

# Principal Adverse Impact Portfolio Report







Portfolio Name	Number of Constituents	Corporate Eligibility	Sovereign Eligibility
<b>Portfolio</b>			
Digital Stars US Eq 20230930	77	95.54%	0.00%
<b>Benchmark</b>			
MSCI USA 20230930	627	100.00%	0.00%

Report as of 17 October 2023, 12:40 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)	31.25	974705037.27	6
		Scope 2 (tCO2eq)	37.84	194313984.31	
		Scope 3 (tCO2eq)	1200.35	9720067781.10	
		Total Scope 1 + 2 (tCO2eq)	70.47	1169154431.31	
		Total Scope 1 + 2 + 3 (tCO2eq)	1266.49	10830238249.02	
	Carbon Footprint	Total Scope 1 + 2 (tCO2eq/EURm)	17.16	34.46	7
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	338.24	340.04	
	GHG Intensity of Investee Companies	Total Scope 1 + 2 (tCO2eq/EURm)	32.04	114.17	8
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	1086.34	950.25	
	Fossil Fuel	(% involved)	2.42	7.85	9
	Non-renewable Energy	Non-Renewable Energy Consumption (%)	83.08	57.05	10
		Non-Renewable Energy Production (%)	0.00	17.43	
	Energy Consumption Intensity	Agriculture, Forestry & Fishing (GWh/EURm)	-	1.22	11
		Construction (GWh/EURm)	-	0.24	
		Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm)	-	6.33	
		Manufacturing (GWh/EURm)	0.24	0.21	
		Mining & Quarrying (GWh/EURm)	-	1.90	
		Real Estate Activities (GWh/EURm)	1.14	0.56	
		Transportation & Storage (GWh/EURm)	61.84	1.68	
		Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)	-	0.68	
		Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles (GWh/EURm)	0.02	0.06	

## Mandatory Indicators cont. (Regulation Table 1)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Negative affect on biodiversity	(% involved)	0.00	7.55	12
	 Emissions to Water	(t/EURm)	-	4.33	13
	 Hazardous Waste Ratio	(t/EURm)	0.10	0.14	14
	 UNGC Principles/OECD Guidelines Violations	(% involved)	0.00	0.92	15
	 UNGC Lack of Compliance Mechanism	(% involved)	81.63	62.73	16
	 Unadjusted Gender Pay Gap	(%)	99.40	18.93	17
	 Board Gender Diversity	(% female)	29.63	33.61	18
	 Controversial Weapons	(% involved)	0.00	0.00	19
Sovereign	 Carbon Intensity	(KtonCO2eq/EURm)	-	-	20
	 Social Violations	(#)	0	0	21
		(%)	-	-	








## Voluntary Indicators (Regulation Table 2 & 3)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Emissions of inorganic pollutants	(t/€m)	-	-	22
	 Emissions of Air Pollutants	([SOx + NOx]t/EURm)	-	0	23
	 Emissions of ozone depletion substances	(tCO2eq/€m)	0	0.13	24
	 Investing in companies without carbon emission reduction initiatives	(% involved)	84.26	32.77	25
	 Breakdown of energy consumption by type of non-renewable sources of energy	Coal(%)	16.35	7.28	26
		Natural Gas(%)	30.52	17.79	
		Nuclear(%)	19	6.48	
		Oil(%)	8.49	9.6	
	 Water usage and recycling	(%)	24.00	300.51	27
	 Investments in companies without water management policies	(% involved)	45.38	15.67	28

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

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Investments in companies producing chemicals	(% involved)	0	1.1	29
	 Land degradation, desertification, soil sealing	(% involved)	2.68	23.61	30
	 Investments in companies without sustainable oceans/seas practices	(% involved)	97.33	80.54	31
	 Non-recycled waste ratio	(t/EURm)	3.41	10.79	32
	 Natural species and protected areas	(% involved)	1.26	5.47	33
	 Deforestation	(% involved)	93.78	61.39	34
	 Investment in investee companies without workplace accident prevention policies	(% involved)	26.08	11.68	35
	 Rate of accidents	(Accidents/hours worked)	0.67	0.40	36
	 Number of days lost to injuries, accidents, fatalities or illness	(#)	0	121	37
	 Lack of a supplier code of conduct	(% involved)	18.84	4.87	38
	 Lack of grievance/complaints handling mechanism related to employee matters	(% involved)	85.55	68.82	39
	 Insufficient whistleblower protection	(% involved)	0.00	0.00	40
	 Incidents of discrimination	(#)	0.02	2.14	41
	 Excessive CEO pay ratio		255.18	917.17	42
	 Lack of a human rights policy	(% involved)	23.82	7.46	43
	 Lack of due diligence	(% involved)	63.28	30.03	44
	 Lack of processes and measures for preventing trafficking in human beings	(% involved)	23.82	7.46	45
	 Operations and suppliers at significant risk of incidents of child labour	(% involved)	0.00	26.52	46
	 Operations and suppliers at significant risk of incidents of forced or compulsory labour	(% involved)	3.92	18.42	47
	 Number of identified cases of severe human rights issues and incidents	(#)	0	1	48
	 Lack of anti-corruption and anti-bribery policies	(% involved)	0.00	0.08	49
	 Cases of insufficient action taken to address breaches of standards of anti-corruption and antibribery	(% involved)	22.02	6.2	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	1	51
		(EURm)	0.00	1595.20	
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

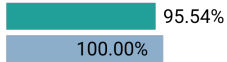
## GHG emissions

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

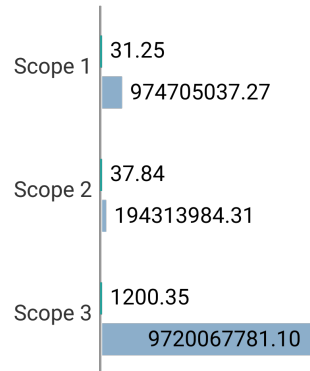
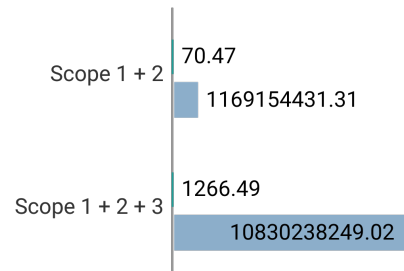


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage



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

Emissions by Scope (tCO<sub>2</sub>eq)Total Emissions (tCO<sub>2</sub>eq)

## Largest Contributing Constituents

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

Security Name	Industry	Holding Value (€m)	% Owned	Emissions (TCO <sub>2</sub> eq)	Share of Emissions (TCO <sub>2</sub> eq)
Owens Corning	Building Products	0.06	0.0004%	3,490,725	14
Jabil Inc.	Technology Hardware	0.10	0.0005%	2,046,576	10
Boise Cascade Co.	Paper & Forestry	0.05	0.0013%	494,517	7
Helix Energy Solutions Group, Inc.	Energy Services	0.05	0.0028%	205,685	6
Red Robin Gourmet Burgers, Inc.	Consumer Services	0.03	0.0046%	91,815	4
American Woodmark Corporation	Building Products	0.05	0.0031%	98,323	3
Vulcan Materials Company	Construction Materials	0.05	0.0002%	1,228,013	2
Builders FirstSource, Inc.	Building Products	0.06	0.0003%	541,377	2
AptarGroup, Inc.	Containers & Packaging	0.06	0.0007%	209,337	1
Crane NXT, Co.	Machinery	0.06	0.0012%	115,640	1



