.24	7.80	
	<b>*</b>	Deforestation	(% involved)	80.90	62.15	
		Investment in investee companies without workplace accident prevention policies	(% involved)	19.76	9.97	
	A.Y.	Rate of accidents	(Accidents/hours worked)	0.87	0.44	
	<b>₩</b>	Number of days lost to injuries, accidents, fatalities or illness	(#)	4707	40587	
		Lack of a supplier code of conduct	(% involved)	3.51	1.20	
	<u>.</u> ,	Lack of grievance/complaints handling mechanism related to employee matters	(% involved)	86.43	68.81	
	10	Insufficient whistleblower protection	(% involved)	2.15	0.16	
		Incidents of discrimination	(#)	0.01	0.29	
		Excessive CEO pay ratio		96.73	81.64	
	×	Lack of a human rights policy	(% involved)	5.18	1.89	
		Lack of due diligence	(% involved)	27.29	12.19	
		Lack of processes and measures for preventing trafficking in human beings	(% involved)	5.18	1.89	
	A	Operations and suppliers at significant risk of incidents of child labour	(% involved)	0.35	6.03	
	*	Operations and suppliers at significant risk of incidents of forced or compulsory labour	(% involved)	5.24	12.80	
	A	Number of identified cases of severe human rights issues and incidents	(#)	0	1	
		Lack of anti-corruption and anti-bribery policies	(% involved)	1.33	0.00	
		Cases of insufficient action taken to address breaches of standards of anti-	(% involved)	10.76	1.04	

### Voluntary Indicators cont. (Regulation Table 3)

Holding Types		PAI Name Metric (Unit)		Portfolio	Benchmark	P.
Corporate	<b>=</b>	Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws	(# convictions)	0	4	51
			(EURm)	439.70	842.72	
Sovereign	<u>+\$†</u>	Average income inequality score		-	-	52
	<u>e</u> **	Average freedom of expression score		-	-	53
		Average human rights performance		-	-	54
	\$	Average corruption score		-	-	55
	<b>1</b> %	Non-cooperative tax jurisdictions	(% involved)	-	-	56
	Y	Average political stability score		-	-	57
	ক্র	Average rule of law score		-	-	58



### **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

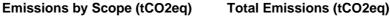


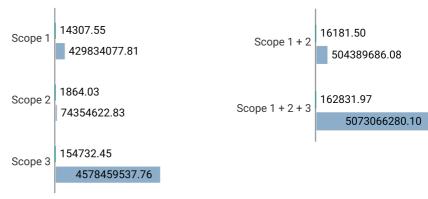
# Eligibility 94.97% 100.00%

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

## Coverage 72.15% 89.67%

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 GHG emissions.

Security Name	Industry	Holding Value (€m)	% Owned	Emissions (TCO2eq)	Share of Emissions (TCO2eq)
Buzzi Spa	Construction Materials	2.15	0.0342%	20,218,000	6,924
Heidelberg Materials AG	Construction Materials	0.95	0.0038%	70,660,000	2,676
A2A S.p.A.	Utilities	2.10	0.0159%	8,741,251	1,393
BW LPG Ltd.	Refiners & Pipelines	2.00	0.0838%	1,268,730	1,063
MYTILINEOS S.A.	Utilities	1.63	0.0216%	3,922,790	848
CRH public limited company	Construction Materials	0.76	0.0014%	33,500,000	469
MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	0.77	0.0141%	2,342,454	331
Wallenius Wilhelmsen ASA	Transportation	0.44	0.0059%	4,550,944	270
Suedzucker AG	Food Products	0.44	0.0076%	3,100,000	236
Trigano SA	Consumer Durables	1.05	0.0361%	561,965	203



### 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.

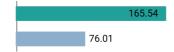
PAI Identifier Table 1 #2 Eligible Holding Type Corporate

