

# Principal Adverse Impact Portfolio Report







Portfolio Name	Number of Constituents	Corporate Eligibility	Sovereign Eligibility
Portfolio Tellus Global Inv. 2023	38	95.97%	0.00%
Benchmark No benchmark selected	-	-	-

Report as of 16 May 2024, 03:27 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)	973.47	-	6
		Scope 2 (tCO2eq)	78.79	-	
		Scope 3 (tCO2eq)	7,599.24	-	
		Total Scope 1 + 2 (tCO2eq)	1,052.26	-	
		Total Scope 1 + 2 + 3 (tCO2eq)	8,651.50	-	
	Carbon Footprint	Total Scope 1 + 2 (tCO2eq/EURm)	29.67	-	7
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	243.97	-	
	GHG Intensity of Investee Companies	Total Scope 1 + 2 (tCO2eq/EURm)	53.11	-	8
		Total Scope 1 + 2 + 3 (tCO2eq/EURm)	446.50	-	
	Fossil Fuel	(% involved)	5.92	-	9
	Non-renewable Energy	Non-Renewable Energy Consumption (%)	43.63	-	10
		Non-Renewable Energy Production (%)	16.52	-	
	Energy Consumption Intensity	Agriculture, Forestry & Fishing (GWh/EURm)	-	-	11
		Construction (GWh/EURm)	-	-	
		Electricity, Gas, Steam and Air Conditioning Supply (GWh/EURm)	-	-	
		Manufacturing (GWh/EURm)	0.04	-	
		Mining & Quarrying (GWh/EURm)	-	-	
		Real Estate Activities (GWh/EURm)	-	-	
		Transportation & Storage (GWh/EURm)	2.43	-	
		Water Supply, Sewerage, Waste Management & Remediation (GWh/EURm)	-	-	
		Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles (GWh/EURm)	-	-	























## Mandatory Indicators cont. (Regulation Table 1)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Negative affect on biodiversity	(% involved)	0.71	-	12
	 Emissions to Water	(t/EURm)	-	-	13
	 Hazardous Waste Ratio	(t/EURm)	0.06	-	14
	 UNGC Principles/OECD Guidelines Violations	(% involved)	2.13	-	15
	 UNGC Lack of Compliance Mechanism	(% involved)	74.75	-	16
	 Unadjusted Gender Pay Gap	(%)	17.70	-	17
	 Board Gender Diversity	(% female)	36.90	-	18
	 Controversial Weapons	(% involved)	0.00	-	19
Sovereign	 Carbon Intensity	(KtonCO2eq/EURm)	-	-	20
	 Social Violations	(#)	0.00	-	21
		(%)	-	-	








## Voluntary Indicators (Regulation Table 2 &amp; 3)

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Emissions of inorganic pollutant	(t/€m)	-	-	22
	 Emissions of Air Pollutants	([SOx + NOx]t/EURm)	-	-	23
	 Emissions of ozone depletion substances	(tCO2eq/€m)	0.00	-	24
	 Investing in companies without carbon emission reduction initiatives	(% involved)	26.99	-	25
	 Breakdown of energy consumption by type of non-renewable sources of energy	Coal(%)	0.10	-	26
		Natural Gas(%)	9.71	-	
		Nuclear(%)	-	-	
		Oil(%)	9.70	-	
	 Water usage and recycling	(%)	31.17	-	27
	 Investments in companies without water management policies	(% involved)	13.60	-	28

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

Holding Types	PAI Name	Metric (Unit)	Portfolio	Benchmark	P.
Corporate	 Investments in companies producing chemicals	(% involved)	0.00	-	29
	 Land degradation, desertification, soil sealing	(% involved)	18.60	-	30
	 Investments in companies without sustainable oceans/seas practices	(% involved)	88.12	-	31
	 Non-recycled waste ratio	(t/EURm)	4.75	-	32
	 Natural species and protected areas	(% involved)	0.00	-	33
	 Deforestation	(% involved)	85.08	-	34
	 Investment in investee companies without workplace accident prevention policies	(% involved)	23.11	-	35
	 Rate of accidents	(Accidents/hours worked)	0.08	-	36
	 Number of days lost to injuries, accidents, fatalities or illness	(#)	-	-	37
	 Lack of a supplier code of conduct	(% involved)	9.92	-	38
	 Lack of grievance/complaints handling mechanism related to employee matters	(% involved)	88.77	-	39
	 Insufficient whistleblower protection	(% involved)	0.00	-	40
	 Incidents of discrimination	(#)	1.64	-	41
	 Excessive CEO pay ratio		998.41	-	42
	 Lack of a human rights policy	(% involved)	8.77	-	43
	 Lack of due diligence	(% involved)	48.61	-	44
	 Lack of processes and measures for preventing trafficking in human beings	(% involved)	8.77	-	45
	 Operations and suppliers at significant risk of incidents of child labour	(% involved)	26.12	-	46
	 Operations and suppliers at significant risk of incidents of forced or compulsory labour	(% involved)	16.62	-	47
	 Number of identified cases of severe human rights issues and incidents	(#)	0.57	-	48
	 Lack of anti-corruption and anti-bribery policies	(% involved)	0.00	-	49
	 Cases of insufficient action taken to address breaches of standards of anticorruption and antibribery	(% involved)	12.33	-	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)	2.00	-	51
		(EURm)	40.39	-	
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

