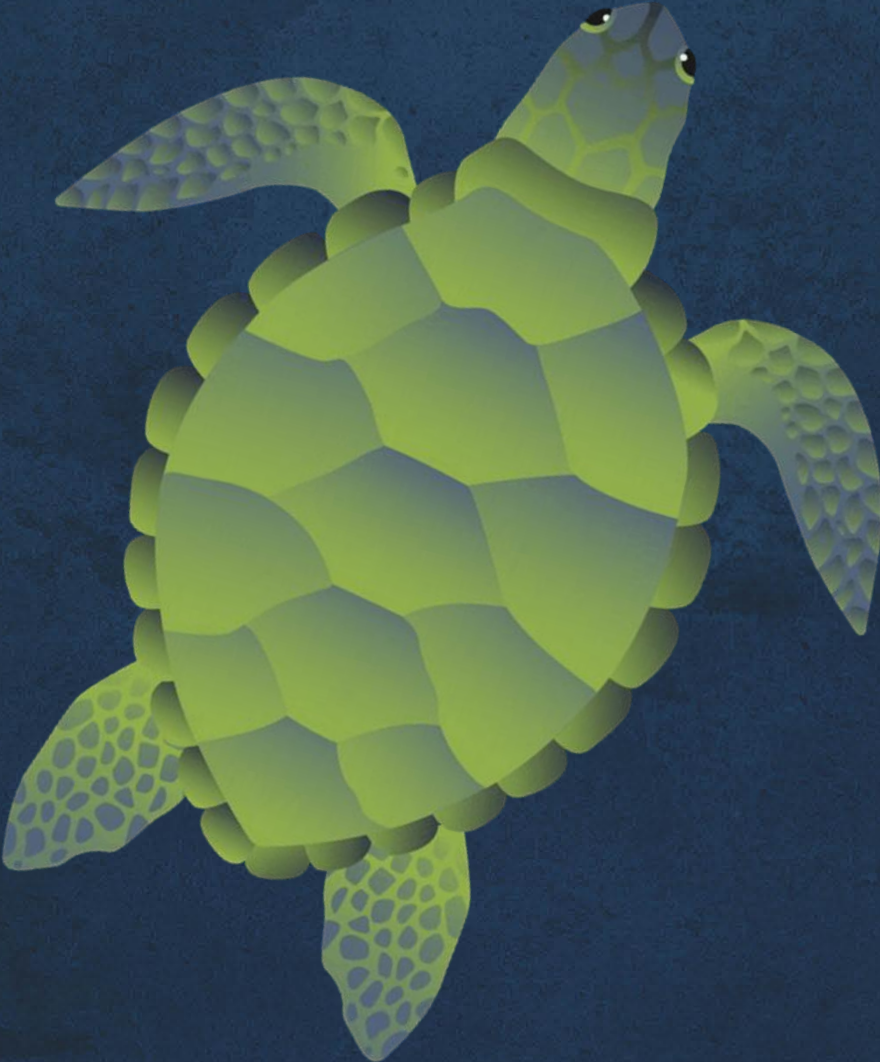


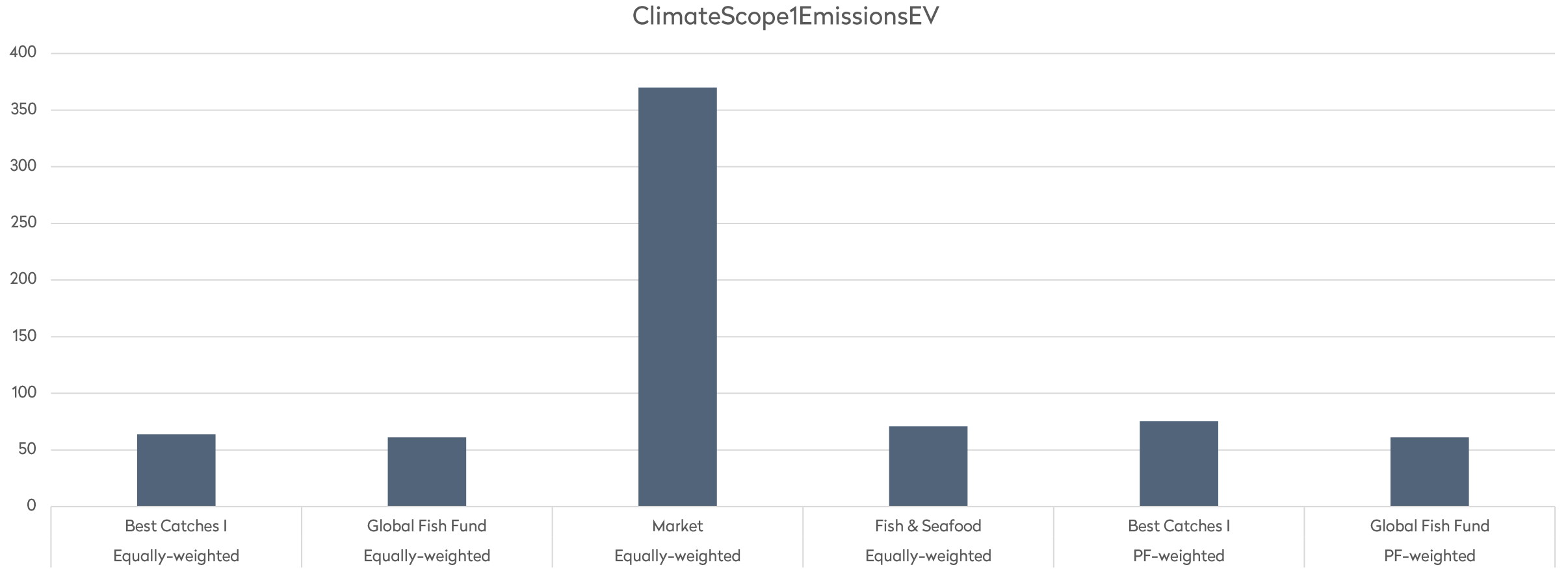
Principal Adverse Impacts



Primary indicators

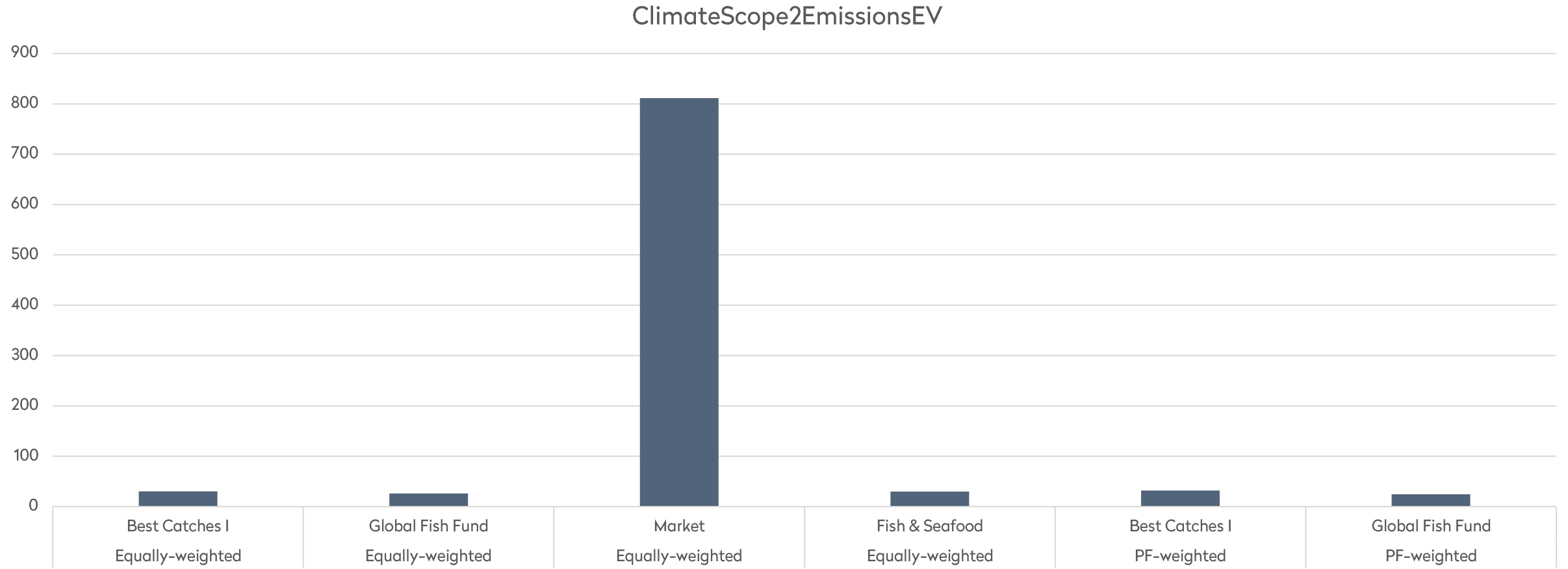


GHG emissions



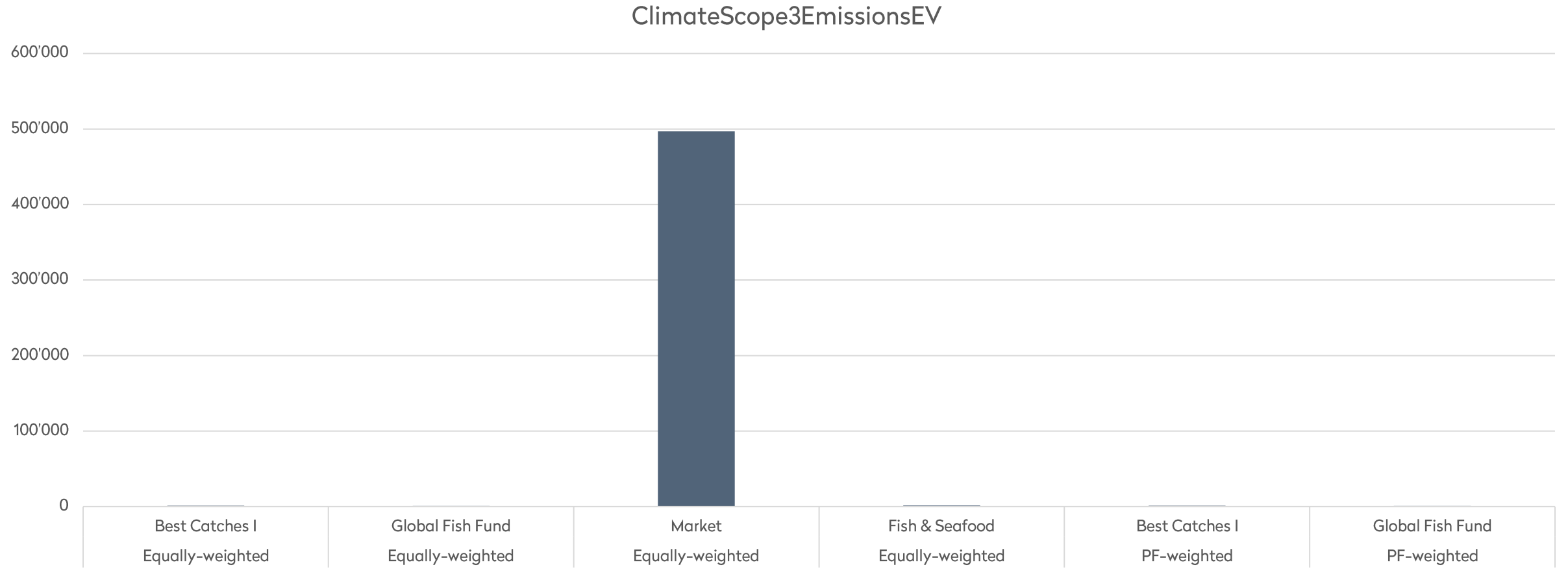
Tonnes of scope 1 per Mio EUR Enterprise Value