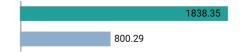
Portfolio Benchmark

## **Eligibility**94.97% 100.00%

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

### Total carbon footprint scope 1 + 2 Total carbon footprint scope 1 + 2 + 3 (tCO2eq/EURm) (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)
Buzzi Spa	Construction Materials	2.15	0.0342%	20,218,000	6,924	3,219
Heidelberg Materials AG	Construction Materials	0.95	0.0038%	70,660,000	2,676	2,830
A2A S.p.A.	Utilities	2.10	0.0159%	8,741,251	1,393	664
CRH public limited company	Construction Materials	0.76	0.0014%	33,500,000	469	619
Wallenius Wilhelmsen ASA	Transportation	0.44	0.0059%	4,550,944	270	608
Suedzucker AG	Food Products	0.44	0.0076%	3,100,000	236	540
BW LPG Ltd.	Refiners & Pipelines	2.00	0.0838%	1,268,730	1,063	531
MYTILINEOS S.A.	Utilities	1.63	0.0216%	3,922,790	848	520
MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	0.77	0.0141%	2,342,454	331	427
ROCKWOOL A/S Class B	Building Products	0.50	0.0094%	1,910,000	179	355



### 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.

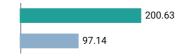
PAI Identifier Table 1 #3 Eligible Holding Type Corporate



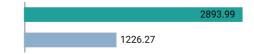
# Eligibility 94.97% 100.00%

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

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



### 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 (TCO2eq)	EURm generated in revenue	GHG intensity (tCO2eq/EURm)	Weighted GHG intensity
Buzzi Spa	Construction Materials	1.58%	20218000.00	3995.52	5060.17	79.89
Heidelberg Materials AG	Construction Materials	0.69%	70660000.00	21095.10	3349.59	23.25
BW LPG Ltd.	Refiners & Pipelines	1.50%	1268730.00	1458.01	870.18	13.03
Avance Gas Holding Ltd.	Refiners & Pipelines	0.46%	446727.10	237.36	1882.10	8.70
MYTILINEOS S.A.	Utilities	1.20%	3922789.50	6306.47	622.03	7.45
CRH public limited company	Construction Materials	0.55%	33500000.00	30513.87	1097.86	6.03
A2A S.p.A.	Utilities	1.54%	8741251.00	22946.00	380.95	5.87
Wallenius Wilhelmsen ASA	Transportation	0.33%	4550944.00	4704.41	967.38	3.22
Accor SA	Consumer Services	0.45%	2928000.00	4224.00	693.18	3.10
LEG Immobilien SE	Real Estate	0.69%	419400.00	1149.50	364.85	2.53



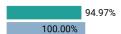
### Exposure to companies active in the fossil fuel sector

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

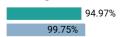
Portfolio Benchmark

### 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**

### **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	Portofolio Weight
BW LPG Ltd.	Refiners & Pipelines	1.50%
Dassault Systemes SA	Software & Services	1.06%
HOCHTIEF Aktiengesellschaft	Construction & Engineering	1.03%
Mota-Engil SGPS SA	Construction & Engineering	1.02%
Partners Group Holding AG	Diversified Financials	0.73%

### Largest portfolio constituents without fossil fuel involvement

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

Security Name	Industry	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



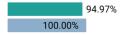
### Share of non-renewable energy consumption and production

 $Measuring \ the \ \% \ of \ the \ portfolio's \ corporate \ investments \ consuming \ or \ producing \ energy \ from \ non-renewable \ sources.$ 

PAI Identifier Table 1 #5 Eligible Holding Type Corporate



#### 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
BW LPG Ltd.	Refiners & Pipelines	1.50%	100.00%	1.50%
Buzzi Spa	Construction Materials	1.58%	91.95%	1.45%
MYTILINEOS S.A.	Utilities	1.20%	93.77%	1.12%
Publicis Groupe SA	Media	1.58%	66.50%	1.05%
HOCHTIEF Aktiengesellschaft	Construction & Engineering	1.03%	97.51%	1.01%

### **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
MYTILINEOS S.A.	Utilities	1.20%	80.43%	0.96%
Banca Mediolanum SpA	Banks	0.74%	100.00%	0.74%
Kingspan Group Plc	Building Products	0.61%	31.77%	0.19%
Unibail-Rodamco-Westfield SE Stapled Secs Cons of 1 Sh Unibai	Real Estate	0.44%	24.29%	0.11%
Jeronimo Martins, SGPS S.A.	Food Retailers	0.49%	0.00%	0.00%