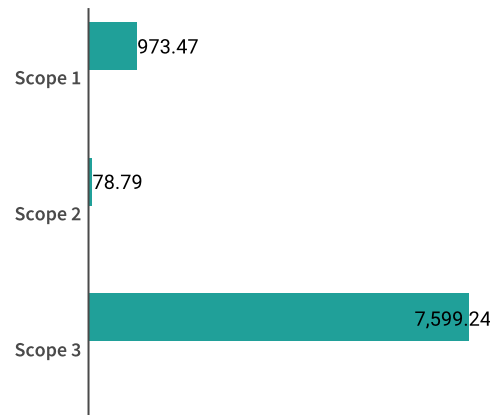
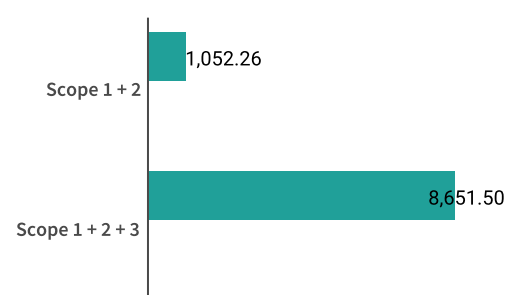
95.97%

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

## Coverage

88.01%

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)
AP MOLLER - MAERSK B	Transportation	0.84	0.0022%	34,506,000	746
Berkshire Hathaway CLASS B	Diversified Financials	2.29	0.0002%	79,707,938	194
ALIBABA GROUP HOLDING LTD	Software & Services	1.24	0.0005%	5,372,017	29
AMAZON COM INC	Retailing	2.50	0.0001%	16,290,000	21
ALPHABET INC-CL A	Software & Services	2.19	0.0001%	8,136,600	9
VOLVO AB B	Machinery	1.45	0.0020%	423,000	8
MICROSOFT CORPORATION	Software & Services	2.88	0.0001%	6,520,663	6
TENCENT HOLDINGS LTD-UNS ADR	Software & Services	0.80	0.0002%	2,822,211	5
MERCADOLIBRE INC	Software & Services	0.77	0.0009%	487,394	4
FORD MTR CO DEL	Automobiles	0.26	0.0001%	3,000,000	4

## Mandatory Indicator



## Carbon footprint

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

PAI Identifier Table 1 #2 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility

95.97%

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

### Coverage

88.01%

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

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

29.67

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

243.97

## Largest Contributing Constituents

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

Security Name	Industry	Holding Value (€m)	% Owned	Emissions (TCO2eq)	Share of Emissions	Carbon footprint (tCO2eq/EURm)
AP MOLLER - MAERSK B	Transportation	0.84	0.0022%	34,506,000	746	884
Berkshire Hathaway CLASS B	Diversified Financials	2.29	0.0002%	79,707,938	194	84
ALIBABA GROUP HOLDING LTD	Software & Services	1.24	0.0005%	5,372,017	29	23
TAIWAN SEMICONDUCTOR MANUF ADR	Semiconductors	0.17	0.0000%	12,905,934	3	20
FORD MTR CO DEL	Automobiles	0.26	0.0001%	3,000,000	4	16
AMAZON COM INC	Retailing	2.50	0.0001%	16,290,000	21	9
WALT DISNEY CO	Media	0.47	0.0002%	1,603,776	3	7
TENCENT HOLDINGS LTD-UNS ADR	Software & Services	0.80	0.0002%	2,822,211	5	6
VOLVO AB B	Machinery	1.45	0.0020%	423,000	8	6
MERCADOLIBRE INC	Software & Services	0.77	0.0009%	487,394	4	6

## 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.

### Coverage



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

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



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



## 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
Berkshire Hathaway CLASS B	Diversified Financials	5.68%	79,707,937.67	218,315.49	365.10	20.75
AP MOLLER - MAERSK B	Transportation	2.12%	34,506,000.00	76,024.98	453.88	9.63
MICROSOFT CORPORATION	Software & Services	7.17%	6,520,663.00	189,805.85	34.35	2.46
AMAZON COM INC	Retailing	6.15%	16,290,000.00	479,284.01	33.99	2.09
ALPHABET INC-CL A	Software & Services	5.44%	8,136,600.00	263,741.74	30.85	1.68
ALIBABA GROUP HOLDING LTD	Software & Services	3.17%	5,372,017.00	120,217.91	44.69	1.42
MERCADOLIBRE INC	Software & Services	1.85%	487,394.00	9,825.65	49.60	0.92
META PLATFORMS INC-CLASS A	Software & Services	2.48%	3,988,545.00	108,736.73	36.68	0.91
TAIWAN SEMICONDUCTOR MANUF ADR	Semiconductors	0.44%	12,905,934.00	68,814.02	187.55	0.83
TENCENT HOLDINGS LTD-UNS ADR	Software & Services	2.04%	2,822,211.20	74,951.69	37.65	0.77



## Mandatory Indicator

## Exposure to companies active in the fossil fuel sector

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

PAI Identifier Table 1 #4    Eligible Holding Type Corporate



■ Portfolio    ■ Benchmark

### Eligibility



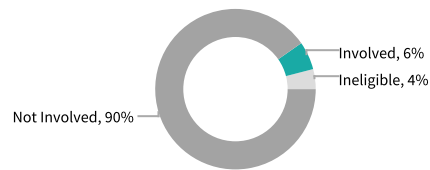
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

### Largest portfolio constituents with fossil fuel involvement

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

Security	Industry	Portfolio Weight
Berkshire Hathaway CLASS B	Diversified Financials	5.68%

### Largest portfolio constituents without fossil fuel involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

## 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



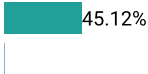
■ Portfolio ■ Benchmark

## 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
LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	4.85%	65.69%	3.19%
LILLY ELI & CO	Pharmaceuticals	3.24%	93.63%	3.04%
ALIBABA GROUP HOLDING LTD	Software & Services	3.17%	87.62%	2.78%
THERMO FISHER SCIENTIFIC INC	Pharmaceuticals	2.98%	84.29%	2.51%
AP MOLLER - MAERSK B	Transportation	2.12%	97.71%	2.07%