GHG emissions



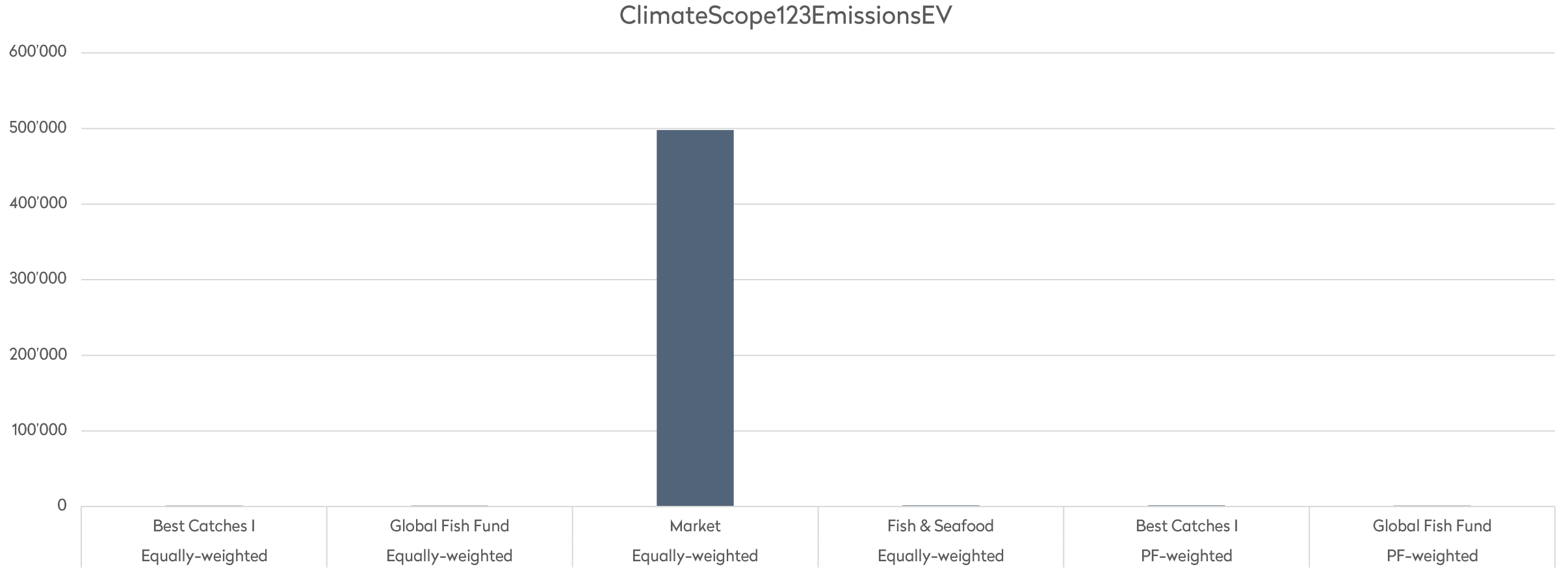
Tonnes of scope 2 per Mio EUR Enterprise Value

GHG emissions



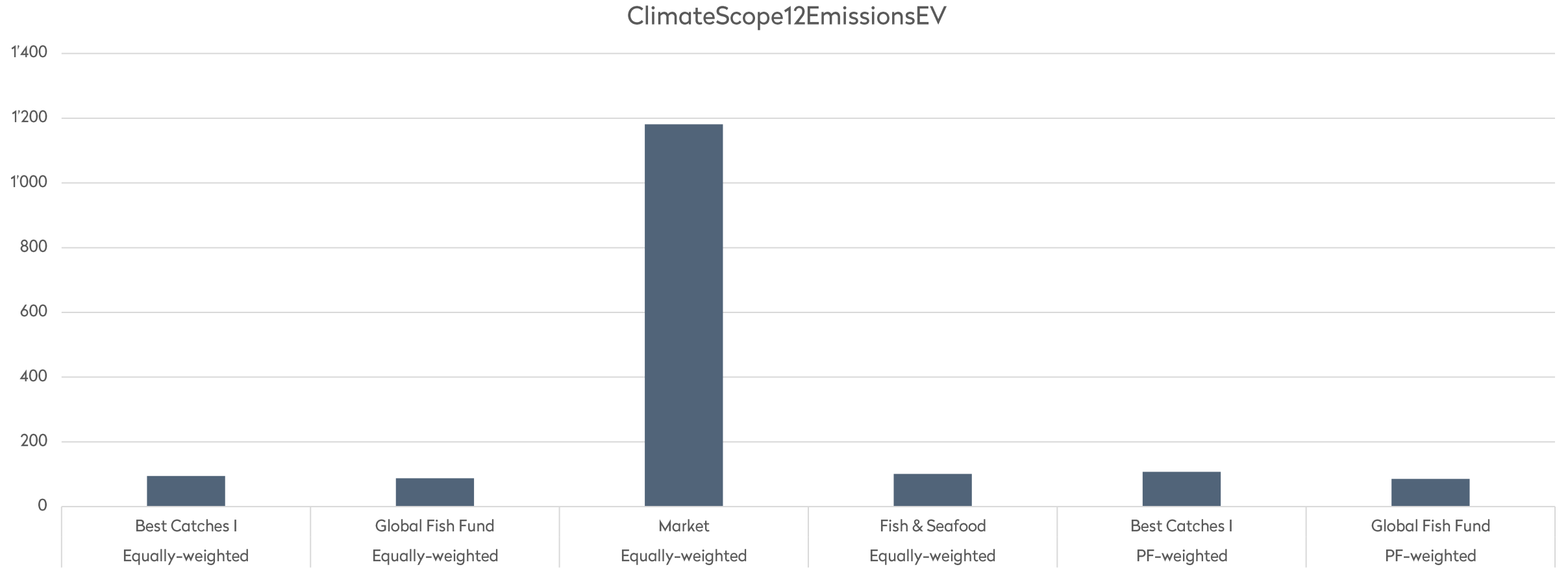
Tonnes of scope 3 per Mio EUR Enterprise Value

GHG emissions



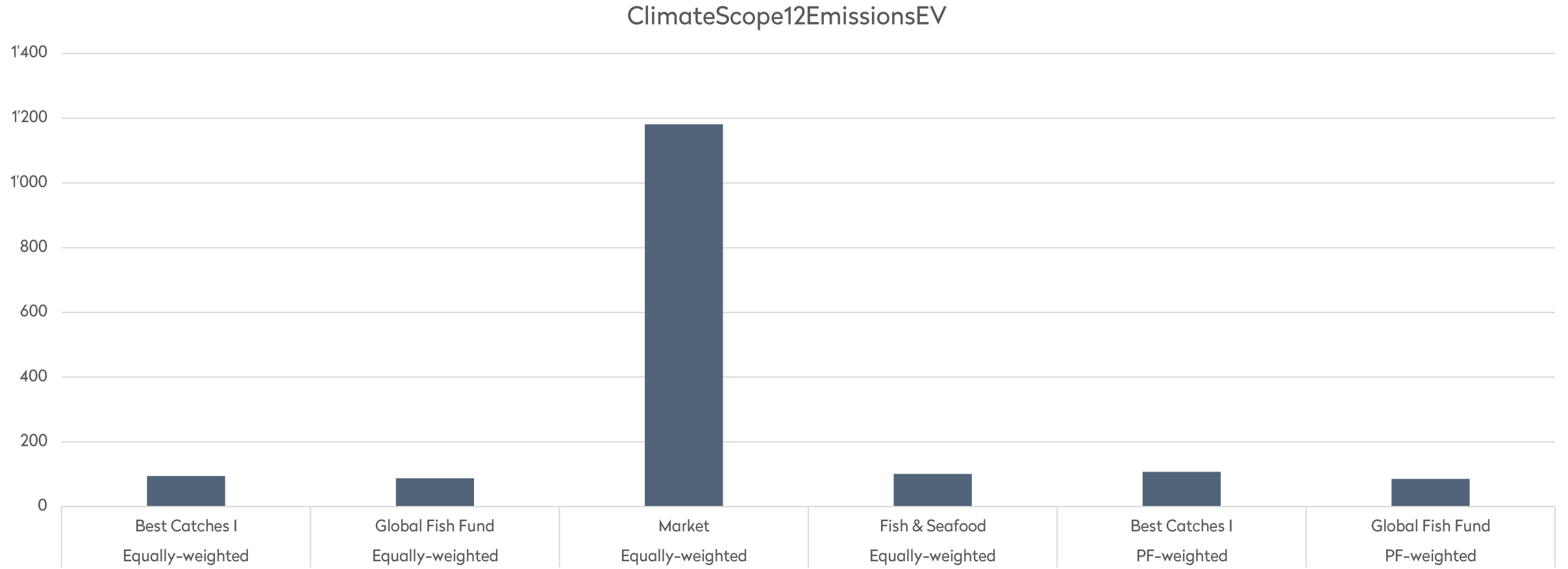
Tonnes of scope 1+2+3 per Mio EUR Enterprise Value

GHG emissions



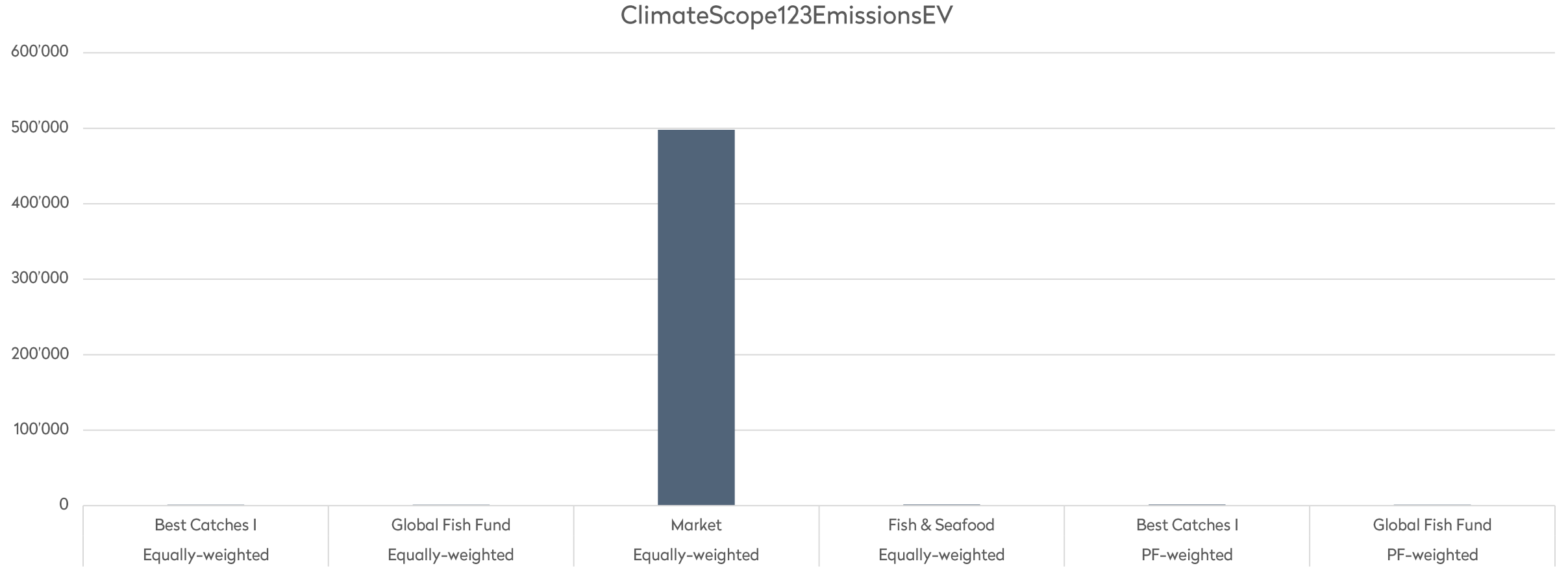
Tonnes of scope 1+2 per Mio EUR Enterprise Value