# 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 94.97%

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

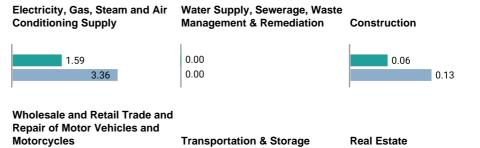
#### Coverage



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

### Energy consumption intensity by Sector (GWh/EURm)







## 0.63

### Largest Contributer per NACE Sector

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

Security Name	Portfolio Weight	Energy Consumption Intensity	Weighted Energy Consumption Intensity
MaireTecnimont SpA	0.87%	0.07	0.00
A2A S.p.A.	1.54%	1.84	0.03
Buzzi Spa	1.58%	7.28	0.11
Galp Energia, SGPS S.A. Class B	0.55%	1.03	0.01
TAG Immobilien AG	1.37%	1.02	0.01
BW LPG Ltd.	1.50%	7.04	0.11
Jumbo S.A.	0.89%	0.09	0.00
	MaireTecnimont SpA  A2A S.p.A.  Buzzi Spa  Galp Energia, SGPS S.A. Class B  TAG Immobilien AG  BW LPG Ltd.	MaireTecnimont SpA         0.87%           A2A S.p.A.         1.54%           Buzzi Spa         1.58%           Galp Energia, SGPS S.A. Class B         0.55%           TAG Immobilien AG         1.37%           BW LPG Ltd.         1.50%	Security Name         Portfolio Weight         Consumption Intensity           MaireTecnimont SpA         0.87%         0.07           A2A S.p.A.         1.54%         1.84           Buzzi Spa         1.58%         7.28           Galp Energia, SGPS S.A. Class B         0.55%         1.03           TAG Immobilien AG         1.37%         1.02           BW LPG Ltd.         1.50%         7.04

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### 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

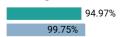
Portfolio Benchmark

### Eligibility



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

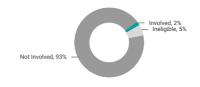
#### Coverage



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

### **Portfolio Involvement**

### **Benchmark Involvement (of Covered)**





### Largest portfolio constituents with negative affect on biodiversity involvement

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

Security	Industry	Portofolio Weight
Mota-Engil SGPS SA	Construction & Engineering	1.02%
Galp Energia, SGPS S.A. Class B	Oil & Gas Producers	0.55%
Webuild SpA	Construction & Engineering	0.23%

### 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	Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%

Portofolio



### **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

94.97%

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

#### Coverage

0.00%

0.99%

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

### Emissions to water (t/EURm)

0.00





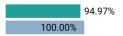
### Hazardous waste ratio

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



#### Eligibility

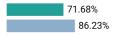


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.





#### Coverage



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

### **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)
HOCHTIEF Aktiengesellschaft	Construction & Engineering	1.40	0.0162%	392,350	63.69
Technip Energies NV	Construction & Engineering	0.99	0.0219%	218,423	47.86
A2A S.p.A.	Utilities	2.10	0.0159%	117,075	18.66
Alleima AB	Steel	0.89	0.0499%	36,000	17.96
Webuild SpA	Construction & Engineering	0.31	0.0065%	229,284	14.87
ACS Actividades de Construccion y Servicios SA	Construction & Engineering	0.94	0.0043%	138,334	5.90
MYTILINEOS S.A.	Utilities	1.63	0.0216%	19,488	4.21
Heidelberg Materials AG	Construction Materials	0.95	0.0038%	89,369	3.38
Peab AB Class B	Construction & Engineering	0.23	0.0070%	27,030	1.88
ROCKWOOL A/S Class B	Building Products	0.50	0.0094%	17,000	1.59



### 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

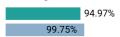


### Eligibility



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**

### **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	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



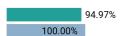
Lack of processes and compliance mechanisms to monitor compliance with UNGC principles and OECD Guidelines for Multinational Enterprises

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

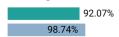
Portfolio Benchmark

### Eligibility



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

#### Coverage

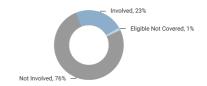


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

#### Portfolio Involvement

### **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	Weight
BPER Banca S.p.A.	Banks	1.79%
Buzzi Spa	Construction Materials	1.58%
Logitech International S.A.	Technology Hardware	1.56%
Aker Solutions ASA	Energy Services	1.44%
TAG Immobilien AG	Real Estate	1.37%

### Largest portfolio constituents without UNGC Lack of compliance mechanisms involvement

The table below shows the five largest contributors to the overall UNGC Lack of compliance mechanisms not-involved score of the portfolio.