## 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
LILLY ELI & CO	Pharmaceuticals	3.24%	99.45%	3.23%
FORD MTR CO DEL	Automobiles	0.68%	77.03%	0.53%
AstraZeneca PLC	Pharmaceuticals	0.47%	85.43%	0.41%

## 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

95.97%

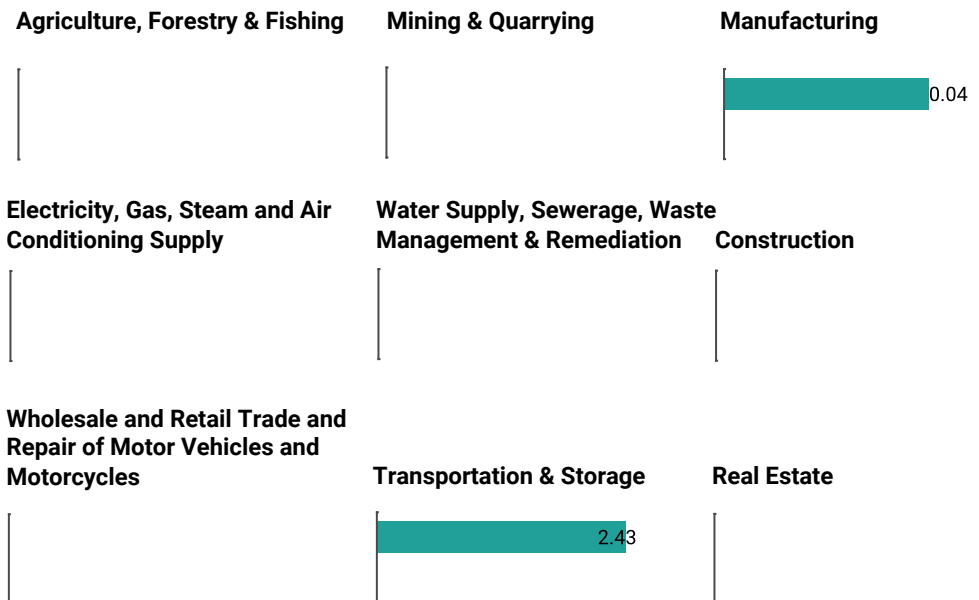
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage

32.13%

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

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



### Largest Contributor per NACE Sector

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

Sector Name	Security Name	Portfolio Weight	Energy Consumption Intensity	Weighted Energy Consumption Intensity
Agriculture, Forestry & Fishing	AMAZON COM INC	6.15%		
Construction	INDUSTRIVARDEN AB-A SHS	0.47%		
Electricity, Gas, Steam and Air Conditioning Supply	VOLVO AB B	3.56%		
Manufacturing	LILLY ELI & CO	3.24%	0.07	0.00
Mining & Quarrying	THERMO FISHER SCIENTIFIC INC	2.98%		
Real Estate	ALIBABA GROUP HOLDING LTD	3.17%		
Transportation & Storage	AP MOLLER - MAERSK B	2.12%	2.43	0.05
Water Supply, Sewerage, Waste Management & Remediation	INDUSTRIVARDEN AB-A SHS	0.47%		
Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	Berkshire Hathaway CLASS B	5.68%		



## Mandatory Indicator

## Activities negatively affecting biodiversity-sensitive areas

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

PAI Identifier Table 1 #7    Eligible Holding Type Corporate

■ Portfolio    ■ Benchmark

### Eligibility



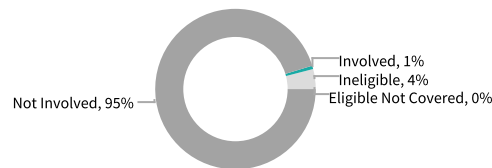
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

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

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

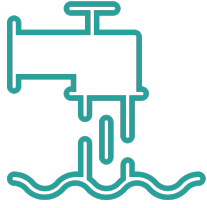
Security	Industry	Portfolio Weight
FORD MTR CO DEL	Automobiles	0.68%

### Largest portfolio constituents without negative affect on biodiversity involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%

Mandatory Indicator



## Emissions to water

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

PAI Identifier Table 1 #8    Eligible Holding Type Corporate

■ Portfolio    ■ Benchmark



### Missing Data

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

## Mandatory Indicator



## Hazardous waste ratio

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

PAI Identifier Table 1 #9    Eligible Holding Type Corporate

■ Portfolio    ■ Benchmark

### Eligibility



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

### Coverage



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

### Hazardous waste (t/EURm)



## Largest Contributing Constituents

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

Security Name	Industry	Holding Value (€m)	% Owned	Hazardous waste produced (T)	Hazardous waste (T/EURm)
VOLVO AB B	Machinery	1.45	0.0020%	39,076	0.78
AP MOLLER - MAERSK B	Transportation	0.84	0.0022%	19,749	0.43
THERMO FISHER SCIENTIFIC INC	Pharmaceuticals	1.20	0.0005%	34,209	0.17
DANAHER CORP DEL	Pharmaceuticals	0.84	0.0004%	34,933	0.15
TAIWAN SEMICONDUCTOR MANUF ADR	Semiconductors	0.17	0.0000%	339,623	0.09
EXOR NV	Diversified Financials	1.49	0.0021%	2,704	0.06
FORD MTR CO DEL	Automobiles	0.26	0.0001%	37,200	0.05
NOVO NORDISK A/S B	Pharmaceuticals	0.91	0.0002%	25,340	0.04
LILLY ELI & CO	Pharmaceuticals	1.34	0.0002%	22,000	0.04
LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	1.94	0.0004%	6,893	0.03

## Mandatory Indicator



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

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

PAI Identifier Table 1 #10 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



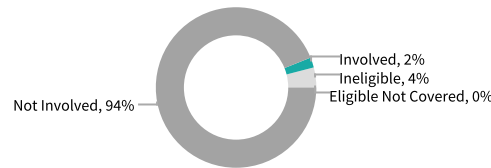
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

### Largest portfolio constituents with UNGC principles/OECD guidelines violations involvement

The table below shows the five largest contributors to the overall UNGC principles/OECD guidelines violations involvement score of the portfolio.