Carbon footprint



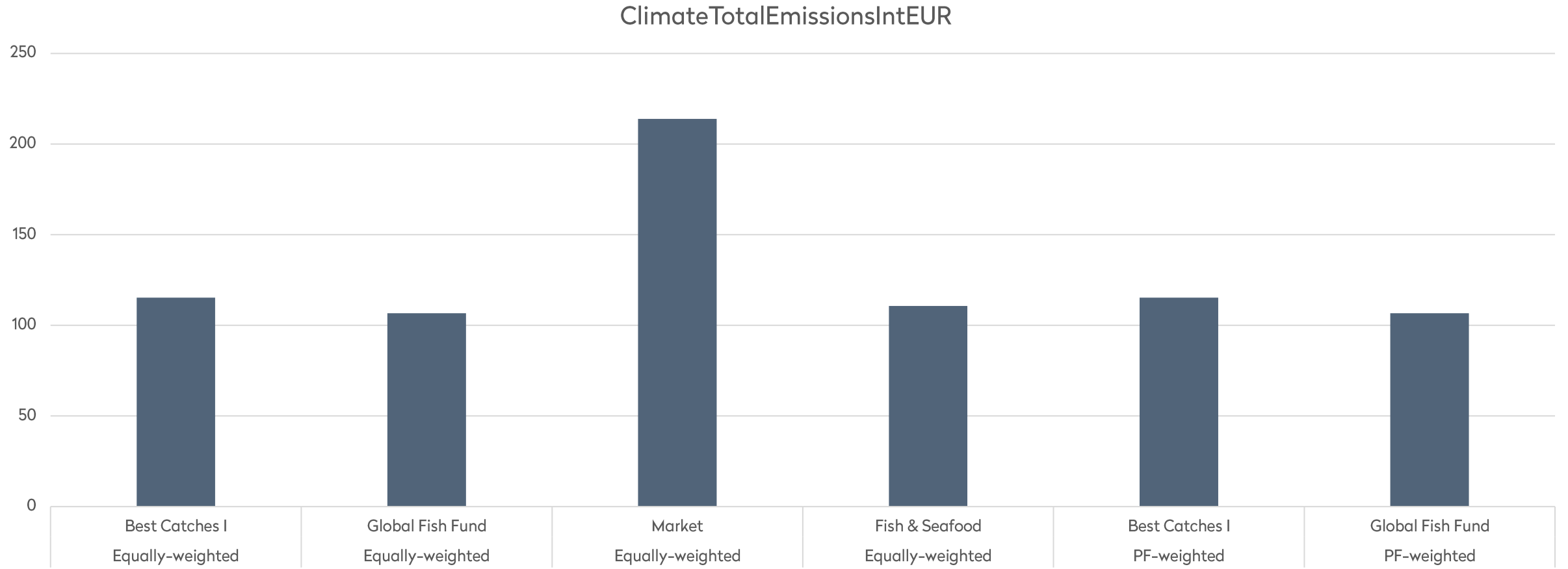
Tonnes of scope 1+2 per Mio EUR Enterprise Value

Carbon footprint



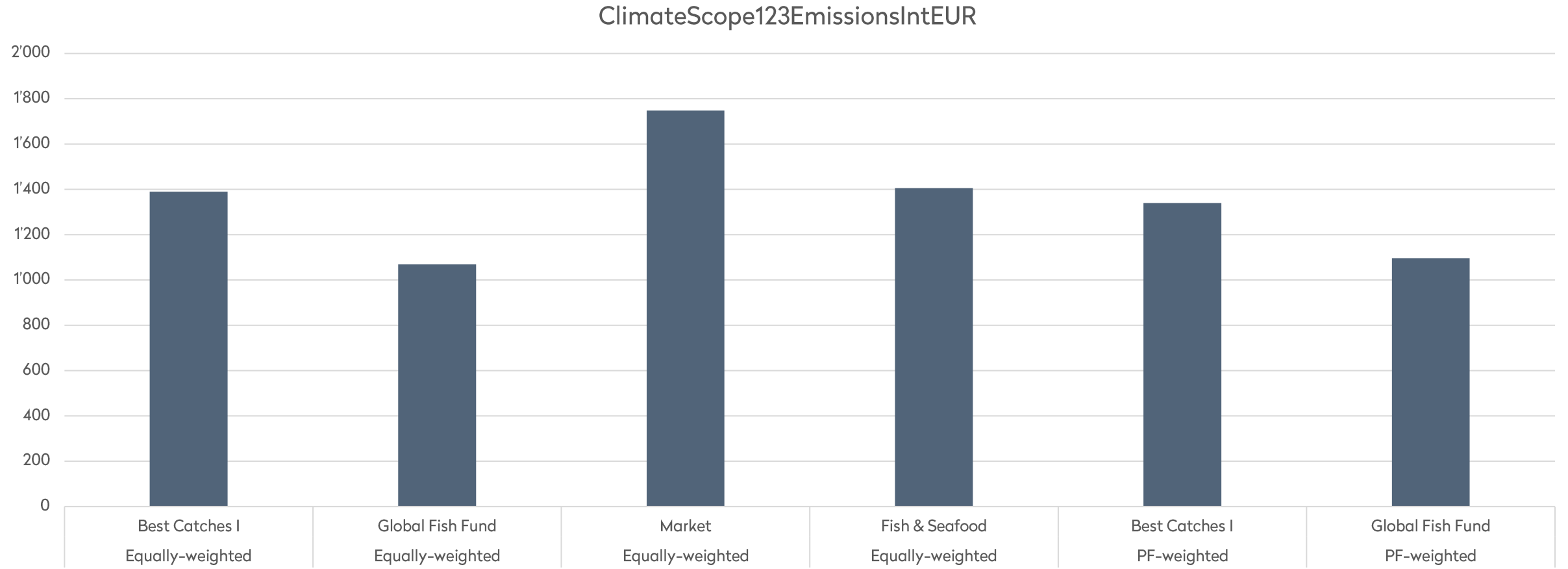
Tonnes of scope 1+2+3 per Mio EUR Enterprise Value

GHG intensity of investee companies



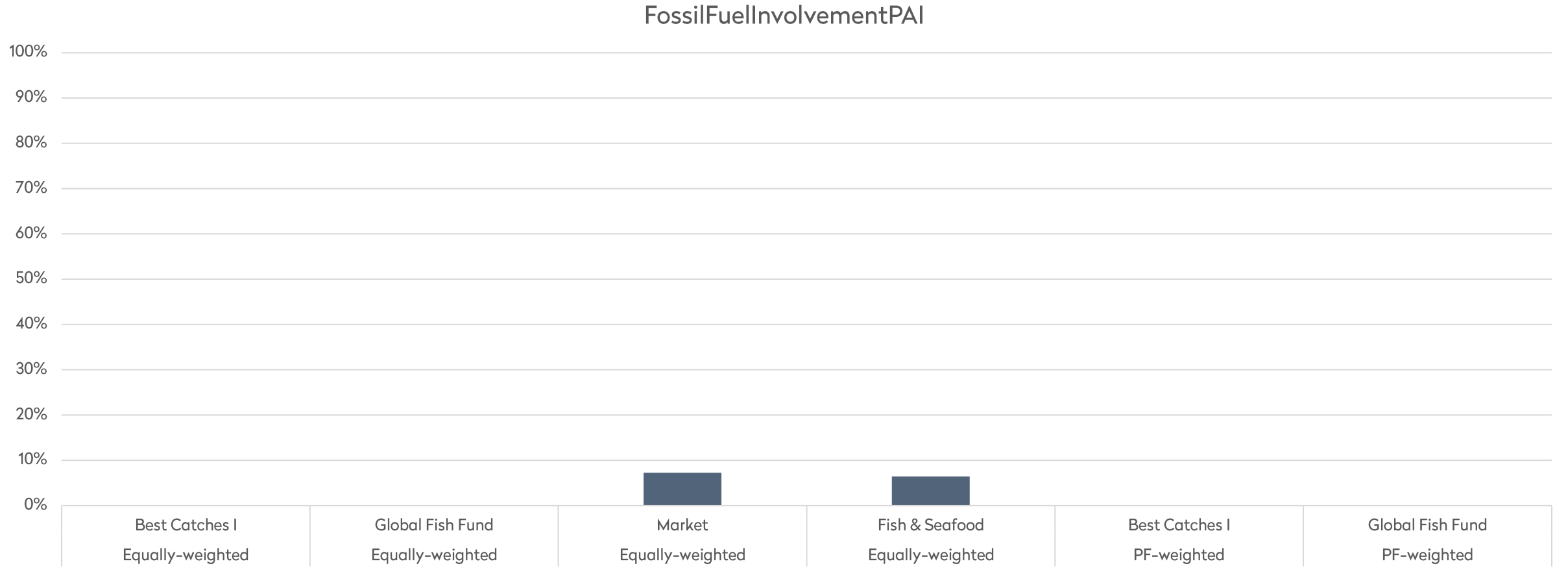
Tonnes of scope 1+2 per Mio EUR Revenue

GHG intensity of investee companies



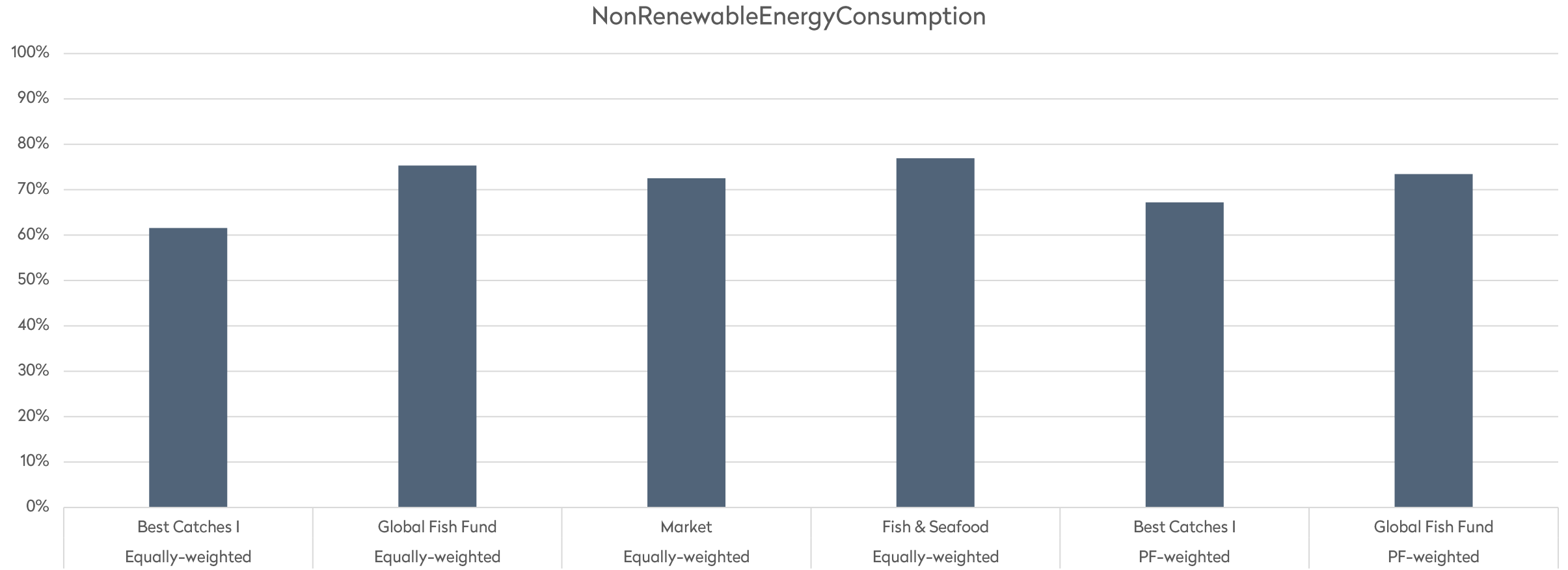
Tonnes of scope 1+2+3 per Mio EUR Revenue