Security Name	Industry	Portofolio Weight
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Publicis Groupe SA	Media	1.58%
A2A S.p.A.	Utilities	1.54%
Banco BPM SpA	Banks	1.50%
BW LPG Ltd.	Refiners & Pipelines	1.50%



### 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



### Unadjusted gender pay gap (%)



### Eligibility



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

### Coverage

1.62% 2.86%

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 gender pay gap.

Security Name	Industry	Portfolio Weight	Gender Pay gap	Weighted Gender Pay gap
Banco de Sabadell SA	Banks	0.72%	25.89%	0.19%
AIB Group plc	Banks	0.90%	12.90%	0.12%



### 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

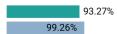


#### Eligibility



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
CA Immobilien Anlagen AG	Real Estate	0.67%	6	16.67%
Aryzta AG	Food Products	0.47%	6	16.67%
BELIMO Holding AG	Machinery	0.55%	6	16.67%
Autoliv Inc Shs Swedish DR	Auto Components	1.05%	11	18.18%
Redcare Pharmacy N.V.	Food Retailers	1.06%	5	20.00%
Fastighets AB Balder Class B	Real Estate	0.35%	5	20.00%
MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	0.57%	10	20.00%
ABB Ltd.	Electrical Equipment	0.63%	10	20.00%
Lifco AB Class B	Industrial Conglomerates	0.49%	14	21.43%
FLSmidth & Co. A/S	Machinery	0.11%	9	22.22%



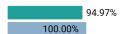
### Exposure to controversial weapons

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

PAI Identifier Table 1 #14 Eligible Holding Type Corporate

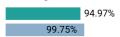
Portfolio Benchmark

### 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**

### **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	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



### **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.



### 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





### 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.



### Emissions of air pollutants

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

PAI Identifier Table 2 #2 Eligible Holding Type Corporate



### **Missing Data**

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



### 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







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 Constituents**

The table below shows the ten largest contributors to the overall ozone depletion substances.

					(	Dzone depletion
		Holding Value		<b>Emissions</b>	Share of	substances
Security Name	Industry	(€m)	% Owned	(TCO2eq)	Emissions	(T/EURm)
Jeronimo Martins, SGPS S.A.	Food Retailers	0.67	0.0000%	102,609	4	6



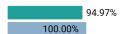
### Investments in companies without carbon emission reduction initiatives

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

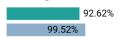
Portfolio Benchmark

### Eligibility



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

#### Coverage

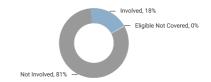


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

### **Portfolio Involvement**

### **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	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Banco BPM SpA	Banks	1.50%
BW LPG Ltd.	Refiners & Pipelines	1.50%
TAG Immobilien AG	Real Estate	1.37%

### 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	Weight
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%
A2A S.p.A.	Utilities	1.54%
ASM International N.V.	Semiconductors	1.48%



# 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

100.00% 100.00%

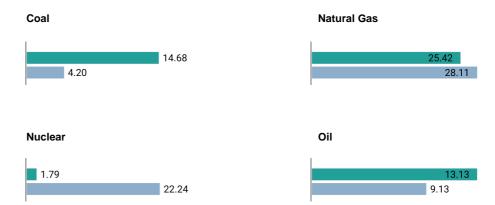
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### 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