Security	Industry	Portfolio Weight
TENCENT HOLDINGS LTD-UNS ADR	Software & Services	2.04%

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

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%

## Mandatory Indicator



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

Measuring the % of the portfolio's investments that are exposed to companies that cannot monitor compliance with UNGC principles or OECD guidelines.

PAI Identifier Table 1 #11 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

#### Eligibility



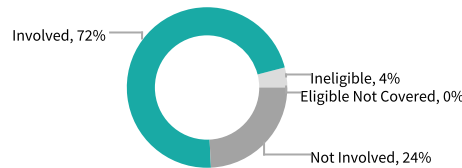
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

#### Coverage



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

#### Portfolio Involvement



#### No Benchmark Selected

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

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

Security	Industry	Portfolio Weight
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

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

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
VOLVO AB B	Machinery	3.56%
THERMO FISHER SCIENTIFIC INC	Pharmaceuticals	2.98%
DANAHER CORP DEL	Pharmaceuticals	2.13%
AP MOLLER - MAERSK B	Transportation	2.12%



## 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

95.97%

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

### Coverage

5.44%

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

### Unadjusted gender pay gap (%)

17.70

### 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
ALPHABET INC-CL A	Software & Services	5.44%	17.70%	0.96%

## 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
ALPHABET INC-CL A	Software & Services	5.44%	10	20.00%
MERCADOLIBRE INC	Software & Services	1.85%	9	22.22%
TENCENT HOLDINGS LTD-UNS ADR	Software & Services	2.04%	8	25.00%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%	14	28.57%
AMERICAN EXPRESS COMPANY	Diversified Financials	2.36%	14	28.57%
DANAHER CORP DEL	Pharmaceuticals	2.13%	14	28.57%
NVIDIA CORP	Semiconductors	1.11%	14	28.57%
FORD MTR CO DEL	Automobiles	0.68%	14	28.57%
THERMO FISHER SCIENTIFIC INC	Pharmaceuticals	2.98%	12	33.33%
AP MOLLER - MAERSK B	Transportation	2.12%	9	33.33%

## Mandatory Indicator



## Exposure to controversial weapons

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

PAI Identifier Table 1 #14 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



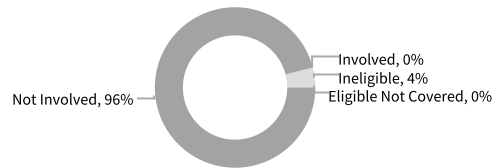
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



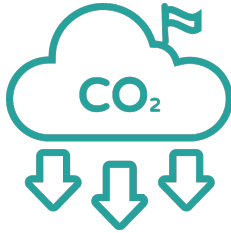
### No Benchmark Selected

## Largest portfolio constituents without controversial weapons involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%

## Mandatory Indicator



## GHG intensity

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

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

■ **Portfolio**    ■ **Benchmark**



### Missing Data

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

Mandatory Indicator

## Investee countries subject to social violations

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

PAI Identifier Table 1 #16    Eligible Holding Type Corporate



■ Portfolio    ■ Benchmark

### Eligibility

0.00%

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

### Coverage

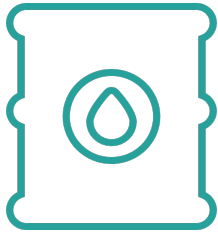
0.00%

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

### Number of countries with violations (#)

0.00

Voluntary Indicator



## Emissions of inorganic pollutants

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

PAI Identifier Table 2 #1      Eligible Holding Type Corporate

■ Portfolio      ■ Benchmark



### Missing Data

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

Voluntary Indicator



## Emissions of air pollutants

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

PAI Identifier Table 2 #2    Eligible Holding Type Corporate

■ Portfolio    ■ Benchmark



### Missing Data

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

Voluntary Indicator

## Emissions of ozone depletion substances

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

PAI Identifier Table 2 #3      Eligible Holding Type Corporate



■ Portfolio      ■ Benchmark

### Eligibility



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



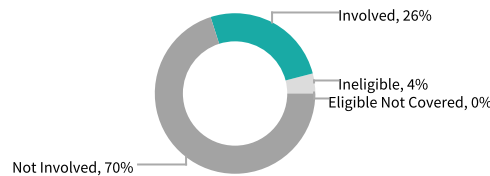
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

### Largest portfolio constituents with carbon reduction involvement

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

Security	Industry	Portfolio Weight
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
LILLY ELI & CO	Pharmaceuticals	3.24%
ALIBABA GROUP HOLDING LTD	Software & Services	3.17%
JPMORGAN CHASE and CO	Banks	3.15%
DANAHER CORP DEL	Pharmaceuticals	2.13%

### Largest portfolio constituents without carbon reduction involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

## Voluntary Indicator



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

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

PAI Identifier Table 2 #5 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



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

### Coverage



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

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

#### Coal



#### Nuclear



#### Natural Gas



#### Oil



### Largest Contributing Constituents

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

Energy Source	Security Name	Industry	Portfolio Weight	% non-renewable energy from source	Weighted % nonrenewable energy from source
Coal	FORD MTR CO DEL	Automobiles	0.68%	0.55%	0.38%
Coal	LILLY ELI & CO	Pharmaceuticals	3.24%	0.00%	0.00%
Natural Gas	LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	4.85%	19.58%	95.01%
Natural Gas	LILLY ELI & CO	Pharmaceuticals	3.24%	23.69%	76.87%
Natural Gas	VOLVO AB B	Machinery	3.56%	20.00%	71.23%
Oil	MERCADOLIBRE INC	Software & Services	1.85%	93.86%	173.87%
Oil	ALIBABA GROUP HOLDING LTD	Software & Services	3.17%	19.11%	60.55%
Oil	AMERICAN EXPRESS COMPANY	Diversified Financials	2.36%	24.08%	56.83%