## 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.

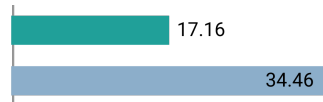
PAI Identifier Table 1 #2 Eligible Holding Type Corporate

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 (tCO<sub>2</sub>eq/EURm)Total carbon footprint scope 1 + 2 + 3 (tCO<sub>2</sub>eq/EURm)

## Coverage



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

## Largest Contributing Constituents

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

Security Name	Industry	Holding Value (€m)	% Owned	Emissions (TCO <sub>2</sub> eq)	Share of Emissions	Carbon footprint (tCO <sub>2</sub> eq/EURm)
Owens Corning	Building Products	0.06	0.0004%	3,490,725	14	252
Red Robin Gourmet Burgers, Inc.	Consumer Services	0.03	0.0046%	91,815	4	134
Boise Cascade Co.	Paper & Forestry	0.05	0.0013%	494,517	7	123
Helix Energy Solutions Group, Inc.	Energy Services	0.05	0.0028%	205,685	6	106
Jabil Inc.	Technology Hardware	0.10	0.0005%	2,046,576	10	103
American Woodmark Corporation	Building Products	0.05	0.0031%	98,323	3	61
Vulcan Materials Company	Construction Materials	0.05	0.0002%	1,228,013	2	40
Builders FirstSource, Inc.	Building Products	0.06	0.0003%	541,377	2	31
Crane NXT, Co.	Machinery	0.06	0.0012%	115,640	1	23
Upbound Group, Inc.	Retailing	0.05	0.0018%	68,218	1	23



## Mandatory Indicator

## GHG intensity of investee companies

The GHG intensity is a relative measure of greenhouse gas (GHG) emissions. It is the amount of GHG produced per unit of revenue generated by the company, measured in tonnes of CO<sub>2</sub> per EURm generated in revenue. The carbon intensity is then weighted using the portfolio weight to get a weighted average for the portfolio.

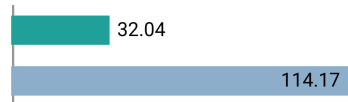
PAI Identifier Table 1 #3 Eligible Holding Type Corporate

Portfolio Benchmark

## Eligibility



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

GHG intensity scope 1 + 2  
(tCO<sub>2</sub>eq/EURm)GHG intensity scope 1 + 2 + 3  
(tCO<sub>2</sub>eq/EURm)

## Coverage



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

## Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Emissions (TCO <sub>2</sub> eq)	EURm generated in revenue	GHG intensity (tCO <sub>2</sub> eq/EURm)	Weighted GHG intensity
Owens Corning	Building Products	1.23%	3490725.00	9102.03	383.51	4.72
Helix Energy Solutions Group, Inc.	Energy Services	1.18%	205685.00	595.93	345.15	4.06
Vulcan Materials Company	Construction Materials	1.19%	1228013.00	6821.35	180.02	2.14
Jabil Inc.	Technology Hardware	2.07%	2046576.00	24825.77	82.44	1.71
AptarGroup, Inc.	Containers & Packaging	1.35%	209337.00	2850.35	73.44	0.99
Akamai Technologies, Inc.	Software & Services	1.50%	190838.00	3057.02	62.43	0.94
Boise Cascade Co.	Paper & Forestry	1.17%	494517.09	7000.50	70.64	0.82
Weatherford International plc	Energy Services	2.36%	104000.00	3219.34	32.30	0.76
American Woodmark Corporation	Building Products	1.07%	98322.63	1438.36	68.36	0.73
First Watch Restaurant Group, Inc.	Consumer Services	1.24%	30507.15	530.99	57.45	0.71





## Mandatory Indicator

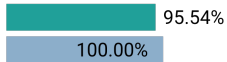
## Exposure to companies active in the fossil fuel sector

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

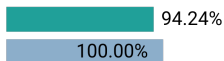
Portfolio Benchmark

## Eligibility



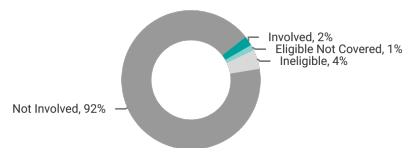
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

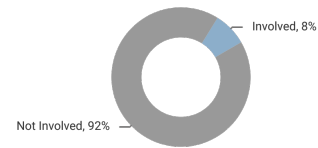


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with fossil fuel involvement

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

Security	Industry	Portfolio Weight
Helix Energy Solutions Group, Inc.	Energy Services	1.18%
D.R. Horton, Inc.	Homebuilders	1.10%

## Largest portfolio constituents without fossil fuel involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Mandatory Indicator

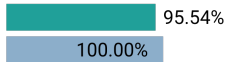
## Share of non-renewable energy consumption and production

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

PAI Identifier Table 1 #5 Eligible Holding Type Corporate

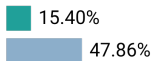
Portfolio Benchmark

## Eligibility



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

## Coverage



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

## Non-renewable percentage of energy consumption (%)



## Non-renewable percentage of energy production (%)



## Largest Contributing Non-Renewable Energy Consumers

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

Security Name	Industry	Portfolio Weight	Non-Renewable Energy Consumption	Weighted Non-Renewable Consumption
Archrock Inc.	Refiners & Pipelines	1.54%	100.00%	1.54%
Belden Inc.	Technology Hardware	1.55%	97.60%	1.51%
Hubbell Incorporated	Electrical Equipment	1.43%	99.76%	1.42%
Simpson Manufacturing Co., Inc.	Building Products	1.44%	93.42%	1.34%
Sherwin-Williams Company	Chemicals	1.33%	100.00%	1.33%

## 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
NVIDIA Corporation	Semiconductors	1.01%	0.00%	0.00%
Trane Technologies plc	Building Products	1.19%	0.00%	0.00%



## Mandatory Indicator

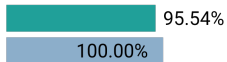
# Energy consumption intensity per high impact climate sector

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

PAI Identifier Table 1 #6 Eligible Holding Type Corporate

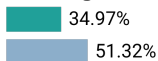
Portfolio Benchmark

## Eligibility



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

## Coverage



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

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

### Agriculture, Forestry & Fishing



### Mining & Quarrying



### Manufacturing



### Electricity, Gas, Steam and Air Conditioning Supply



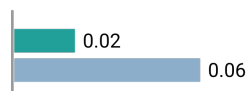
### Water Supply, Sewerage, Waste Management & Remediation