### **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	
Oil	HOCHTIEF Aktiengesellschaft	Construction & Engineering	1.03%	74.99%	77.31%
Oil	MOTOR OIL (HELLAS) CORINTH REFINERIES S.A.	Refiners & Pipelines	0.57%	97.54%	55.43%
Oil	A2A S.p.A.	Utilities	1.54%	16.92%	26.08%
Nuclear	Buzzi Spa	Construction Materials	1.58%		
Nuclear	ALSO Holding AG	Technology Hardware	0.33%	4.81%	1.57%
Nuclear	MYTILINEOS S.A.	Utilities	1.20%	0.97%	1.16%
Natural Gas	MYTILINEOS S.A.	Utilities	1.20%	79.03%	94.68%
Natural Gas	A2A S.p.A.	Utilities	1.54%	56.73%	87.43%
Natural Gas	Ferrari NV	Automobiles	1.03%	82.98%	85.78%
Coal	Buzzi Spa	Construction Materials	1.58%	40.70%	64.26%
Coal	CRH public limited company	Construction Materials	0.55%	34.00%	18.67%
Coal	A2A S.p.A.	Utilities	1.54%	4.64%	7.15%



### 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



#### 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
CRH public limited company	Construction Materials	0.55%	139800000	767825.92
MYTILINEOS S.A.	Utilities	1.20%	7484300	89663.11
HOCHTIEF Aktiengesellschaft	Construction & Engineering	1.03%	2236925	23061.18
A2A S.p.A.	Utilities	1.54%	1171000	18046.70
Galp Energia, SGPS S.A. Class B	Oil & Gas Producers	0.55%	1281000	7054.75

### **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
Webuild SpA	Construction & Engineering	0.23%	2000000.00	4584.56
CRH public limited company	Construction Materials	0.55%	121.88	0.67
HOCHTIEF Aktiengesellschaft	Construction & Engineering	1.03%	35.71	0.37
Recordati Industria Chimica e Farmaceutica S.p.A.	Pharmaceuticals	0.96%	24.00	0.23
ABB Ltd.	Electrical Equipment	0.63%	31.76	0.20



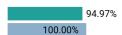
### Investments in companies without water management policies

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

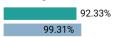
Portfolio Benchmark

### Eligibility



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

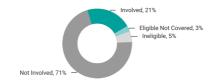
#### Coverage

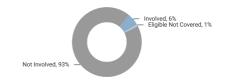


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

### **Portfolio Involvement**

### **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	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
BW LPG Ltd.	Refiners & Pipelines	1.50%
Aker Solutions ASA	Energy Services	1.44%
Camurus AB	Pharmaceuticals	1.23%
Dassault Systemes SA	Software & Services	1.06%

### Largest portfolio constituents without water management involvement

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

Security Name	Industry	Portofolio Weight
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%
A2A S.p.A.	Utilities	1.54%



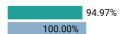
### Investments in companies producing chemicals

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

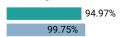
Portfolio Benchmark

### 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**

### **Benchmark Involvement (of Covered)**





### Largest portfolio constituents with chemical production involvement

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

Security	Industry	Portofolio Weight
Partners Group Holding AG	Diversified Financials	0.73%

### Largest portfolio constituents without chemical production involvement

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

Security Name	Industry	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



### 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

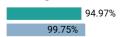


### Eligibility



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

#### Coverage

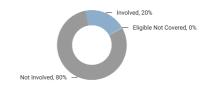


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

### **Portfolio Involvement**

### **Benchmark Involvement (of Covered)**





### 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	Portofolio Weight
Wallenius Wilhelmsen ASA	Transportation	0.33%

### 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	Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%

Portofolio



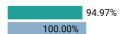
### Investments in companies without sustainable oceans/seas practices

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

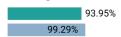
Portfolio Benchmark

### 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**

### **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	Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%

### Largest portfolio constituents without sustainable oceans/seas practices involvement

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

Security Name	Industry	Portofolio Weight
BW LPG Ltd.	Refiners & Pipelines	1.50%
ASM International N.V.	Semiconductors	1.48%
MYTILINEOS S.A.	Utilities	1.20%
Dassault Systemes SA	Software & Services	1.06%
Recordati Industria Chimica e Farmaceutica S.p.A.	Pharmaceuticals	0.96%



### Non-recycled waste ratio

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

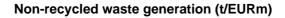
PAI Identifier Table 2 #13 Eligible Holding Type Corporate



#### Eligibility

94.97%

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.