Exposure to companies active in the fossil fuel sector



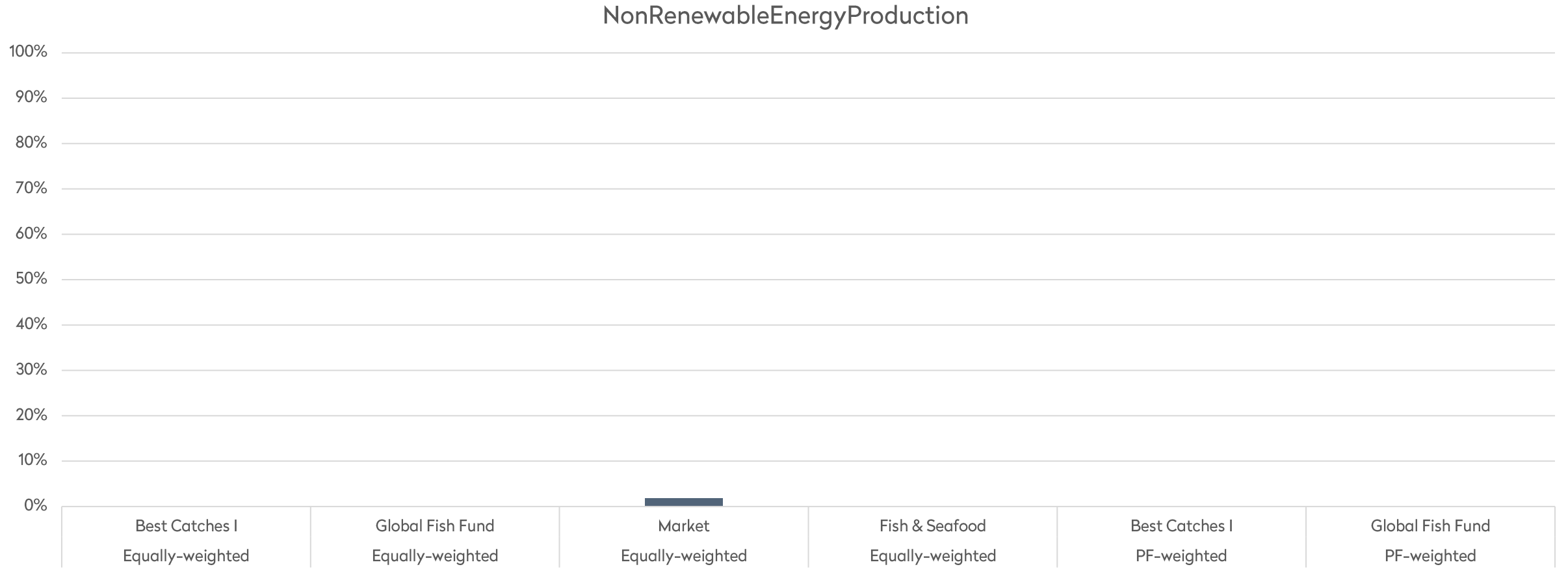
Share of investments in companies active in the fossil fuel sector

Share of non-renewable energy consumption and production



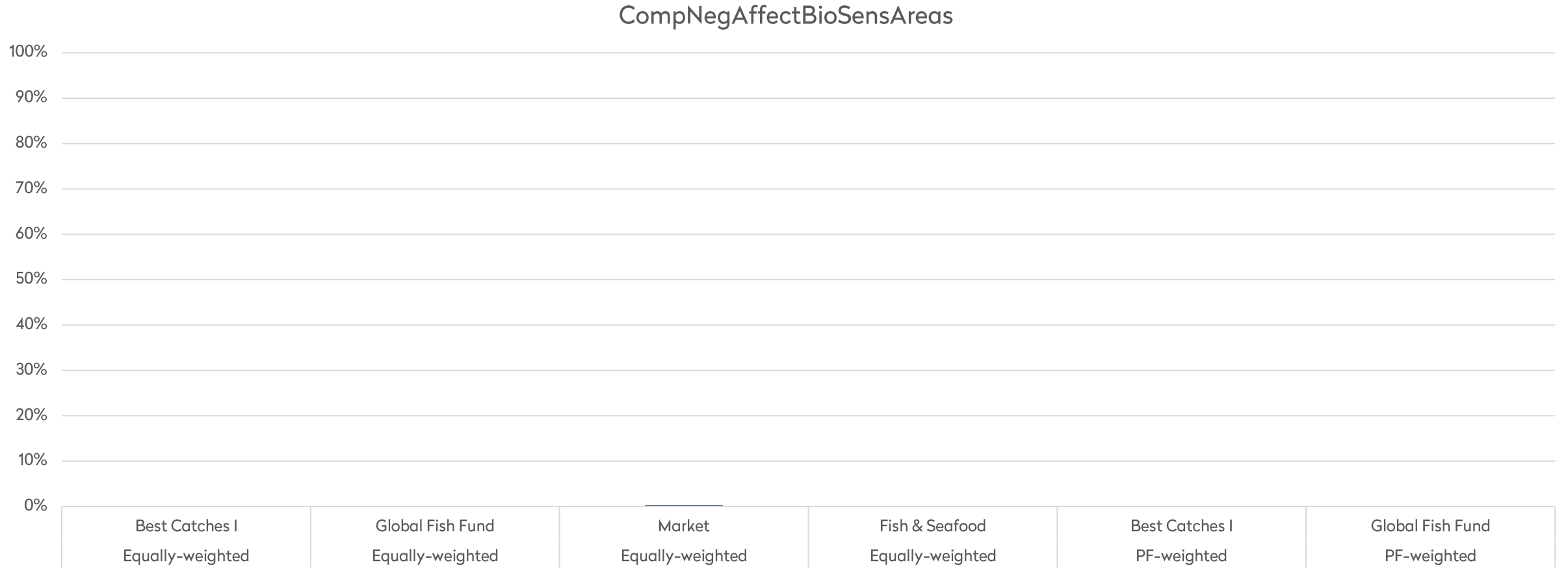
Share of energy consumption from coal, nuclear, oil, natural gas, waste-to-energy, biomass or unclear energy sources

Share of non-renewable energy consumption and production



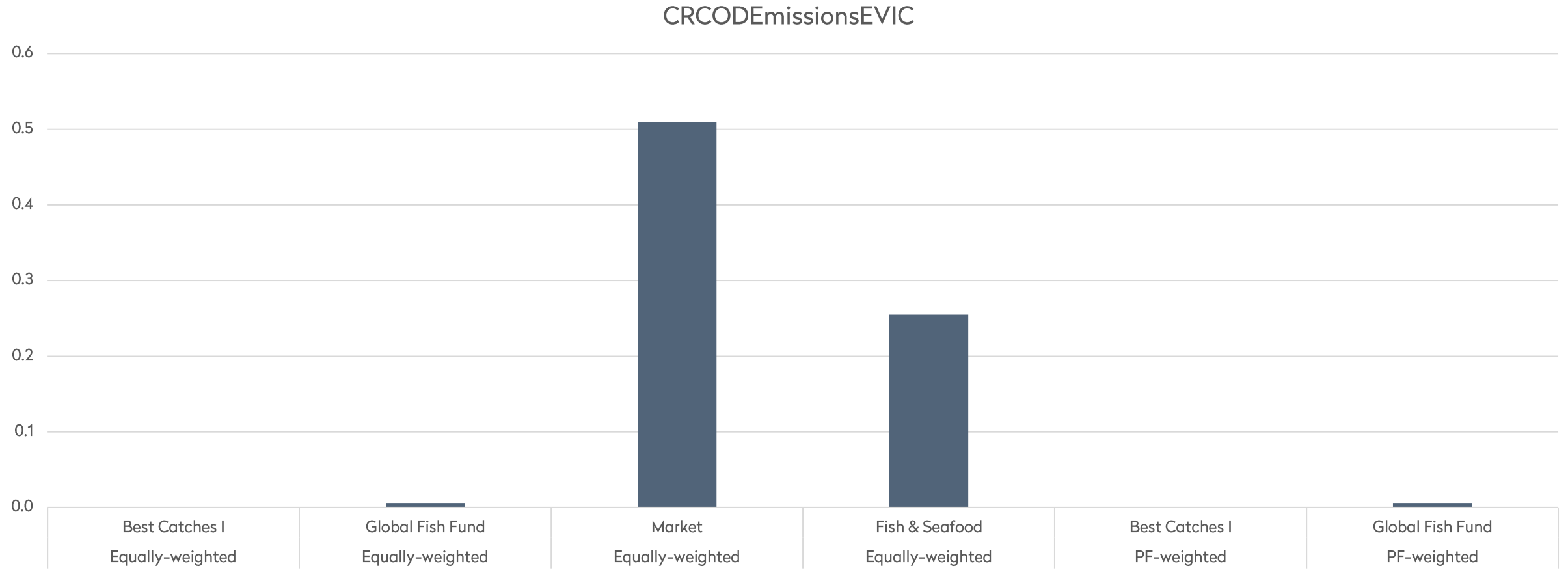
Share of non-renewable energy production of investee companies from non-renewable energy sources

Activities negatively affecting biodiversity-sensitive areas



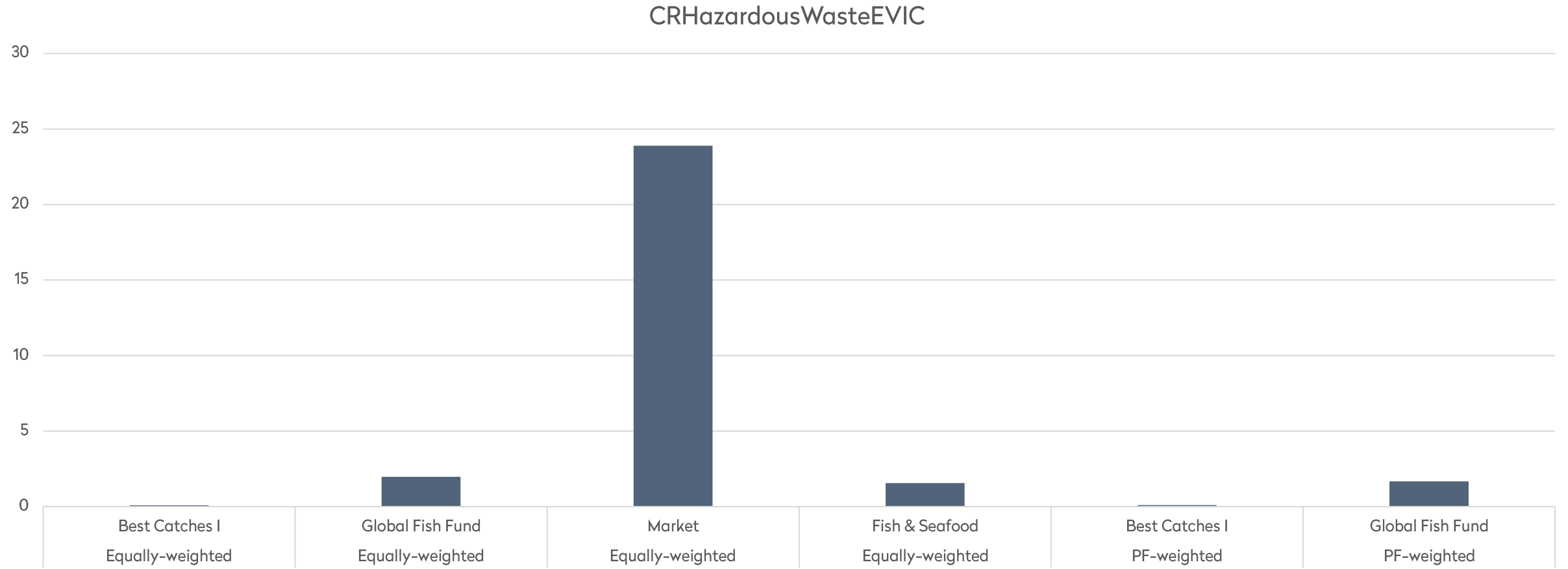
Share of investments in investee companies directly involved in controversies which negatively affect biodiversity-sensitive areas and where remedial measures have not been implemented