## 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

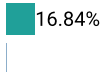
■ Portfolio ■ Benchmark

### 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.

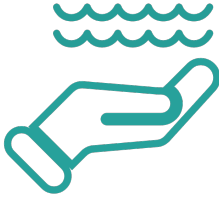
Security Name	Industry	Portfolio Weight	Water consumption m3/EURm	Weighted water consumption m3/EURm
TAIWAN SEMICONDUCTOR MANUF ADR	Semiconductors	0.44%	215,700,000	957,104.20
LILLY ELI & CO	Pharmaceuticals	3.24%	5,922,950	192,180.16
NIKE INC	Textiles & Apparel	1.37%	3,721,700	50,886.41
APPLE INC	Technology Hardware	5.63%	533,685	30,057.89
META PLATFORMS INC-CLASS A	Software & Services	2.48%	580,000	14,406.13

### 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
LILLY ELI & CO	Pharmaceuticals	3.24%	97.90%	3.18%
TAIWAN SEMICONDUCTOR MANUF ADR	Semiconductors	0.44%	206.21%	0.92%
APPLE INC	Technology Hardware	5.63%	11.14%	0.63%
META PLATFORMS INC-CLASS A	Software & Services	2.48%	9.88%	0.25%
NIKE INC	Textiles & Apparel	1.37%	17.53%	0.24%

## Voluntary Indicator



## Investments in companies without water management policies

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

PAI Identifier Table 2 #7 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

## Eligibility



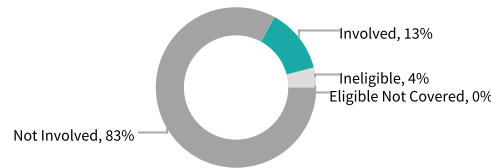
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage



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

## Portfolio Involvement



## No Benchmark Selected

## Largest portfolio constituents with water management involvement

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

Security	Industry	Portfolio Weight
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
INDUSTRIVARDEN AB-C SHS	Diversified Financials	3.36%
KINNEVIK AB B	Diversified Financials	1.57%
LUNDBERGS AB - B SHS	Diversified Financials	1.56%
INDUSTRIVARDEN AB-A SHS	Diversified Financials	0.47%

## Largest portfolio constituents without water management involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

## Voluntary Indicator



## Investments in companies producing chemicals

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

PAI Identifier Table 2 #9 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

## Eligibility



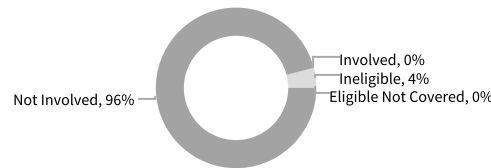
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage



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

## Portfolio Involvement



## No Benchmark Selected

## Largest portfolio constituents without chemical production involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%

## Voluntary Indicator



## Land degradation, desertification, soil sealing

This metric tells you the % of the portfolio that is exposed to companies that are involved with activities which cause land degradation, desertification or soil sealing.

PAI Identifier Table 2 #10 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



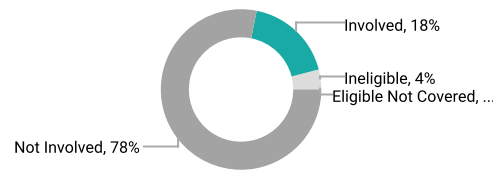
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

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

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

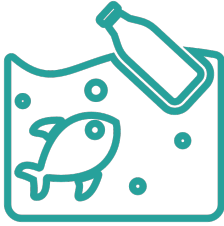
Security	Industry	Portfolio Weight
AMAZON COM INC	Retailing	6.15%
LILLY ELI & CO	Pharmaceuticals	3.24%
THERMO FISHER SCIENTIFIC INC	Pharmaceuticals	2.98%
NOVO NORDISK A/S B	Pharmaceuticals	2.19%
AP MOLLER - MAERSK B	Transportation	2.12%

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

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

## Voluntary Indicator



## Investments in companies without sustainable oceans/seas practices

This metric tells you the % of the portfolio that is exposed to companies without sustainable oceans/seas practices policies.

PAI Identifier Table 2 #12 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

## Eligibility



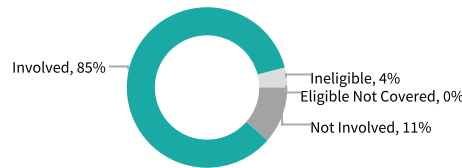
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage



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

## Portfolio Involvement



## No Benchmark Selected

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

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

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

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

Security	Industry	Portfolio Weight
AMAZON COM INC	Retailing	6.15%
AP MOLLER - MAERSK B	Transportation	2.12%
MORGAN STANLEY	Diversified Financials	2.02%
WALT DISNEY CO	Media	1.11%