### Construction



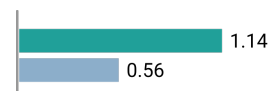
### Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles



### Transportation & Storage



### Real Estate



## Largest Contributor per NACE Sector

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

Sector Name	Security Name	Portfolio Weight	Energy Consumption Intensity	Weighted Energy Consumption Intensity
Agriculture, Forestry & Fishing				
Construction				
Electricity, Gas, Steam and Air Conditioning Supply				
Manufacturing	Owens Corning	1.23%	1.46	0.02
Mining & Quarrying				
Real Estate	American Homes 4 Rent Class A	1.19%	1.14	0.01
Transportation & Storage	Archrock Inc.	1.54%	61.84	0.95
Water Supply, Sewerage, Waste Management & Remediation				
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	American Eagle Outfitters, Inc.	1.21%	0.04	0.00



## Mandatory Indicator

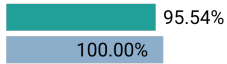
## Activities negatively affecting biodiversity-sensitive areas

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

PAI Identifier Table 1 #7 Eligible Holding Type Corporate

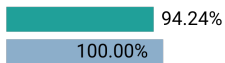
Portfolio Benchmark

## Eligibility



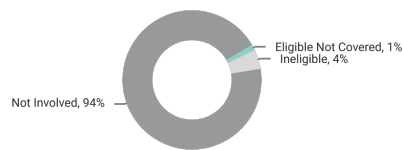
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

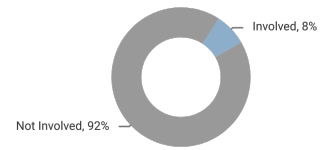


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



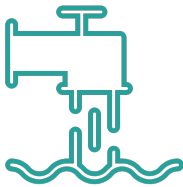
## Benchmark Involvement (of Covered)



## Largest portfolio constituents without negative affect on biodiversity involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



Mandatory Indicator

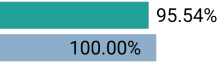
# Emissions to water

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

PAI Identifier Table 1 #8      Eligible Holding Type Corporate

Portfolio      Benchmark

Eligibility



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

Coverage



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

Emissions to water (t/EURm)





## Mandatory Indicator

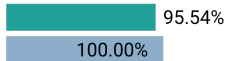
## Hazardous waste ratio

Tonnes of hazardous waste generated by investee companies per EURm invested, expressed as a weighted average of the portfolio.

PAI Identifier Table 1 #9 Eligible Holding Type Corporate

Portfolio Benchmark

## Eligibility



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

## Hazardous waste (t/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 air pollutant emissions.

Security Name	Industry	Holding Value (€m)	% Owned	Hazardous waste produced (T)	Hazardous waste (T/EURm)
Jabil Inc.	Technology Hardware	0.10	0.0005%	33,319	0.16
Sherwin-Williams Company	Chemicals	0.06	0.0001%	70,000	0.06
Owens Corning	Building Products	0.06	0.0004%	4,524	0.02
Archrock Inc.	Refiners & Pipelines	0.07	0.0021%	752	0.02
AptarGroup, Inc.	Containers & Packaging	0.06	0.0007%	3,443	0.02
Watts Water Technologies, Inc. Class A	Machinery	0.05	0.0009%	2,151	0.02
Gentex Corporation	Auto Components	0.06	0.0008%	864	0.01
Helix Energy Solutions Group, Inc.	Energy Services	0.05	0.0028%	519	0.01
ANI Pharmaceuticals, Inc.	Pharmaceuticals	0.07	0.0051%	104	0.01
Weatherford International plc	Energy Services	0.11	0.0013%	768	0.01



## Mandatory Indicator

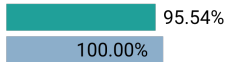
## Violations of UN Global Compact principles and OECD Guidelines for Multinational Enterprises

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

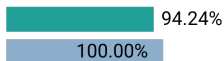
Portfolio Benchmark

## Eligibility



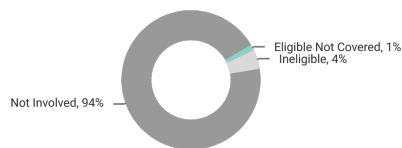
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

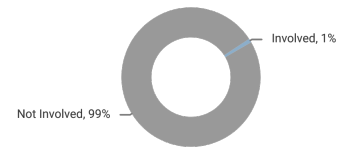


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents without UNGC principles/OECD guidelines violations involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Mandatory Indicator

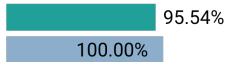
### Lack of processes and compliance mechanisms to monitor compliance with UNGC principles and OECD Guidelines for Multinational Enterprises

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

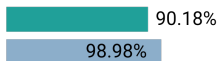
Portfolio Benchmark

#### Eligibility



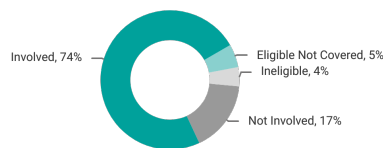
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

#### Coverage

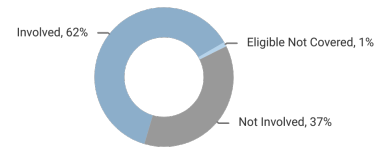


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

#### Portfolio Involvement



#### Benchmark Involvement (of Covered)



### Largest portfolio constituents with UNGC Lack of compliance mechanisms involvement

The table below shows the five largest contributors to the overall UNGC Lack of compliance mechanisms involvement score of the portfolio.

Security	Industry	Portfolio Weight
e.l.f. Beauty, Inc.	Household Products	2.24%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%
Inter Parfums, Inc.	Household Products	1.61%
Belden Inc.	Technology Hardware	1.55%

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

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
Jabil Inc.	Technology Hardware	2.07%
EMCOR Group, Inc.	Construction & Engineering	1.58%
Badger Meter, Inc.	Technology Hardware	1.29%
Verisk Analytics Inc	Commercial Services	1.24%





## Mandatory Indicator

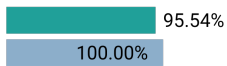
## Unadjusted gender pay gap

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.