### **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)
HOCHTIEF Aktiengesellschaft	Construction & Engineering	1.40	0.0162%	1,807,594	293.44
Alleima AB	Steel	0.89	0.0499%	379,000	189.11
MYTILINEOS S.A.	Utilities	1.63	0.0216%	700,970	151.53
Webuild SpA	Construction & Engineering	0.31	0.0065%	1,858,516	120.53
ACS Actividades de Construccion y Servicios SA	Construction & Engineering	0.94	0.0043%	2,673,691	114.03
A2A S.p.A.	Utilities	2.10	0.0159%	213,060	33.96
MaireTecnimont SpA	Construction & Engineering	1.19	0.0534%	63,419	33.85
Buzzi Spa	Construction Materials	2.15	0.0342%	88,500	30.31
Heidelberg Materials AG	Construction Materials	0.95	0.0038%	434,078	16.44
Peab AB Class B	Construction & Engineering	0.23	0.0070%	162,180	11.31



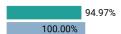
### Natural species and protected areas

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

PAI Identifier Table 2 #14 Eligible Holding Type Corporate

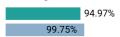


### Eligibility



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

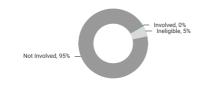
#### Coverage



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

### **Portfolio Involvement**

### **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	Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%

### Largest portfolio constituents without operations affecting threatened species involvement

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

Security Name	Industry	Portofolio Weight
A2A S.p.A.	Utilities	1.54%
TAG Immobilien AG	Real Estate	1.37%
MYTILINEOS S.A.	Utilities	1.20%
Bankinter SA	Banks	0.80%
Heidelberg Materials AG	Construction Materials	0.69%



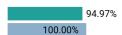
### **Deforestation**

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

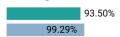


### Eligibility



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

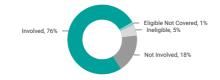
#### Coverage



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

### Portfolio Involvement

### **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	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
A2A S.p.A.	Utilities	1.54%

### 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	Weight	
Logitech International S.A.	Technology Hardware	1.56%	
Talanx AG	Insurance	1.42%	
MYTILINEOS S.A.	Utilities	1.20%	
Colruyt Group N.V.	Food Retailers	1.14%	
Gaztransport & Technigaz SA	Energy Services	1.06%	



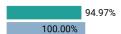
### Investments in companies without workplace accident prevention policies

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

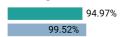


### Eligibility



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**

### **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	Weight
BPER Banca S.p.A.	Banks	1.79%
Publicis Groupe SA	Media	1.58%
Talanx AG	Insurance	1.42%
TAG Immobilien AG	Real Estate	1.37%
Colruyt Group N.V.	Food Retailers	1.14%

### Largest portfolio constituents without workplace accidents prevention involvement

The table below shows the five largest contributors to the overall workplace accidents prevention not-involved score of the portfolio.

Security Name	Industry	Portofolio Weight
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Logitech International S.A.	Technology Hardware	1.56%
A2A S.p.A.	Utilities	1.54%
Banco BPM SpA	Banks	1.50%



### 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
Buzzi Spa	Construction Materials	1.58%	2.30	0.04
Glanbia Plc	Food Products	1.04%	2.00	0.02
Kingspan Group Plc	Building Products	0.61%	2.43	0.01
SPIE SA	Commercial Services	0.40%	1.80	0.01
BPER Banca S.p.A.	Banks	1.79%	0.40	0.01
Alleima AB	Steel	0.67%	0.70	0.00
Aker Solutions ASA	Energy Services	1.44%	0.26	0.00
Webuild SpA	Construction & Engineering	0.23%	1.16	0.00
Galp Energia, SGPS S.A. Class B	Oil & Gas Producers	0.55%	0.35	0.00
Etablissements Maurel & Prom SA	Oil & Gas Producers	0.42%	0.32	0.00



### 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

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



#### Eligibility



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

#### Coverage

3.26% 6.06%

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 days lost to accidents.