## Voluntary Indicator



## Non-recycled waste ratio

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

PAI Identifier Table 2 #13    Eligible Holding Type Corporate

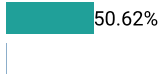
■ Portfolio    ■ Benchmark

### Eligibility



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

### Coverage



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

### Non-recycled waste generation (t/EURm)



## Largest Contributing Constituents

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

Security Name	Industry	Holding Value (€m)	% Owned	Non-recycled waste produced (T)	Non-recycled waste (T/EURm)
FORD MTR CO DEL	Automobiles	0.26	0.0001%	69,200,000	95.57
VOLVO AB B	Machinery	1.45	0.0020%	21,558	0.43
WALT DISNEY CO	Media	0.47	0.0002%	167,974	0.36
THERMO FISHER SCIENTIFIC INC	Pharmaceuticals	1.20	0.0005%	37,321	0.18
DANAHER CORP DEL	Pharmaceuticals	0.84	0.0004%	19,080	0.08
KERING	Textiles & Apparel	0.52	0.0009%	8,378	0.07
LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	1.94	0.0004%	5,917	0.03
ALPHABET INC-CL A	Software & Services	2.19	0.0001%	21,677	0.02
LILLY ELI & CO	Pharmaceuticals	1.34	0.0002%	12,000	0.02
NIKE INC	Textiles & Apparel	0.53	0.0004%	4,847	0.02



## Voluntary Indicator



## Natural species and protected areas

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

PAI Identifier Table 2 #14 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



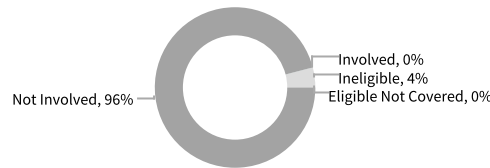
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

### Largest portfolio constituents with operations affecting threatened species involvement

The table below shows the five largest contributors to the overall operations affecting threatened species involvement score of the portfolio.

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

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

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

Security	Industry	Portfolio Weight
APPLE INC	Technology Hardware	5.63%
AP MOLLER - MAERSK B	Transportation	2.12%
KERING	Textiles & Apparel	1.33%

## Voluntary Indicator



## Deforestation

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

PAI Identifier Table 2 #15 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

## Eligibility



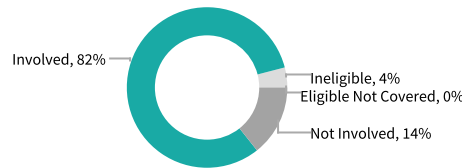
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage



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

## Portfolio Involvement



## No Benchmark Selected

## Largest portfolio constituents with deforestation involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

## Largest portfolio constituents without deforestation involvement

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

Security	Industry	Portfolio Weight
AMAZON COM INC	Retailing	6.15%
LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	4.85%
LUNDBERGS AB - B SHS	Diversified Financials	1.56%
KERING	Textiles & Apparel	1.33%
GOLDMAN SACHS GROUP INC	Diversified Financials	0.43%

## Voluntary Indicator



## Investments in companies without workplace accident prevention policies

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

PAI Identifier Table 3 #1 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



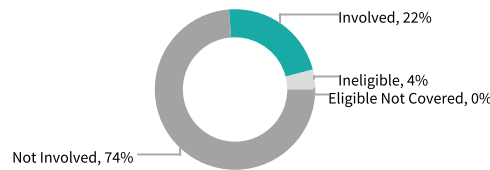
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

## Largest portfolio constituents with workplace accidents prevention involvement

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

Security	Industry	Portfolio Weight
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
INDUSTRIVARDEN AB-C SHS	Diversified Financials	3.36%
JPMORGAN CHASE and CO	Banks	3.15%
LUNDBERGS AB - B SHS	Diversified Financials	1.56%

## Largest portfolio constituents without workplace accidents prevention involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%
LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	4.85%

## 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

0.44%

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
TAIWAN SEMICONDUCTOR MANUF ADR	Semiconductors	0.44%	0.08	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**



### 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



## Lack of a supplier code of conduct

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

PAI Identifier Table 3 #4    Eligible Holding Type Corporate

■ Portfolio    ■ Benchmark

### Eligibility



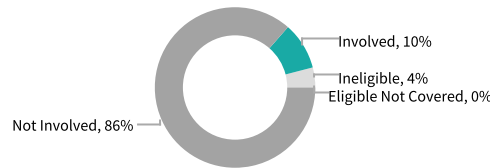
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

### Largest portfolio constituents with code of conduct involvement

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

Security	Industry	Portfolio Weight
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
INDUSTRIVARDEN AB-C SHS	Diversified Financials	3.36%
INDUSTRIVARDEN AB-A SHS	Diversified Financials	0.47%

### Largest portfolio constituents without code of conduct involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

## Voluntary Indicator

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

This metric tells you the % of the portfolio that is exposed to companies without any grievance/complaints handling mechanism related to employee matters.

PAI Identifier Table 3 #5    Eligible Holding Type Corporate



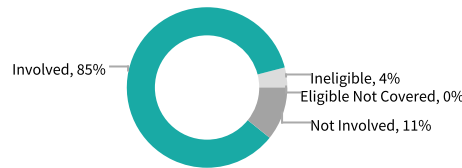
■ Portfolio    ■ Benchmark

**Eligibility**

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

**Coverage**

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

**Portfolio Involvement****No Benchmark Selected****Largest portfolio constituents with grievance/complaints handling mechanism related to employee matters involvement**

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%

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

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

Security	Industry	Portfolio Weight
LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	4.85%
VOLVO AB B	Machinery	3.56%
AMERICAN EXPRESS COMPANY	Diversified Financials	2.36%

## Voluntary Indicator



## Insufficient whistleblower protection

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies without policies on the protection of whistleblowers.