Emissions to water



Tonnes of chemical oxygen demand (COD) emission of a company per million EUR invested. Chemical oxygen demand is used to measure chemical emissions into (waste) water

Hazardous waste ratio



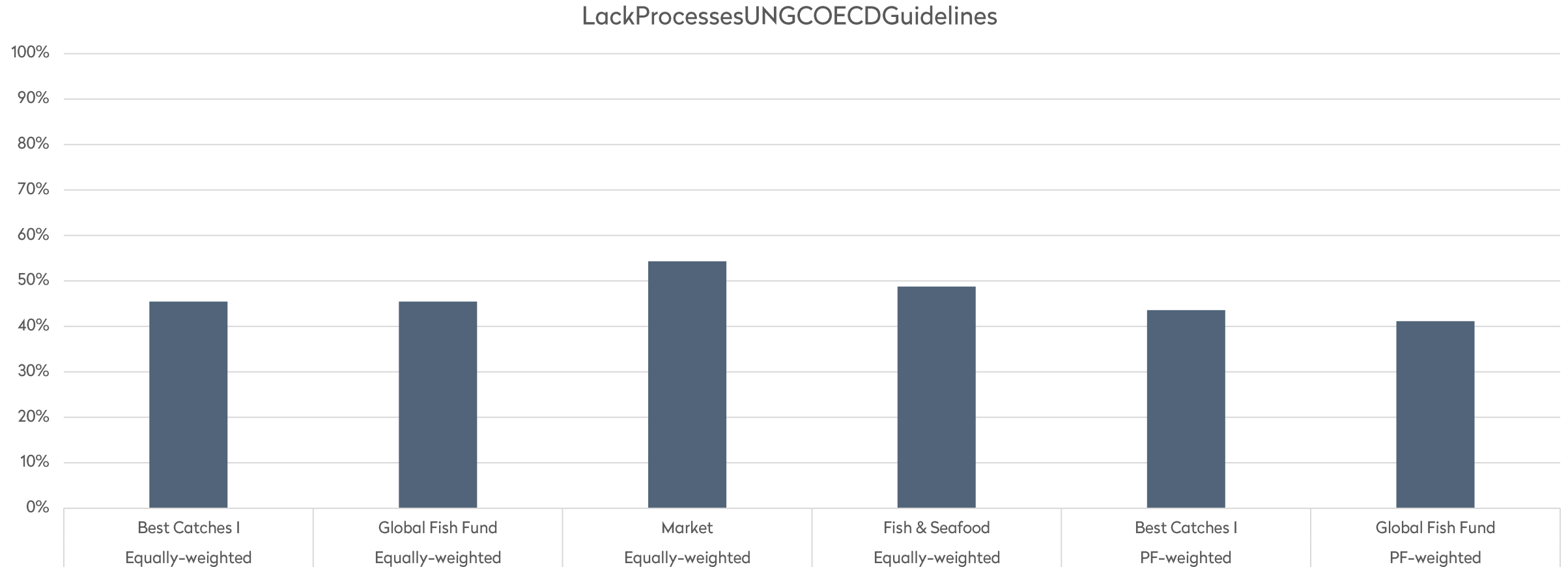
Tonnes of hazardous waste generated by investee companies per million EUR invested based on the companies' own definitions

Violations of UNGC principles and OECD Guidelines for Multinational Enterprises



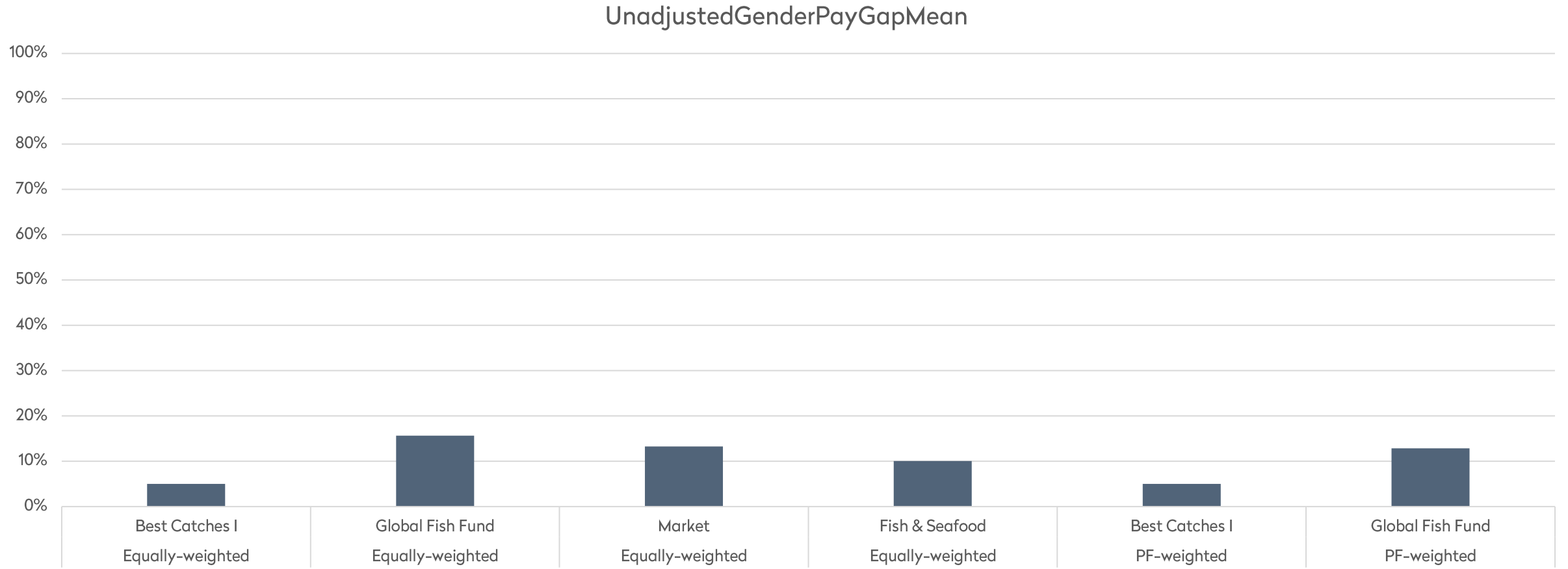
Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises

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



Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance /complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises

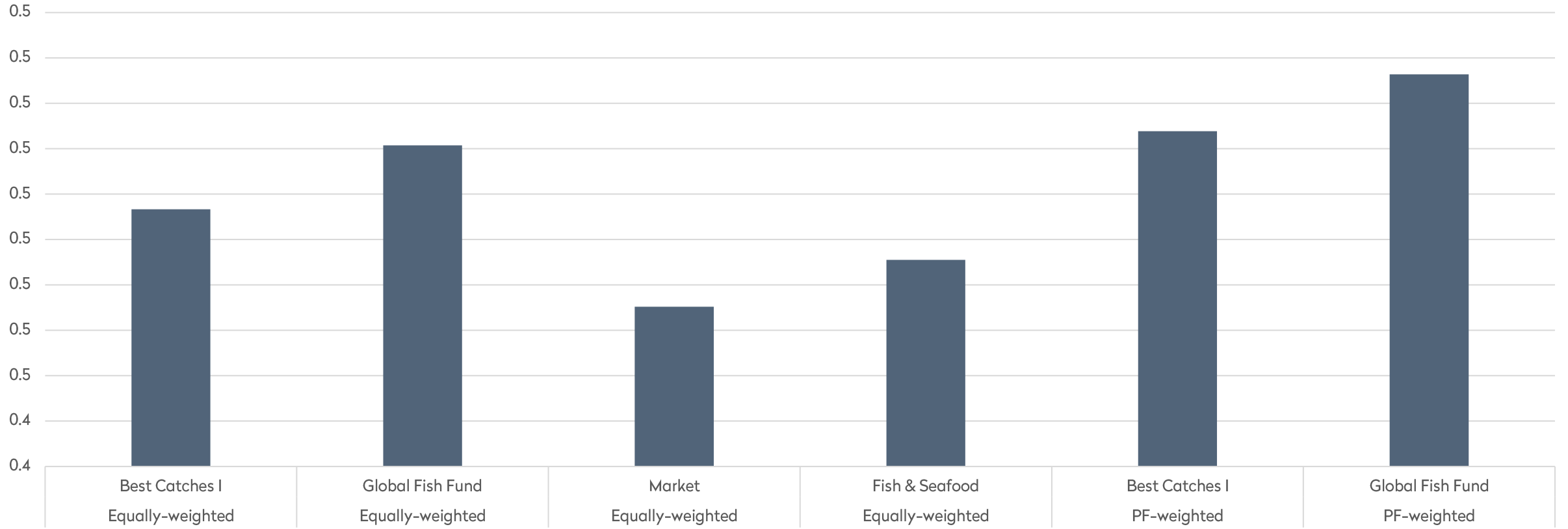
Unadjusted gender pay gap



Average unadjusted gender pay gap of investee companies

Board gender diversity

RatioFemaletoMaleBoardMembers



Average ratio of female to male board members in investee Companies

Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)

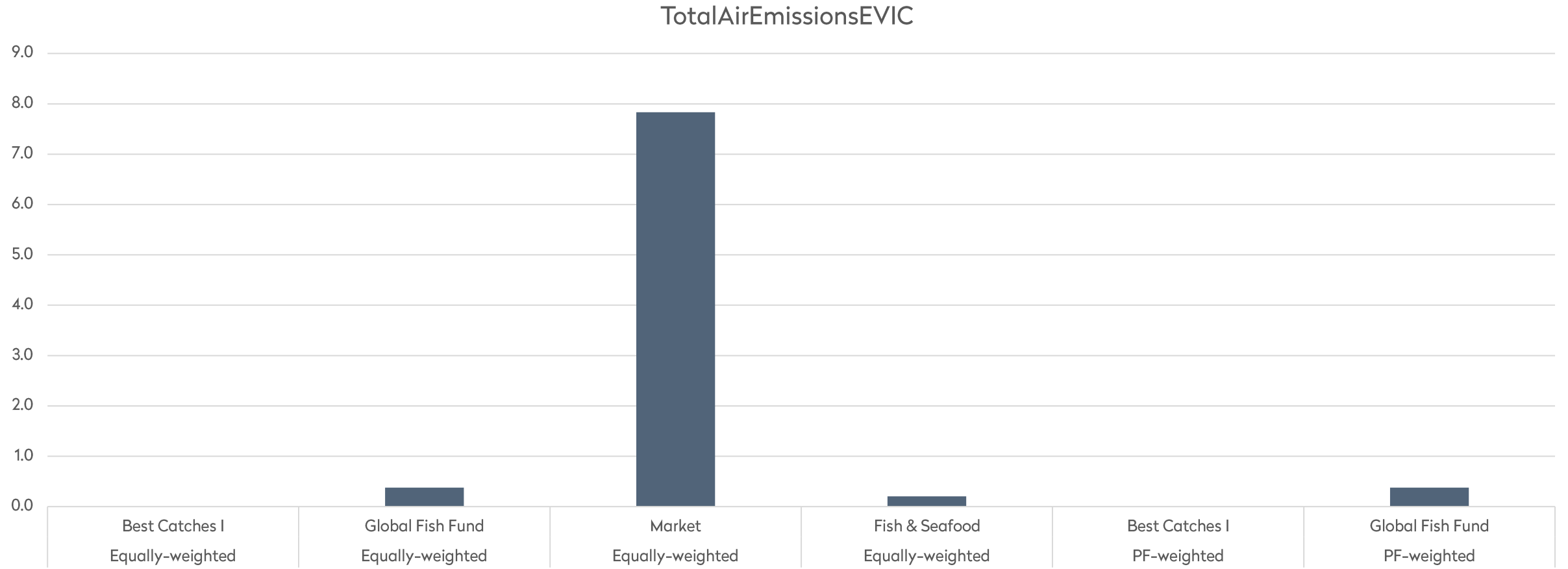


Share of investments in investee companies involved in the manufacture or selling of controversial weapons