Security Name	Industry	Portfolio Weight	Days lost to accidents	Weighted days lost to accidents
Buzzi Spa	Construction Materials	1.58%	9274.00	146.42
Technip Energies NV	Construction & Engineering	0.73%	985.00	7.17



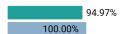
### Lack of a supplier code of conduct

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

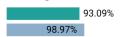
Portfolio Benchmark

#### Eligibility



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

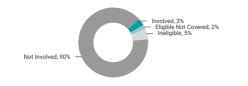
#### Coverage



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

#### **Portfolio Involvement**

#### **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	Portofolio Weight
Redcare Pharmacy N.V.	Food Retailers	1.06%
Bankinter SA	Banks	0.80%
Partners Group Holding AG	Diversified Financials	0.73%
Kempower Oy	Technology Hardware	0.67%

#### Largest portfolio constituents without code of conduct involvement

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

Security Name	Industry	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



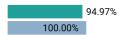
# Lack of grievance/complaints handling mechanism related to employee matters

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

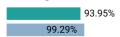


#### Eligibility



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

#### **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	Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%

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

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

Security Name	Industry	Portofolio Weight
Aker Solutions ASA	Energy Services	1.44%
Autoliv Inc Shs Swedish DR	Auto Components	1.05%
Glanbia Plc	Food Products	1.04%
Ferrari NV	Automobiles	1.03%
Pandora A/S	Textiles & Apparel	0.74%



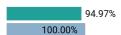
### Insufficient whistleblower protection

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

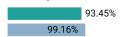


#### Eligibility



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

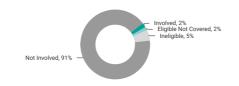
#### Coverage



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

#### **Portfolio Involvement**

#### **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	Weight
Jumbo S.A.	Retailing	0.89%
Fielmann Group AG	Retailing	0.77%
Ypsomed Holding AG	Healthcare	0.35%

#### 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	Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%

Portofolio

Portofolio



## 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

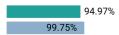


#### Eligibility



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 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
Partners Group Holding AG	Diversified Financials	0.73%	1	0.01



# 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

#### Excessive CEO pay ratio



#### 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 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	0.83%	703.00	5.86
Logitech International S.A.	Technology Hardware	1.56%	174.00	2.72
Autoliv Inc Shs Swedish DR	Auto Components	1.05%	112.00	1.17
Ferrari NV	Automobiles	1.03%	106.30	1.10
Glanbia Plc	Food Products	1.04%	91.00	0.94
Publicis Groupe SA	Media	1.58%	40.00	0.63
Dassault Systemes SA	Software & Services	1.06%	38.10	0.41
Hermes International SCA	Textiles & Apparel	0.69%	44.00	0.30
Gaztransport & Technigaz SA	Energy Services	1.06%	27.96	0.30
Elis SA	Commercial Services	0.46%	57.20	0.26



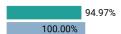
### Lack of a human rights policy

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

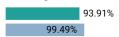
Portfolio Benchmark

#### Eligibility



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

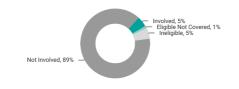
#### Coverage



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

#### **Portfolio Involvement**

#### **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	Portofolio Weight
Banco BPM SpA	Banks	1.50%
Partners Group Holding AG	Diversified Financials	0.73%
Kingspan Group Plc	Building Products	0.61%
Aryzta AG	Food Products	0.47%
Banque Cantonale Vaudoise	Banks	0.40%

#### Largest portfolio constituents without human rights involvement

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

Security Name	Industry	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



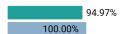
## Lack of due diligence

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

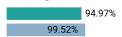
Portfolio Benchmark

#### Eligibility



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

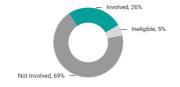
#### Coverage



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

#### Portfolio Involvement

#### **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	Portofolio Weight
Buzzi Spa	Construction Materials	1.58%
Logitech International S.A.	Technology Hardware	1.56%
Camurus AB	Pharmaceuticals	1.23%
Colruyt Group N.V.	Food Retailers	1.14%
Gaztransport & Technigaz SA	Energy Services	1.06%

#### Largest portfolio constituents without due diligence involvement

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

Security Name	Industry	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Publicis Groupe SA	Media	1.58%
A2A S.p.A.	Utilities	1.54%
Banco BPM SpA	Banks	1.50%



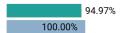
# Lack of processes and measures for preventing trafficking in human beings