PAI Identifier Table 3 #6    Eligible Holding Type Corporate

■ Portfolio    ■ Benchmark

### Eligibility



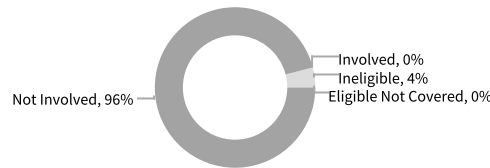
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

### Largest portfolio constituents without whistleblower protection involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%



## 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
AMAZON COM INC	Retailing	6.15%	11	0.68
ALPHABET INC-CL A	Software & Services	5.44%	4	0.22
APPLE INC	Technology Hardware	5.63%	3	0.17
WALT DISNEY CO	Media	1.11%	11	0.12
MORGAN STANLEY	Diversified Financials	2.02%	5	0.10

## Largest Contributing Contributors to Incidents of Discrimination Leading to Sanctions

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

Security Name	Industry	Portfolio Weight	Incidents of Discrimination Leading to Sanctions	Weighted Incidents of Discrimination Leading to Sanctions
AMAZON COM INC	Retailing	6.15%	2	0.12
APPLE INC	Technology Hardware	5.63%	1	0.06
ALPHABET INC-CL A	Software & Services	5.44%	1	0.05
LILLY ELI & CO	Pharmaceuticals	3.24%	1	0.03
THERMO FISHER SCIENTIFIC INC	Pharmaceuticals	2.98%	1	0.03

## 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

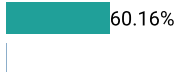
■ Portfolio    ■ Benchmark

## 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
AMAZON COM INC	Retailing	6.15%	6,474.00	398.13
APPLE INC	Technology Hardware	5.63%	1,447.00	81.50
AMERICAN EXPRESS COMPANY	Diversified Financials	2.36%	972.00	22.94
MICROSOFT CORPORATION	Software & Services	7.17%	289.00	20.71
NIKE INC	Textiles & Apparel	1.37%	975.00	13.33
JPMORGAN CHASE and CO	Banks	3.15%	393.00	12.40
THERMO FISHER SCIENTIFIC INC	Pharmaceuticals	2.98%	363.00	10.83
MERCADOLIBRE INC	Software & Services	1.85%	383.00	7.10
DANAHER CORP DEL	Pharmaceuticals	2.13%	311.00	6.63
LILLY ELI & CO	Pharmaceuticals	3.24%	172.00	5.58

## Voluntary Indicator



## Lack of a human rights policy

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

PAI Identifier Table 3 #9    Eligible Holding Type Corporate

■ Portfolio    ■ Benchmark

### Eligibility



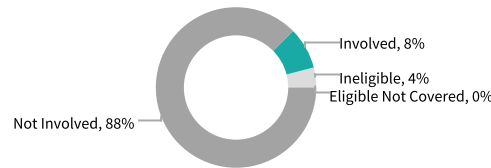
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

### Largest portfolio constituents with human rights involvement

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

Security	Industry	Portfolio Weight
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
TENCENT HOLDINGS LTD-UNS ADR	Software & Services	2.04%
FORTINET INC	Software & Services	0.69%

### Largest portfolio constituents without human rights involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

## Voluntary Indicator



## Lack of due diligence

This metric tells you the % of the portfolio that is exposed to companies that are involved with companies that lack a due diligence process to identify, prevent, mitigate and address adverse human rights impacts.

PAI Identifier Table 3 #10 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

## Eligibility



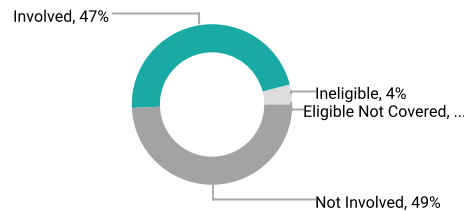
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

## Coverage



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

## Portfolio Involvement



## No Benchmark Selected

## Largest portfolio constituents with due diligence involvement

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

Security	Industry	Portfolio Weight
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
INVESTOR AB B SHS	Diversified Financials	5.04%
LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	4.85%
PALO ALTO NETWORKS INC	Software & Services	4.02%

## Largest portfolio constituents without due diligence involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
VOLVO AB B	Machinery	3.56%
LILLY ELI & CO	Pharmaceuticals	3.24%

## Voluntary Indicator



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

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

PAI Identifier Table 3 #11 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



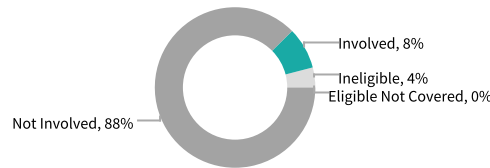
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

### Largest portfolio constituents with anti-human trafficking involvement

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

Security	Industry	Portfolio Weight
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
TENCENT HOLDINGS LTD-UNS ADR	Software & Services	2.04%
FORTINET INC	Software & Services	0.69%

### Largest portfolio constituents without anti-human trafficking involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%

## Voluntary Indicator



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

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

PAI Identifier Table 3 #12 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



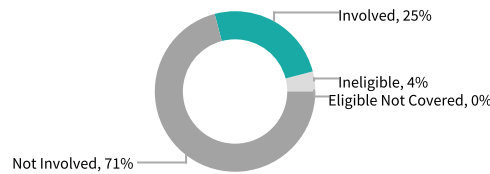
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

### Largest portfolio constituents with child labour involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
FORD MTR CO DEL	Automobiles	0.68%

### Largest portfolio constituents without child labour involvement

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

Security	Industry	Portfolio Weight
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
INVESTOR AB B SHS	Diversified Financials	5.04%
LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	4.85%
PALO ALTO NETWORKS INC	Software & Services	4.02%
EXOR NV	Diversified Financials	3.66%

## Voluntary Indicator



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

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

PAI Identifier Table 3 #13 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



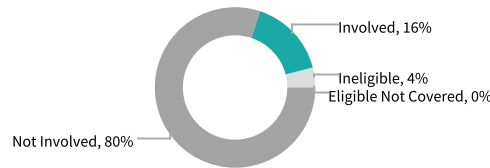
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