Additional indicators

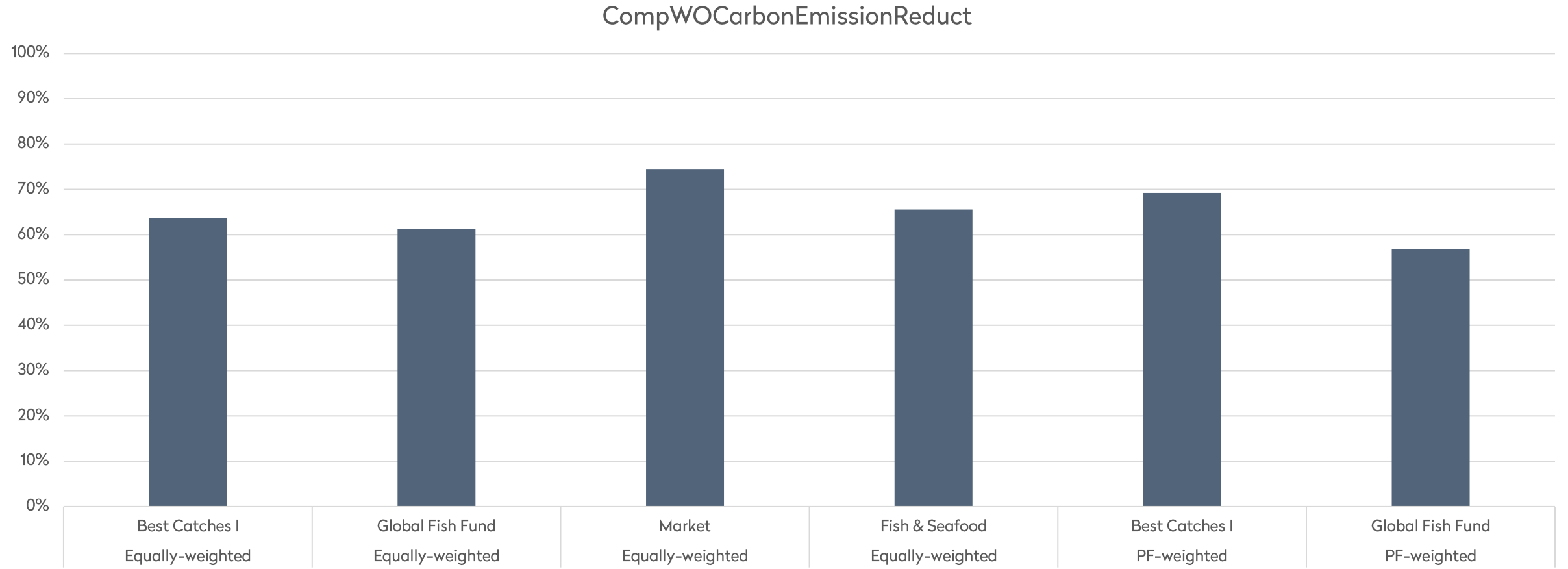


Emissions of air pollutants



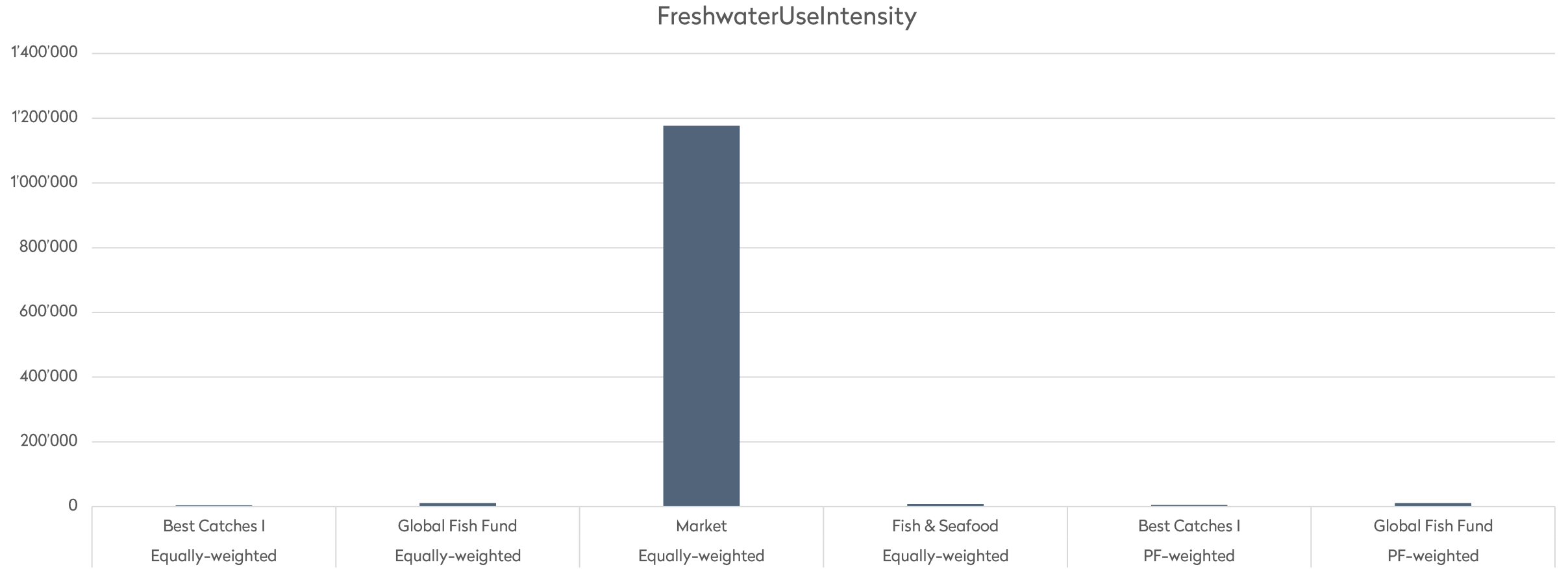
Tonnes of total emissions of nitrogen oxide (NOx), sulfur oxide (SOx), volatile organic compound (VOC) and particulate matter (PM) per million EUR invested

Investing in companies without carbon emission reduction initiatives



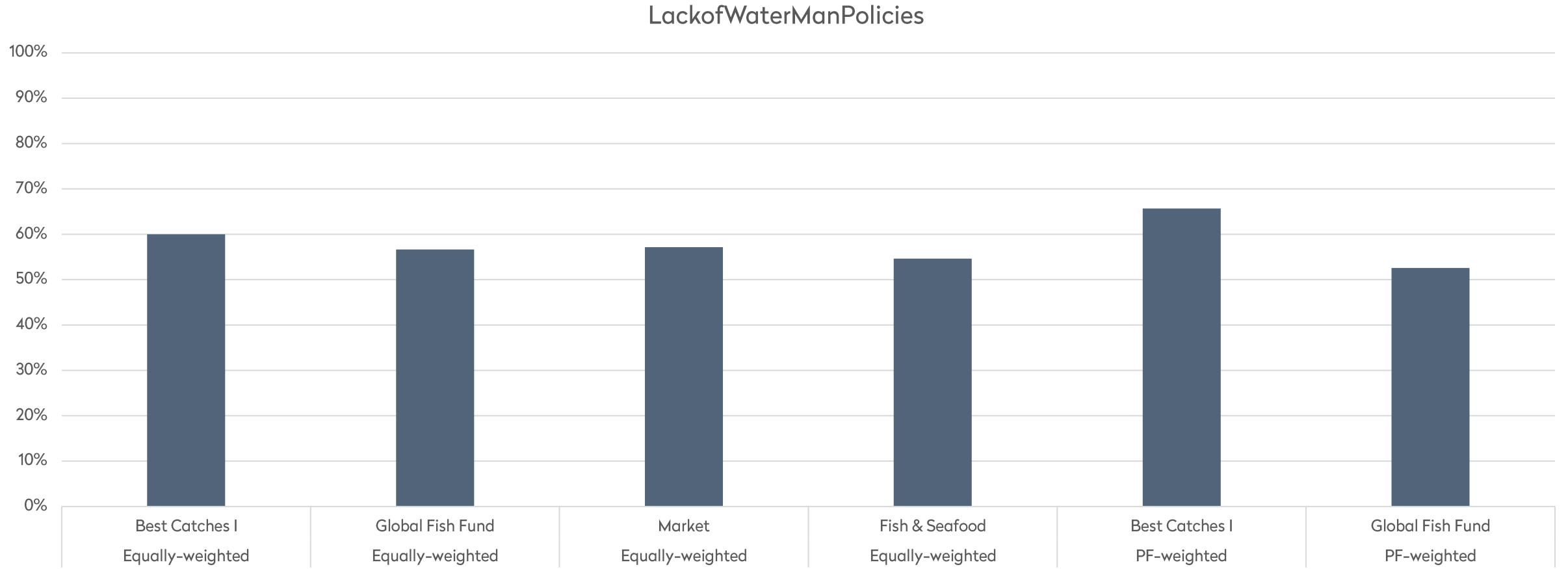
Share of investments in investee companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement and approved by the SBTi