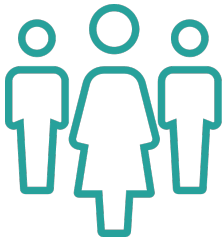
## Unadjusted gender pay gap (%)



## 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
American Homes 4 Rent Class A	Real Estate	1.19%	99.40%	1.19%



## Mandatory Indicator

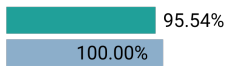
## Board gender diversity

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

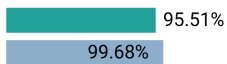
Portfolio Benchmark

## 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
Inter Parfums, Inc.	Household Products	1.61%	11	9.09%
Builders FirstSource, Inc.	Building Products	1.33%	10	10.00%
Bank7 Corp.	Banks	0.90%	8	12.50%
Construction Partners, Inc. Class A	Construction & Engineering	1.34%	8	12.50%
World Acceptance Corporation	Diversified Financials	1.01%	7	14.29%
Equity Bancshares, Inc. Class A	Banks	0.94%	12	16.67%
OSI Systems, Inc.	Technology Hardware	1.22%	6	16.67%
Vertiv Holdings Co. Class A	Electrical Equipment	1.21%	11	18.18%
Gentex Corporation	Auto Components	1.21%	10	20.00%
Snap-on Incorporated	Machinery	1.13%	10	20.00%



## Mandatory Indicator

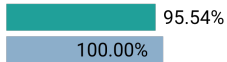
## Exposure to controversial weapons

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

PAI Identifier Table 1 #14 Eligible Holding Type Corporate

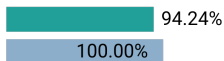
Portfolio Benchmark

## Eligibility



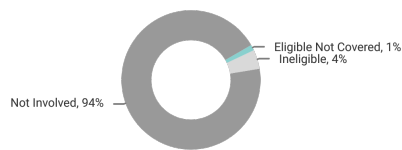
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

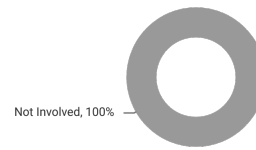


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



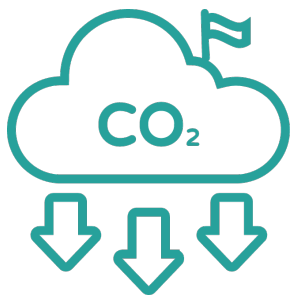
## Benchmark Involvement (of Covered)



## Largest portfolio constituents without controversial weapons involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



Mandatory Indicator

# GHG intensity

This metric is a relative measure of carbon emissions for countries. It is the amount of carbon produced per unit of Gross Domestic Product (GDP), measured in Kton per EURm of GDP.

**PAI Identifier** Table 1 #15    **Eligible Holding Type** Sovereign



## Missing Data

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



Mandatory Indicator

Investee countries subject to social violations

This metric counts the number of countries the portfolio is exposed to that are subject to social violations, as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.

PAI Identifier Table 1 #16 Eligible Holding Type Sovereign

Portfolio Benchmark

Eligibility

0.00%  
0.00%

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

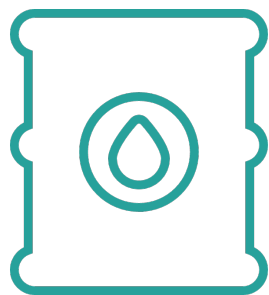
Coverage

0.00%  
0.00%

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

Number of countries with violations (#)

0.00  
0.00



Mandatory Indicator

## Emissions of inorganic pollutants

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

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



### Missing Data

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



Voluntary Indicator

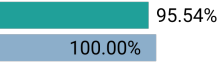
# Emissions of air pollutants

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

PAI Identifier Table 2 #2    Eligible Holding Type Corporate

Portfolio    Benchmark

Eligibility



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

Coverage



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

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





Mandatory Indicator

Emissions of ozone depletion substances

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

PAI Identifier Table 2 #3      Eligible Holding Type Corporate

Portfolio      Benchmark

Eligibility



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

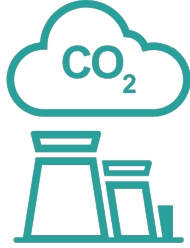


Coverage



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





## Voluntary Indicator

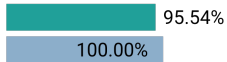
## Investments in companies without carbon emission reduction initiatives

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement.

PAI Identifier Table 2 #4 Eligible Holding Type Corporate

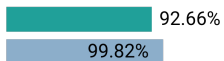
Portfolio Benchmark

## Eligibility



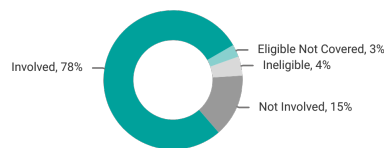
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

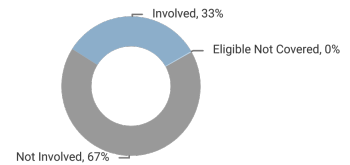


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with carbon reduction involvement

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

Security	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%

## Largest portfolio constituents without carbon reduction involvement

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

Security Name	Industry	Portfolio Weight
Akamai Technologies, Inc.	Software & Services	1.50%
Cadence Design Systems, Inc.	Software & Services	1.43%
Palo Alto Networks, Inc.	Software & Services	1.43%
Workday, Inc. Class A	Software & Services	1.40%
AptarGroup, Inc.	Containers & Packaging	1.35%



## Mandatory Indicator

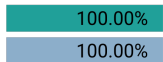
# Breakdown of energy consumption by type of non-renewable sources of energy

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

PAI Identifier Table 2 #5 Eligible Holding Type Corporate

Portfolio Benchmark

## Eligibility



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

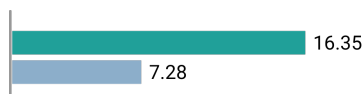
## Coverage



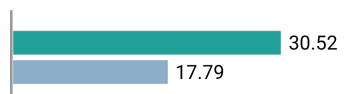
The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Energy consumption by type of non-renewable sources of energy

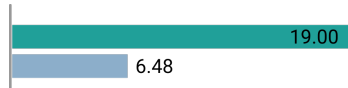
### Coal



### Natural Gas



### Nuclear



### Oil



## Largest Contributing Constituents

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

Energy Source	Security Name	Industry	Portfolio Weight	% non-renewable energy from source	Weighted % non-renewable energy from source
Oil	Trane Technologies plc	Building Products	1.19%	37.74%	44.99%
Oil	Federal Signal Corporation	Machinery	1.18%	10.75%	12.73%
Oil	Hubbell Incorporated	Electrical Equipment	1.43%	7.88%	11.25%
Nuclear	e.l.f. Beauty, Inc.	Household Products	2.24%		
Nuclear	Jabil Inc.	Technology Hardware	2.07%		
Nuclear	Genuine Parts Company	Retailing	1.07%	19.00%	20.25%
Natural Gas	Owens Corning	Building Products	1.23%	58.50%	72.05%
Natural Gas	Federal Signal Corporation	Machinery	1.18%	55.30%	65.51%
Natural Gas	Hubbell Incorporated	Electrical Equipment	1.43%	45.79%	65.38%
Coal	EastGroup Properties, Inc.	Real Estate	1.29%		
Coal	Genuine Parts Company	Retailing	1.07%	27.00%	28.77%
Coal	Owens Corning	Building Products	1.23%	7.14%	8.79%



## 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

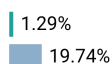
Portfolio Benchmark

## 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
Manhattan Associates, Inc.	Software & Services	1.29%	4770	61.62

## 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
Manhattan Associates, Inc.	Software & Services	1.29%	24.00	0.31



## Voluntary Indicator

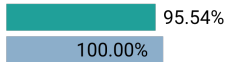
## Investments in companies without water management policies