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

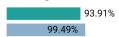


#### Eligibility



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**

#### **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	Portofolio Weight
Banco BPM SpA	Banks	1.50%
Partners Group Holding AG	Diversified Financials	0.73%
Kingspan Group Plc	Building Products	0.61%
Aryzta AG	Food Products	0.47%
Banque Cantonale Vaudoise	Banks	0.40%

#### 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	Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



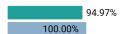
#### Operations and suppliers at significant risk of incidents of child labour

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

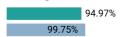
Portfolio Benchmark

#### 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**

#### **Benchmark Involvement (of Covered)**





#### 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	Portofolio Weight
Wallenius Wilhelmsen ASA	Transportation	0.33%

#### Largest portfolio constituents without child labour involvement

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

Security Name	Industry	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



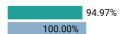
# Operations and suppliers at significant risk of incidents of forced or compulsory labour

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

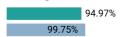


#### Eligibility



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

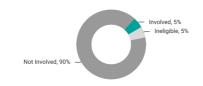
#### Coverage

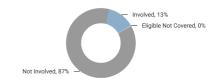


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

#### **Portfolio Involvement**

#### **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	Portofolio Weight
Ferrari NV	Automobiles	1.03%
HOCHTIEF Aktiengesellschaft	Construction & Engineering	1.03%
ACS Actividades de Construccion y Servicios SA	Construction & Engineering	0.69%
HUGO BOSS AG	Textiles & Apparel	0.66%
Iveco Group NV	Machinery	0.64%

#### Largest portfolio constituents without forced or compulsory labour involvement

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

Security Name	Industry	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



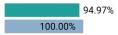
# Number of identified cases of severe human rights issues and incidents

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

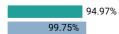
Portfolio Benchmark

#### 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
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%	1.00	0.02
Heidelberg Materials AG	Construction Materials	0.69%	2.00	0.01
Accor SA	Consumer Services	0.45%	3.00	0.01
HUGO BOSS AG	Textiles & Apparel	0.66%	2.00	0.01
HOCHTIEF Aktiengesellschaft	Construction & Engineering	1.03%	1.00	0.01
Raiffeisen Bank International AG	Banks	0.48%	2.00	0.01
ACS Actividades de Construccion y Servicios SA	Construction & Engineering	0.69%	1.00	0.01
Geberit AG	Building Products	0.69%	1.00	0.01
Iveco Group NV	Machinery	0.64%	1.00	0.01
Beiersdorf AG	Household Products	0.61%	1.00	0.01



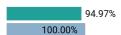
#### Lack of anti-corruption and anti-bribery policies

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

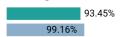


#### Eligibility



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**

#### **Benchmark Involvement (of Covered)**

Eligible Not Covered, 1%



#### 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	Portofolio Weight
De'Longhi S.p.A.	Consumer Durables	0.92%
ALSO Holding AG	Technology Hardware	0.33%

#### Largest portfolio constituents without anti bribery/corruption involvement

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

Security Name	Industry	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



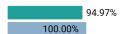
# Cases of insufficient action taken to address breaches of standards of anti-corruption and anti-bribery

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

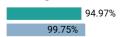


#### Eligibility



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**

#### **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	Weight
Munters Group AB	Building Products	1.23%
Colruyt Group N.V.	Food Retailers	1.14%
Redcare Pharmacy N.V.	Food Retailers	1.06%
Jumbo S.A.	Retailing	0.89%
Lagercrantz Group AB Class B	Electrical Equipment	0.86%

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

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

Security Name	Industry	Portofolio Weight
BPER Banca S.p.A.	Banks	1.79%
Banco Bilbao Vizcaya Argentaria, S.A.	Banks	1.71%
Buzzi Spa	Construction Materials	1.58%
Publicis Groupe SA	Media	1.58%
Logitech International S.A.	Technology Hardware	1.56%



#### Mandatory Indicator

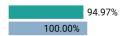
# Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws

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



#### Eligibility



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

#### Coverage



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

#### Number of convictions (#)



#### Amount of fines (EURm)





## 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**



## 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**



## 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**



# 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**



### 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

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.

#### **Portfolio Involvement**

**Benchmark Involvement (of Covered)** 





## 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**



# 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**

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