Water usage and recycling



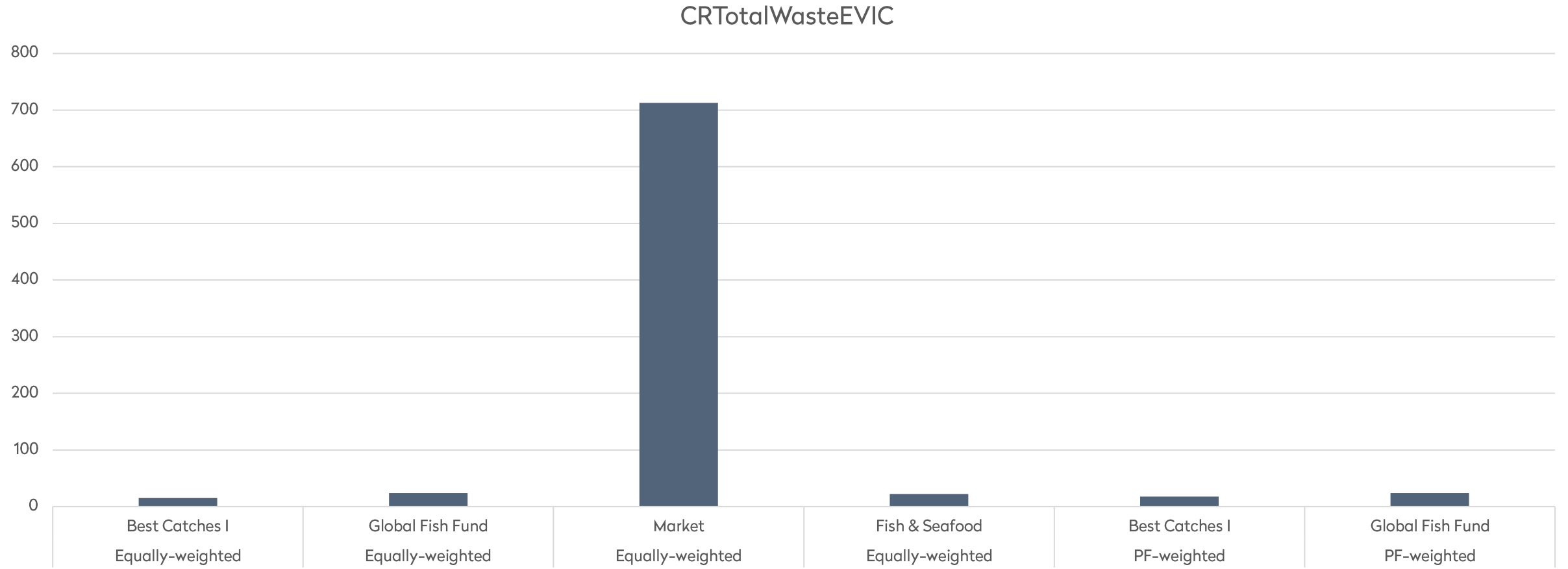
Average amount of freshwater consumed by the investee companies (in cubic meter) per million EUR of revenue (reclaimed water is not taken into account)

Investments in companies without water management policies



Share of investments in investee companies without adequate water management practices

Non-recycled waste ratio



Tonnes of total waste (recycled and nonrecycled) generated by investee companies per million EUR invested

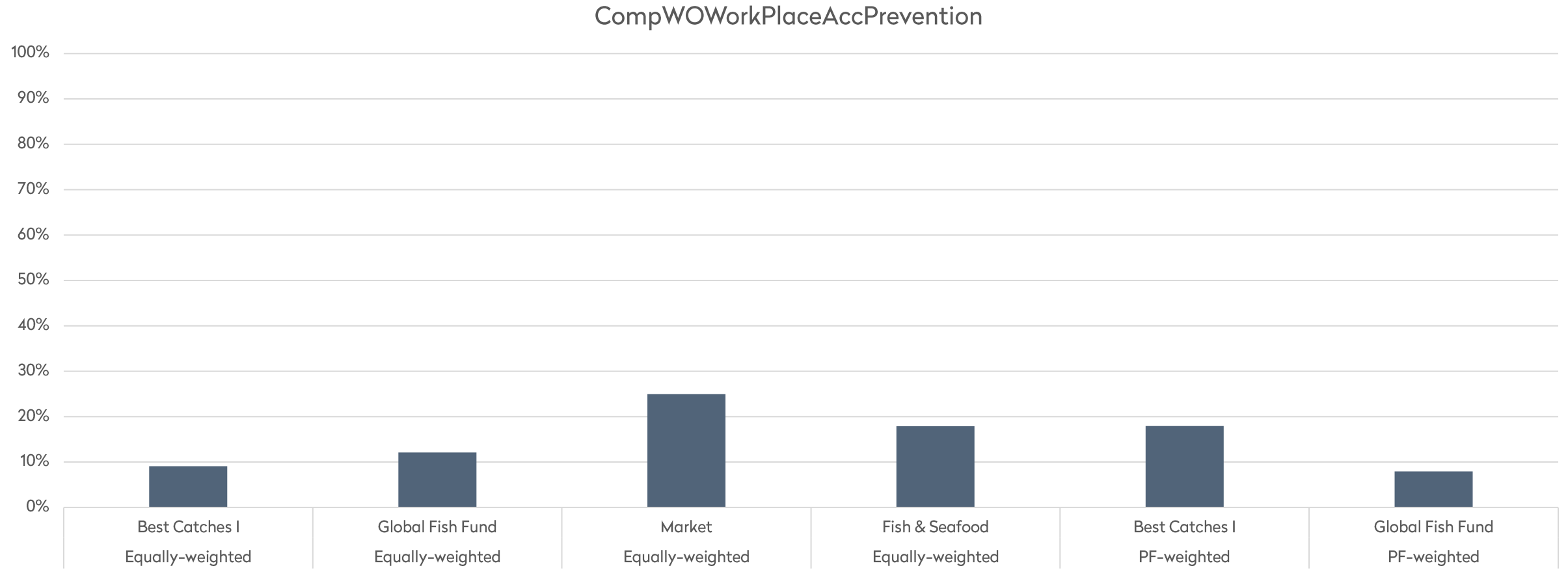
Natural Species and Protected areas

ContrAffectThreatenedSpecies



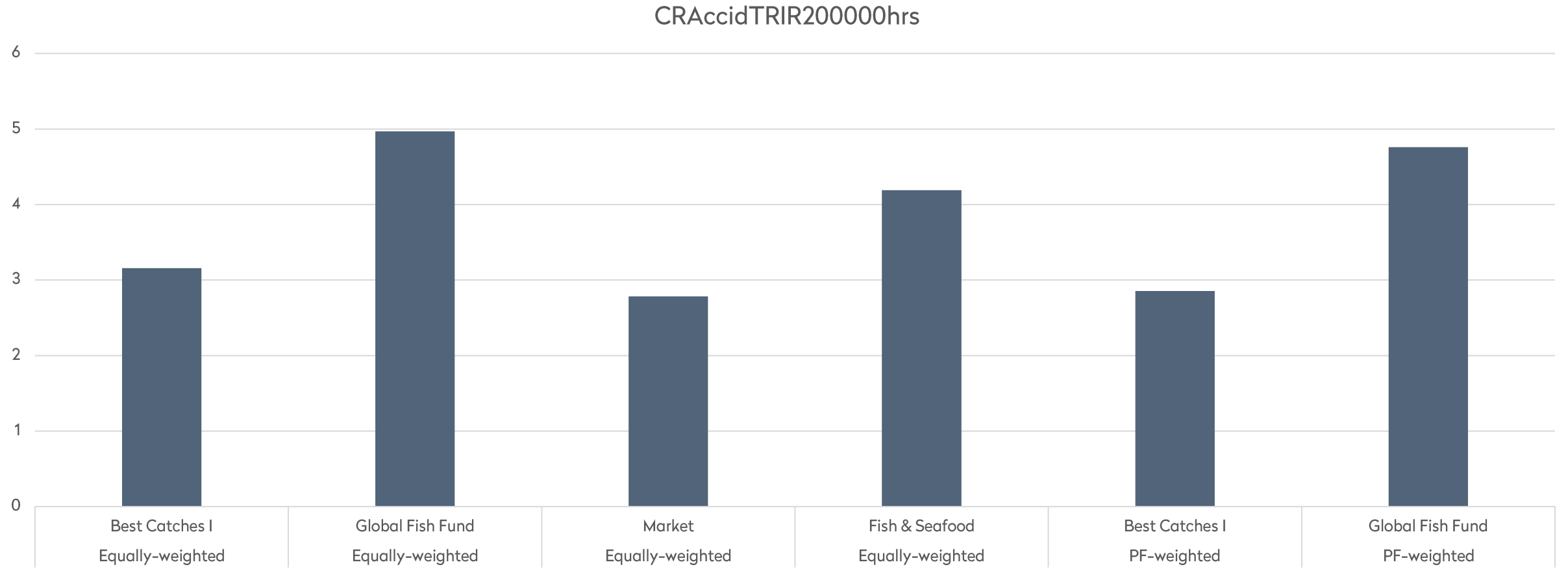
Share of investments in investee companies whose operations affect threatened species as defined by IUCN Red List (excl. national conservation lists)

Investments in companies without workplace accident prevention policies



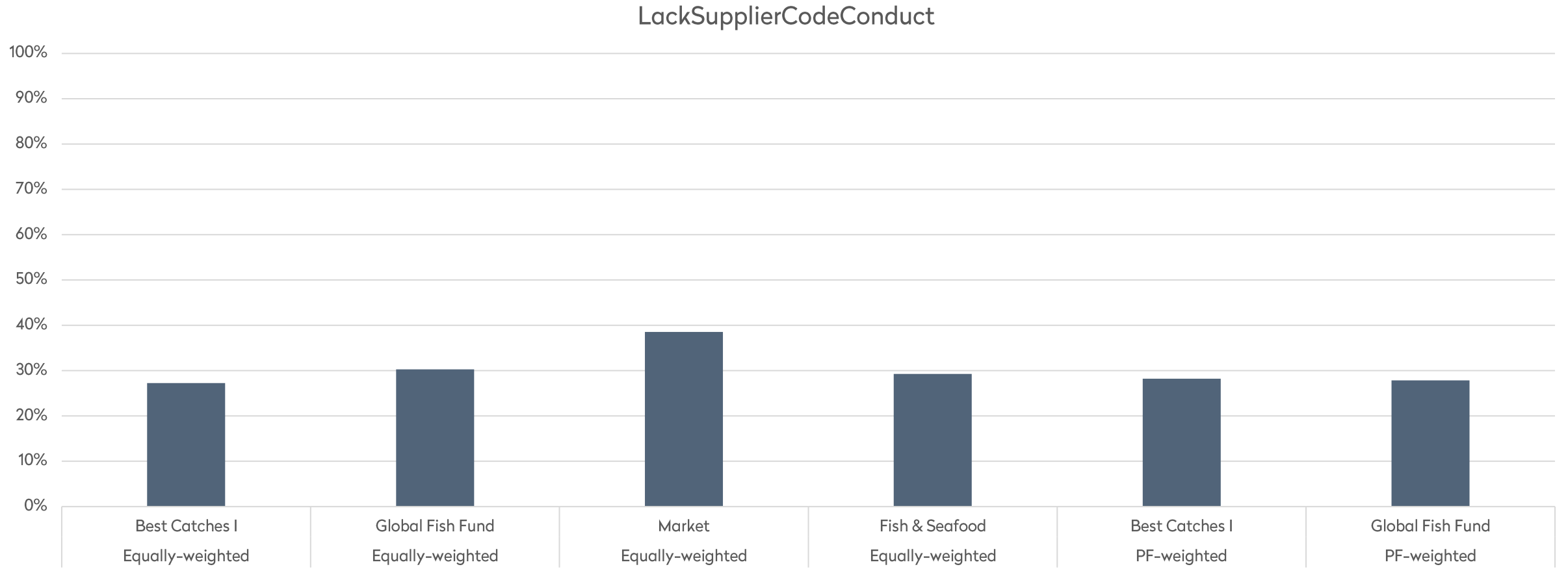
Share of investments in investee companies without a workplace accident prevention policy