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

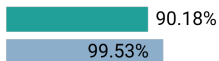
Portfolio Benchmark

## Eligibility



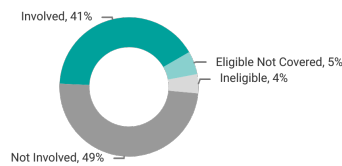
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

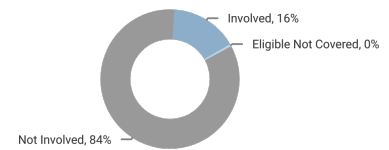


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with water management involvement

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

Security	Industry	Portfolio Weight
Forestar Group Inc.	Real Estate	1.67%
ANI Pharmaceuticals, Inc.	Pharmaceuticals	1.54%
Archrock Inc.	Refiners & Pipelines	1.54%
HealthEquity Inc	Healthcare	1.48%
Workday, Inc. Class A	Software & Services	1.40%

## Largest portfolio constituents without water management involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Inter Parfums, Inc.	Household Products	1.61%



## Voluntary Indicator

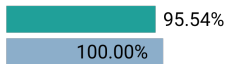
## Investments in companies producing chemicals

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

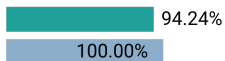
Portfolio Benchmark

## Eligibility



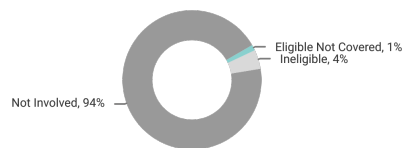
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

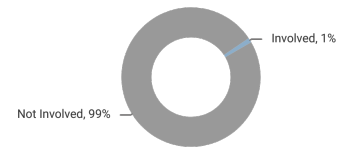


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



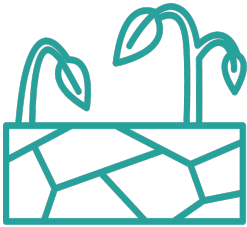
## Benchmark Involvement (of Covered)



## Largest portfolio constituents without chemical production involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Voluntary Indicator

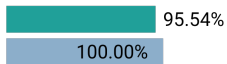
## Land degradation, desertification, soil sealing

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

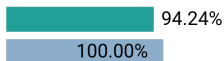
Portfolio Benchmark

## Eligibility



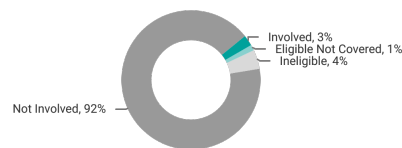
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

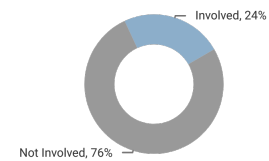


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



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

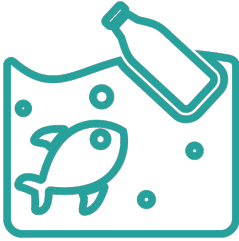
The table below shows the five largest contributors to the overall land degradation, desertification or soil sealing involvement score of the portfolio.

Security	Industry	Portfolio Weight
Sherwin-Williams Company	Chemicals	1.33%
Vulcan Materials Company	Construction Materials	1.19%

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

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Voluntary Indicator

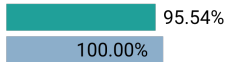
## Investments in companies without sustainable oceans/seas practices

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

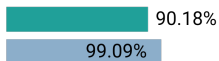
Portfolio Benchmark

## Eligibility



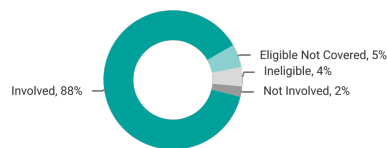
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

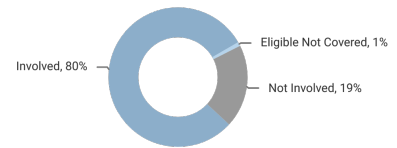


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with sustainable oceans/seas practices involvement

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

Security	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%

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

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

Security Name	Industry	Portfolio Weight
Owens Corning	Building Products	1.23%
Watts Water Technologies, Inc. Class A	Machinery	1.18%

Security	Industry	Portfolio Weight
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Voluntary Indicator

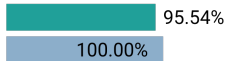
## Non-recycled waste ratio

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

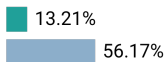


The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Non-recycled waste generation (t/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 air pollutant emissions.

Security Name	Industry	Holding Value (€m)	% Owned	Non-recycled waste produced (T)	Non-recycled waste (T/EURm)
Owens Corning	Building Products	0.06	0.0004%	347,074	1.42
Jabil Inc.	Technology Hardware	0.10	0.0005%	75,720	0.36
Builders FirstSource, Inc.	Building Products	0.06	0.0003%	65,647	0.23
AptarGroup, Inc.	Containers & Packaging	0.06	0.0007%	7,882	0.05
Trane Technologies plc	Building Products	0.05	0.0001%	6,858	0.01
Inter Parfums, Inc.	Household Products	0.07	0.0018%	8	0.00
Axcelis Technologies, Inc.	Semiconductors	0.06	0.0012%	7	0.00
Vulcan Materials Company	Construction Materials	0.05	0.0002%	1,992	0.00
NVIDIA Corporation	Semiconductors	0.05	0.0000%	411	0.00
T. Rowe Price Group	Diversified Financials	0.04	0.0002%	124	0.00





## Voluntary Indicator

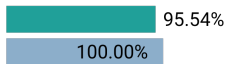
## Natural species and protected areas

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

PAI Identifier Table 2 #14 Eligible Holding Type Corporate

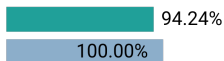
Portfolio Benchmark

## Eligibility



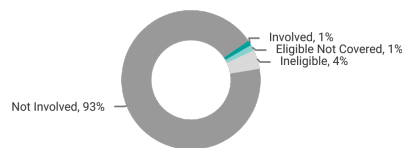
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

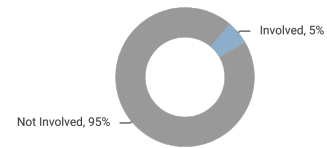


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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	Portfolio Weight
e.l.f. Beauty, Inc.	Household Products	2.24%

## Largest portfolio constituents without operations affecting threatened species involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%

Security	Industry	Portfolio Weight
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%
Inter Parfums, Inc.	Household Products	1.61%



## Voluntary Indicator

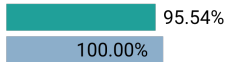
## Deforestation

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

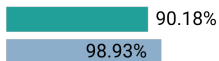
Portfolio Benchmark

## Eligibility



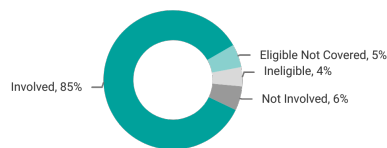
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