### Largest portfolio constituents with forced or compulsory labour involvement

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

Security	Industry	Portfolio Weight
AMAZON COM INC	Retailing	6.15%
APPLE INC	Technology Hardware	5.63%
AP MOLLER - MAERSK B	Transportation	2.12%
NIKE INC	Textiles & Apparel	1.37%
FORD MTR CO DEL	Automobiles	0.68%

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

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%
LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	4.85%

## Voluntary Indicator



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

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

PAI Identifier Table 3 #14 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



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

### Coverage



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

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



### Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Number of incidents	Weighted number of incidents
AMAZON COM INC	Retailing	6.15%	3.00	0.18
ALPHABET INC-CL A	Software & Services	5.44%	2.00	0.11
MICROSOFT CORPORATION	Software & Services	7.17%	1.00	0.07
ALIBABA GROUP HOLDING LTD	Software & Services	3.17%	2.00	0.06
JPMORGAN CHASE and CO	Banks	3.15%	1.00	0.03
NIKE INC	Textiles & Apparel	1.37%	2.00	0.03
META PLATFORMS INC-CLASS A	Software & Services	2.48%	1.00	0.02
FORD MTR CO DEL	Automobiles	0.68%	2.00	0.01
KERING	Textiles & Apparel	1.33%	1.00	0.01
AstraZeneca PLC	Pharmaceuticals	0.47%	1.00	0.00



## Voluntary Indicator



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

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

PAI Identifier Table 3 #15    Eligible Holding Type Corporate

■ Portfolio    ■ Benchmark

### Eligibility



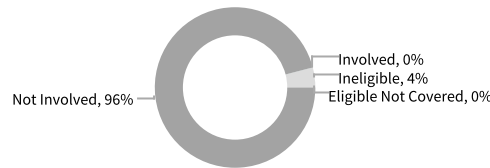
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



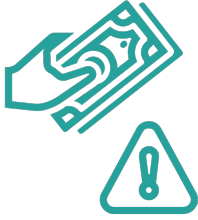
### No Benchmark Selected

## Largest portfolio constituents without anti bribery/corruption involvement

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%

## Voluntary Indicator



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

This metric tells you the % of the portfolio that is exposed to companies with identified insufficiencies in actions taken to address breaches in procedures and standards of anticorruption and anti-bribery.

PAI Identifier Table 3 #16 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



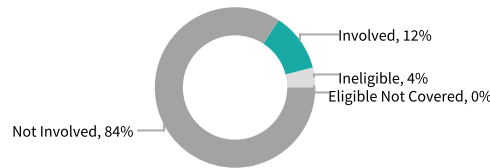
The portion of the portfolio which is eligible for this PAI. In this case the % invested in corporate securities.

### Coverage



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

### Portfolio Involvement



### No Benchmark Selected

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

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

Security	Industry	Portfolio Weight
AMAZON COM INC	Retailing	6.15%
Berkshire Hathaway CLASS B	Diversified Financials	5.68%

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

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

Security	Industry	Portfolio Weight
MICROSOFT CORPORATION	Software & Services	7.17%
APPLE INC	Technology Hardware	5.63%
ALPHABET INC-CL A	Software & Services	5.44%
INVESTOR AB B SHS	Diversified Financials	5.04%
LVMH MOET HENNESSY LOUIS VUITT	Textiles & Apparel	4.85%

## Voluntary Indicator



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

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

PAI Identifier Table 3 #17 Eligible Holding Type Corporate

■ Portfolio ■ Benchmark

### Eligibility



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

### Coverage



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

### Number of convictions (#)



### Amount of fines (EURm)



### Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Number of convictions	Weighted Number of Convictions
AMAZON COM INC	Retailing	6.15%	1.00	0.00
GOLDMAN SACHS GROUP INC	Diversified Financials	0.43%	1.00	0.00

### Largest Contributing Constituents

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

Security Name	Industry	Portfolio Weight	Total fines	Weighted Total fines
GOLDMAN SACHS GROUP INC	Diversified Financials	0.43%	40,385,355.00	172,713.00

Voluntary Indicator



## Average income inequality score

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

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

■ **Portfolio**    ■ **Benchmark**



### Missing Data

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

Voluntary Indicator



## Average freedom of expression score

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

**PAI Identifier** Table 3 #19    **Eligible Holding Type** Sovereign

■ **Portfolio**    ■ **Benchmark**



### Missing Data

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

Voluntary Indicator



## Average human rights performance

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

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

■ Portfolio

■ Benchmark



### Missing Data

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

Voluntary Indicator



## Average corruption score

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

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

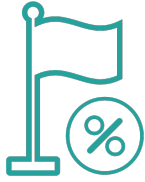
■ **Portfolio**    ■ **Benchmark**



### Missing Data

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

Voluntary Indicator



# Non-cooperative tax jurisdictions

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

PAI Identifier Table 3 #22    Eligible Holding Type Sovereign

■ Portfolio    ■ Benchmark

### Eligibility

0.00%

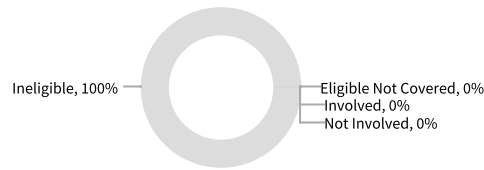
The portion of the portfolio which is eligible for this PAI. In this case the % invested in sovereign securities.

### Coverage

0.00%

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

### Portfolio Involvement



### No Benchmark Selected



Voluntary Indicator



## Average political stability score

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

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

■ Portfolio    ■ Benchmark



### Missing Data

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

Voluntary Indicator



## Average rule of law score

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

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

■ **Portfolio**    ■ **Benchmark**



### Missing Data

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

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