Rate of accidents



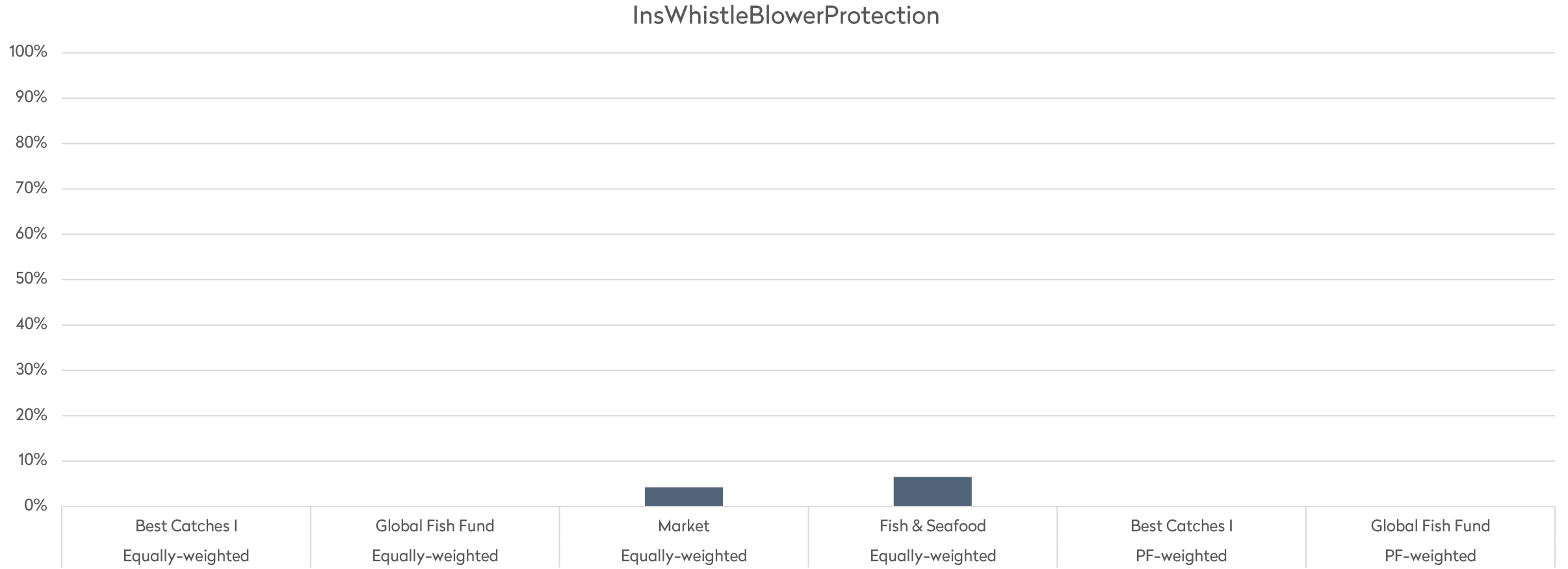
Rate of accidents in investee companies per 200.000 working hours expressed as a weighted average

Lack of a supplier code of conduct



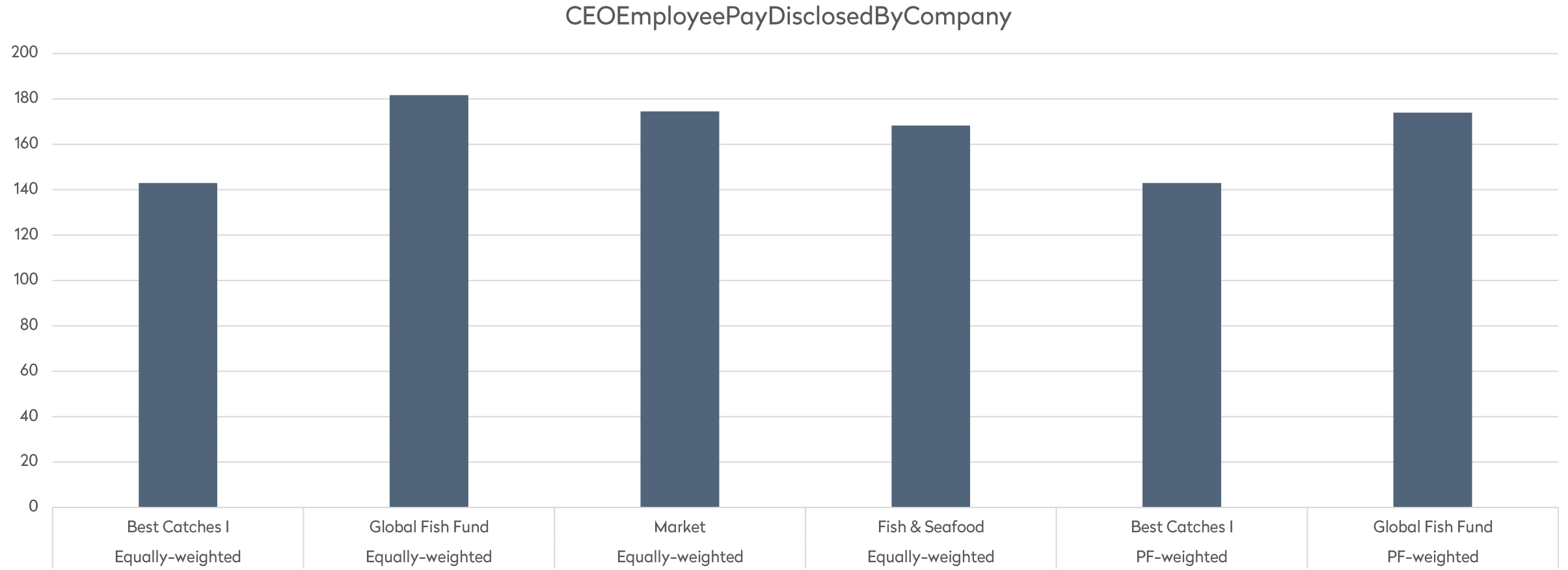
Share of investments in investee companies without any supplier code of conduct (against unsafe working conditions, precarious work, child labour and forced labour)

Insufficient whistleblower protection



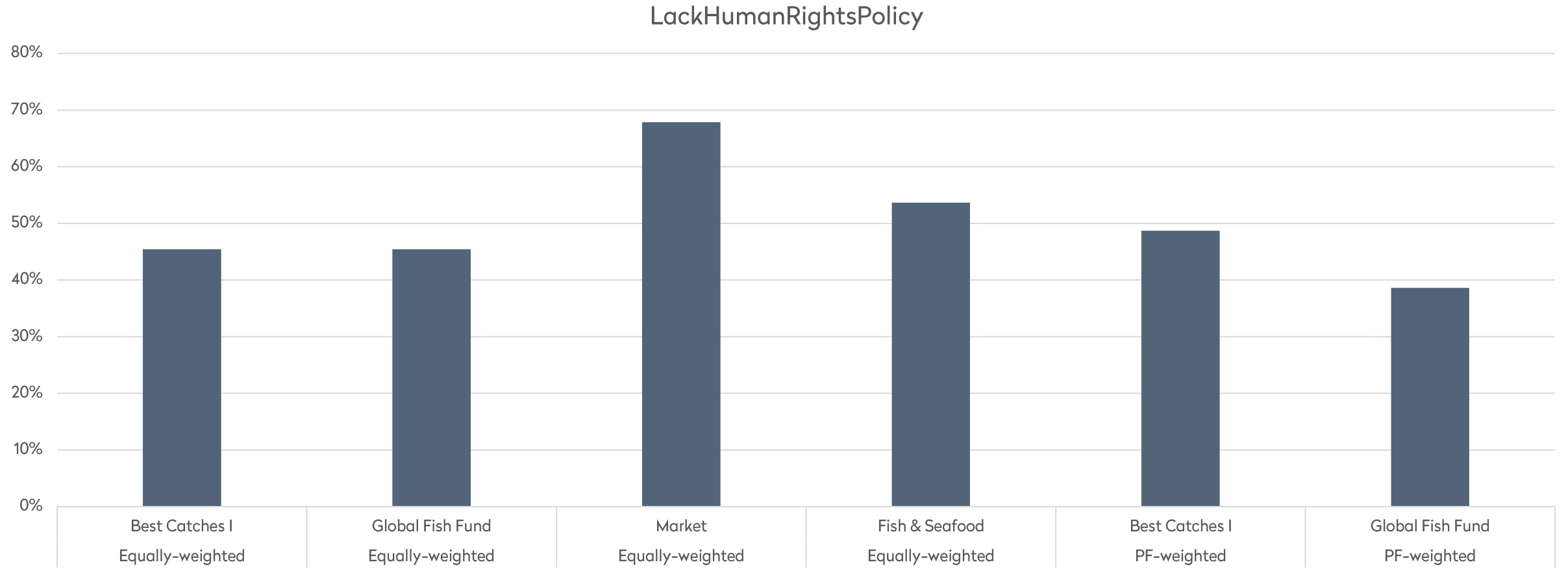
Share of investments in entities without policies on the protection of whistleblowers and the existence of a confidential hotline

Excessive CEO pay ratio



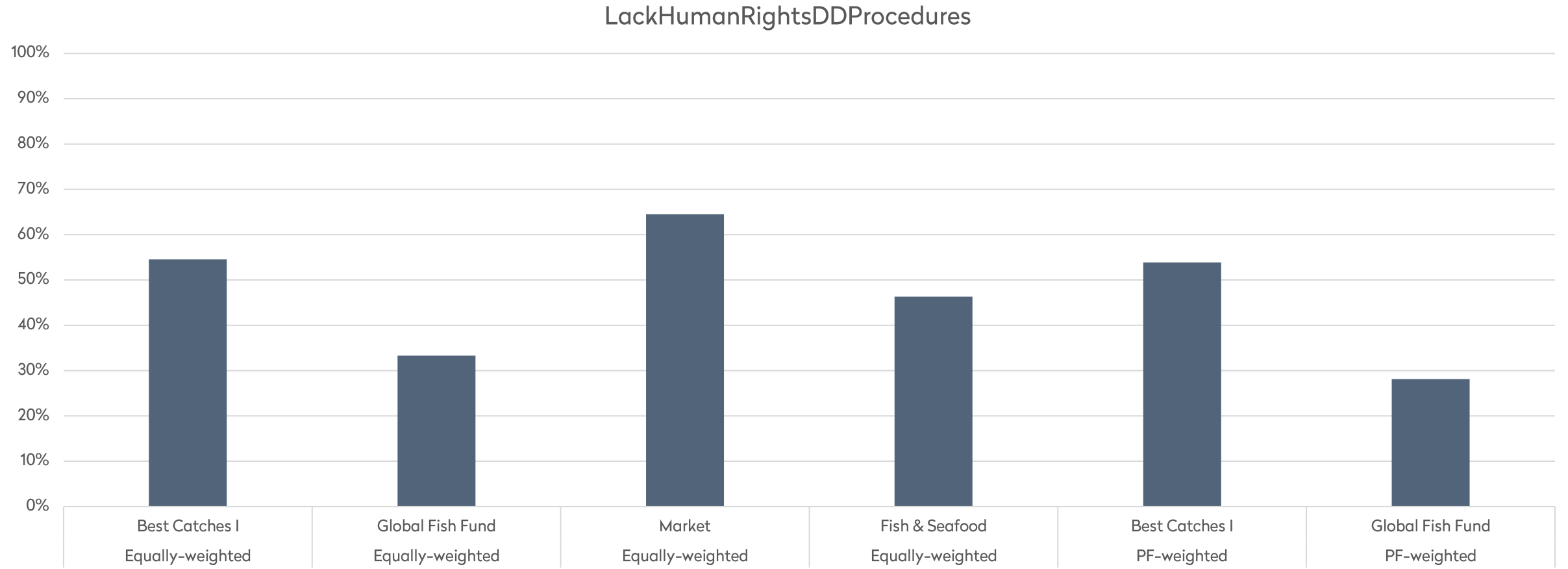
Average ratio within investee companies of the annual total compensation for the CEO to the median annual total compensation for all employees

Lack of a human rights policy



Share of investments in entities without a human rights policy

Lack of due diligence



Share of investments in entities without a due diligence process to identify, prevent, mitigate and address adverse human rights impacts

Cases of insufficient action taken to address breaches of standards of anticorruption and antibribery

InsActionAntiCorruptionBreaches



Share of investments in investee companies with identified insufficiencies in actions taken to address breaches in procedures and standards of anticorruption and antibribery