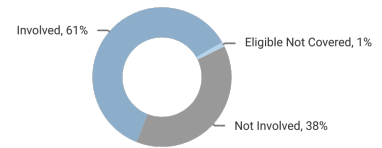


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with deforestation involvement

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

Security	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%

## Largest portfolio constituents without deforestation involvement

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

Security Name	Industry	Portfolio Weight
e.l.f. Beauty, Inc.	Household Products	2.24%
EastGroup Properties, Inc.	Real Estate	1.29%
Boise Cascade Co.	Paper & Forestry	1.17%
T. Rowe Price Group	Diversified Financials	0.92%

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

Indicator

Error Loading Image

PAI Identifier #	Eligible Holding Type	
Inter Parfums, Inc.	Household Products	1.61%



## Voluntary Indicator

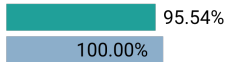
## Investments in companies without workplace accident prevention policies

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

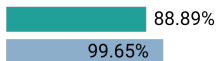
Portfolio Benchmark

## Eligibility



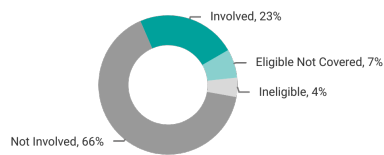
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

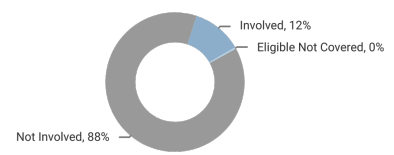


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with workplace accidents prevention involvement

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

Security	Industry	Portfolio Weight
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Inter Parfums, Inc.	Household Products	1.61%
ANI Pharmaceuticals, Inc.	Pharmaceuticals	1.54%
HealthEquity Inc	Healthcare	1.48%
Cadence Design Systems, Inc.	Software & Services	1.43%

## Largest portfolio constituents without workplace accidents prevention involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Forestar Group Inc.	Real Estate	1.67%
EMCOR Group, Inc.	Construction & Engineering	1.58%



## Voluntary Indicator

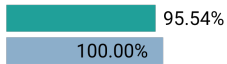
## Rate of accidents

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
Trane Technologies plc	Building Products	1.19%	0.95	0.01
Sherwin-Williams Company	Chemicals	1.33%	0.81	0.01
Watts Water Technologies, Inc. Class A	Machinery	1.18%	0.70	0.01
Archrock Inc.	Refiners & Pipelines	1.54%	0.32	0.00



Voluntary Indicator

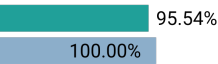
Number of days lost to injuries, accidents, fatalities or illness

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 (#)





## Voluntary Indicator

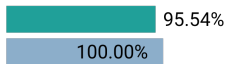
## Lack of a supplier code of conduct

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

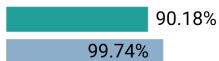
Portfolio Benchmark

## Eligibility



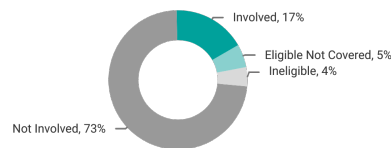
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

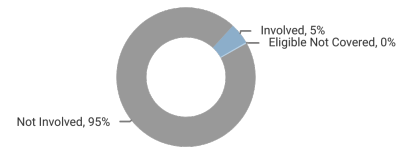


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with code of conduct involvement

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

Security	Industry	Portfolio Weight
Inter Parfums, Inc.	Household Products	1.61%
ANI Pharmaceuticals, Inc.	Pharmaceuticals	1.54%
HealthEquity Inc	Healthcare	1.48%
New York Times Company Class A	Media	1.34%
Construction Partners, Inc. Class A	Construction & Engineering	1.34%

## Largest portfolio constituents without code of conduct involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Voluntary Indicator

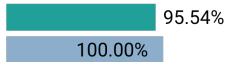
## Lack of grievance/complaints handling mechanism related to employee matters

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

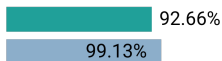
Portfolio Benchmark

## Eligibility



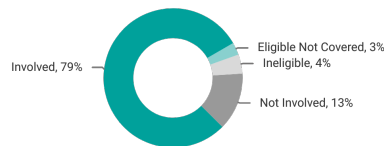
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

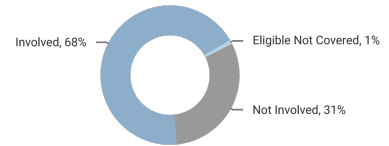


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



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

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

Security	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Inter Parfums, Inc.	Household Products	1.61%

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

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

Security Name	Industry	Portfolio Weight
Forestar Group Inc.	Real Estate	1.67%
AptarGroup, Inc.	Containers & Packaging	1.35%
Builders FirstSource, Inc.	Building Products	1.33%
Gentex Corporation	Auto Components	1.21%
Flowserve Corporation	Machinery	1.21%





## Voluntary Indicator

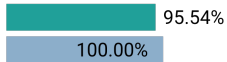
## Insufficient whistleblower protection

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

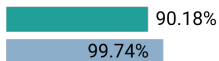
Portfolio Benchmark

## Eligibility



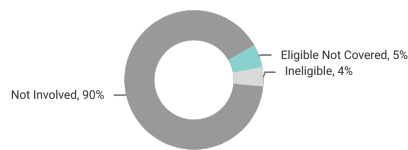
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

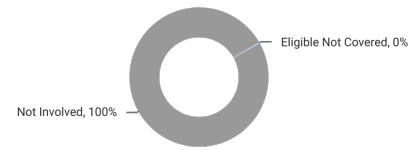


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents without whistleblower protection involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Voluntary Indicator

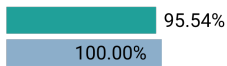
## Incidents of discrimination

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

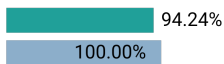
Portfolio Benchmark

## Eligibility



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
New York Times Company Class A	Media	1.34%	1	0.01
Red Robin Gourmet Burgers, Inc.	Consumer Services	0.68%	1	0.01



## Voluntary Indicator

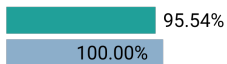
## Excessive CEO pay ratio

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

PAI Identifier Table 3 #8 Eligible Holding Type Corporate

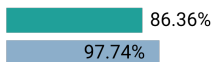
Portfolio Benchmark

## Eligibility



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

## Coverage



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

## Excessive CEO pay ratio



## Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	CEO pay ratio	Weighted CEO pay ratio
Abercrombie & Fitch Co. Class A	Retailing	1.92%	3262.00	62.70
Jabil Inc.	Technology Hardware	2.07%	2021.00	41.87
American Eagle Outfitters, Inc.	Retailing	1.21%	1206.00	14.65
Weatherford International plc	Energy Services	2.36%	269.00	6.36
Sherwin-Williams Company	Chemicals	1.33%	366.00	4.87
EMCOR Group, Inc.	Construction & Engineering	1.58%	211.50	3.35
OSI Systems, Inc.	Technology Hardware	1.22%	262.00	3.20
D.R. Horton, Inc.	Homebuilders	1.10%	284.00	3.13
Belden Inc.	Technology Hardware	1.55%	180.84	2.80
Integer Holdings Corporation	Healthcare	1.33%	207.00	2.74



## Voluntary Indicator

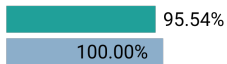
## Lack of a human rights policy

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

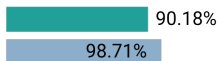
Portfolio Benchmark

## Eligibility



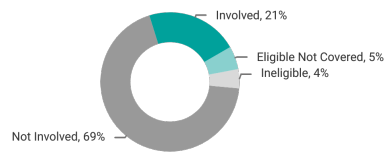
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

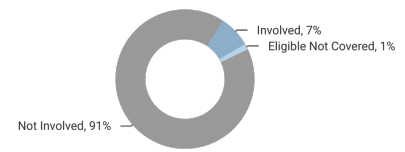


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with human rights involvement

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

Security	Industry	Portfolio Weight
Inter Parfums, Inc.	Household Products	1.61%
ANI Pharmaceuticals, Inc.	Pharmaceuticals	1.54%
HealthEquity Inc	Healthcare	1.48%
New York Times Company Class A	Media	1.34%
Construction Partners, Inc. Class A	Construction & Engineering	1.34%

## Largest portfolio constituents without human rights involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Voluntary Indicator

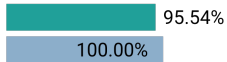
## Lack of due diligence

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

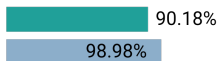
Portfolio Benchmark

## Eligibility



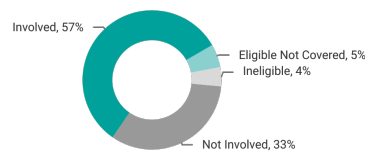
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

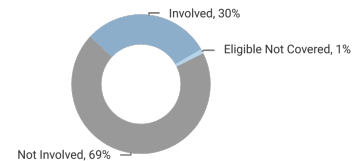


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with due diligence involvement

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

Security	Industry	Portfolio Weight
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Inter Parfums, Inc.	Household Products	1.61%
Belden Inc.	Technology Hardware	1.55%
ANI Pharmaceuticals, Inc.	Pharmaceuticals	1.54%
Akamai Technologies, Inc.	Software & Services	1.50%

## Largest portfolio constituents without due diligence involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Forestar Group Inc.	Real Estate	1.67%
EMCOR Group, Inc.	Construction & Engineering	1.58%



## Voluntary Indicator

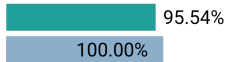
## Lack of processes and measures for preventing trafficking in human beings

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

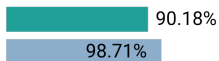
Portfolio Benchmark

## Eligibility



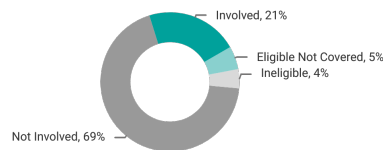
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

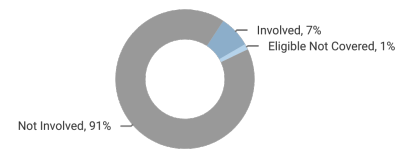


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with anti-human trafficking involvement

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

Security	Industry	Portfolio Weight
Inter Parfums, Inc.	Household Products	1.61%
ANI Pharmaceuticals, Inc.	Pharmaceuticals	1.54%
HealthEquity Inc	Healthcare	1.48%
New York Times Company Class A	Media	1.34%
Construction Partners, Inc. Class A	Construction & Engineering	1.34%

## Largest portfolio constituents without anti-human trafficking involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Voluntary Indicator

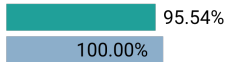
## Operations and suppliers at significant risk of incidents of child labour

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

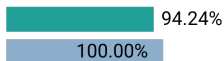
Portfolio Benchmark

## Eligibility



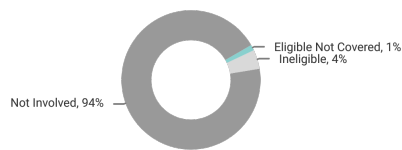
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

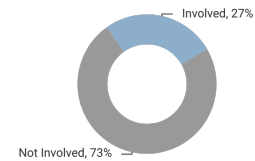


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents without child labour involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Voluntary Indicator

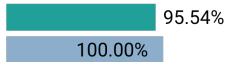
## Operations and suppliers at significant risk of incidents of forced or compulsory labour

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

PAI Identifier Table 3 #13 Eligible Holding Type Corporate

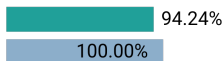
Portfolio Benchmark

## Eligibility



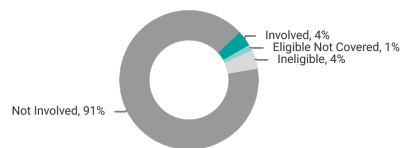
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

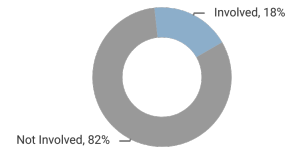


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## 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	Portfolio Weight
Urban Outfitters, Inc.	Retailing	1.24%
Verisk Analytics Inc	Commercial Services	1.24%
American Eagle Outfitters, Inc.	Retailing	1.21%

## Largest portfolio constituents without forced or compulsory labour involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%





## Voluntary Indicator

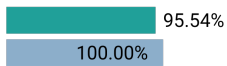
## Number of identified cases of severe human rights issues and incidents

This metric assesses the total number of cases that refer to 'severe' human rights issues/incidents committed by a company and/or its subsidiaries in a given year. We take the count for each corporate investment and then calculated a weighted average for the portfolio.

PAI Identifier Table 3 #14 Eligible Holding Type Corporate

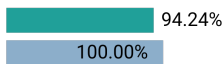
Portfolio Benchmark

## Eligibility



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

## Coverage



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

## Number of identified cases of severe human rights issues &amp; incidents (#)



## Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Number of incidents	Weighted number of incidents
Jabil Inc.	Technology Hardware	2.07%	1.00	0.02
Urban Outfitters, Inc.	Retailing	1.24%	1.00	0.01
Owens Corning	Building Products	1.23%	1.00	0.01
American Eagle Outfitters, Inc.	Retailing	1.21%	1.00	0.01



## Voluntary Indicator

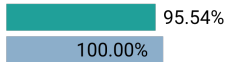
## Lack of anti-corruption and anti-bribery policies

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

PAI Identifier Table 3 #15 Eligible Holding Type Corporate

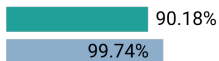
Portfolio Benchmark

## Eligibility



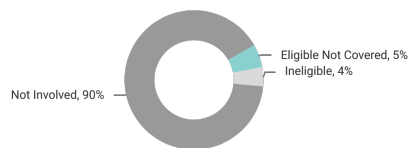
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

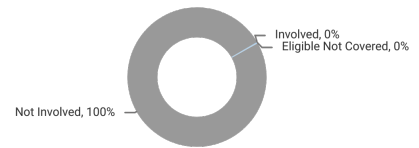


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



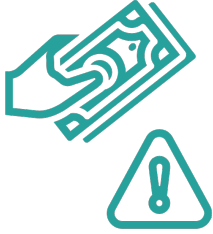
## Benchmark Involvement (of Covered)



## Largest portfolio constituents without anti bribery/corruption involvement

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

Security Name	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%



## Voluntary Indicator

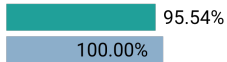
## Cases of insufficient action taken to address breaches of standards of anti-corruption and anti-bribery

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

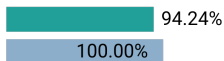
Portfolio Benchmark

## Eligibility



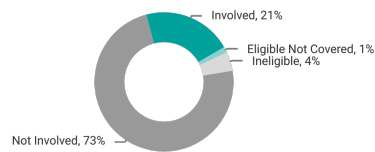
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage

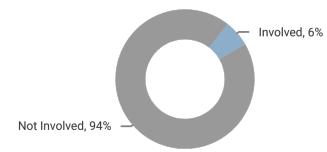


The portion of the portfolio which is both eligible for this PAI and covered by Sustainalytics' data.

## Portfolio Involvement



## Benchmark Involvement (of Covered)



## Largest portfolio constituents with anti bribery/corruption lack of action involvement

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

Security	Industry	Portfolio Weight
Weatherford International plc	Energy Services	2.36%
Abercrombie & Fitch Co. Class A	Retailing	1.92%
Forestar Group Inc.	Real Estate	1.67%
ANI Pharmaceuticals, Inc.	Pharmaceuticals	1.54%
HealthEquity Inc	Healthcare	1.48%

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

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

Security Name	Industry	Portfolio Weight
e.l.f. Beauty, Inc.	Household Products	2.24%
Jabil Inc.	Technology Hardware	2.07%
Inter Parfums, Inc.	Household Products	1.61%
EMCOR Group, Inc.	Construction & Engineering	1.58%
Belden Inc.	Technology Hardware	1.55%



Mandatory Indicator

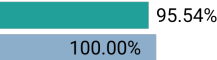
Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws

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

PAI Identifier Table 3 #17    Eligible Holding Type Corporate

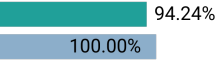
Portfolio    Benchmark

Eligibility



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

Coverage



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

Number of convictions (#)



Amount of fines (EURm)





Voluntary Indicator

## Average income inequality score

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

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



### Missing Data

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



Voluntary Indicator

Average freedom of expression score

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

PAI Identifier Table 3 #19 Eligible Holding Type Sovereign



Missing Data

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



Voluntary Indicator

## Average human rights performance

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

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



### Missing Data

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



Voluntary Indicator

# Average corruption score

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

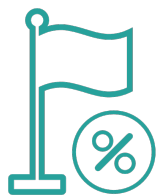
**PAI Identifier** Table 3 #21 **Eligible Holding Type** Sovereign



## Missing Data

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





Voluntary Indicator

Non-cooperative tax jurisdictions

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

PAI Identifier Table 3 #22    Eligible Holding Type Sovereign

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)



Voluntary Indicator

Average political stability score

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

PAI Identifier Table 3 #23 Eligible Holding Type Sovereign



Missing Data

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



Voluntary Indicator

# Average rule of law score

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

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



## Missing Data

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

Connect with our team of experts to learn more about [EU Sustainable Finance Action Plan Solutions](#)

## Global Contacts

### Americas

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

### APAC

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

### EMEA

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

### JAPAN

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

## Notice and Disclaimer

Sustainalytics does not assess the issuer's compliance with (local) legislation, but only provides an indication of the expected impact that the issuer's alignment may have for businesses, based on principles as recognized under the EU Action Plan on Financing Sustainable Growth.

Copyright © 2023 Sustainalytics. All rights reserved.

The information, methodologies, data and opinions contained or reflected herein are proprietary of Sustainalytics and/or content providers, intended for internal, non-commercial use and may not be copied, distributed or used in any other way, including via citation, unless otherwise explicitly agreed in writing. They are provided for informational purposes only and (1) do not constitute an endorsement of any product, project, investment strategy or consideration of any particular environmental, social or governance related issues as part of any investment strategy; (2) do not constitute investment advice, nor represent an expert opinion or negative assurance letter; (3) are not part of any offering and do not constitute an offer or indication to buy or sell securities, to select a project or make any kind of business transactions; (4) are not an assessment of the issuer's economic performance, financial obligations nor of its creditworthiness; (5) are not a substitute for professional advice; (6) past performance is no guarantee of future results; (7) have not been submitted to, nor received approval from, any relevant regulatory bodies.

These are based on information made available by the issuer and/or third parties, subject to continuous change and therefore are not warranted as to their merchantability, completeness, accuracy, up-to-datedness or fitness for a particular purpose. The information and data are provided "as is" and reflects Sustainalytics' opinion at the date of its elaboration and publication. Neither Sustainalytics nor any of its content providers accept any liability for damage arising from the use of the information, data or opinions contained herein, or from the use of information resulting from the application of the methodology, in any manner whatsoever, except where explicitly required by law. Any reference to content providers' names is for appropriate acknowledgement of their ownership and does not constitute a sponsorship or endorsement by such owner. A list of our content providers and their respective terms of use is available on our website. For more information visit <http://www.sustainalytics.com/legal-disclaimers> Sustainalytics may receive compensation for its ratings, opinions and other deliverables, from, among others, issuers, insurers, guarantors and/or underwriters of debt securities, or investors, via different business units. Sustainalytics believes it has put in place appropriate measures designed to safeguard the objectivity and independence of its opinions. For more information visit Governance Documents or contact [compliance@sustainalytics.com](mailto:compliance@sustainalytics.com)

## About Sustainalytics

Sustainalytics, a Morningstar Company, is a leading independent ESG and corporate governance research, ratings and analytics firm that supports investors around the world with the development and implementation of responsible investment strategies. For more than 25 years, the firm has been at the forefront of developing high-quality, innovative solutions to meet the evolving needs of global investors. Today, Sustainalytics works with hundreds of the world's leading asset managers and pension funds who incorporate ESG and corporate governance information and assessments into their investment processes. Sustainalytics also works with hundreds of companies and their financial intermediaries to help them consider sustainability in policies, practices and capital projects. As of January 2022, Sustainalytics has 17 offices globally, with more than 1200 staff members, including more than 500 analysts with varied multidisciplinary expertise across more than 40 industry groups, with any such numbers changing on a regular basis.

For more information, visit <https://www.sustainalytics.com>