

Metric	SFDR PAIs	ICG Score	∅ Value or Quantity (Arithmetic Average)	Nr Companies reported	ICG Score	∅ Value or Quantity (Arithmetic Average)	Nr Companies reported			
<b>ENVIRONMENTAL</b>		the higher, the better (0 to 100)		<b>60.9</b>		<b>40.6</b>				
<b>Climate Exposure</b>		<b>75.5</b>		25	<b>52.8</b>		217			
Transition Risk										
	Carbon Pricing	Policy	56.8	Majority Yes	25	18.3	Majority No	203		
	Climate Scenario Analysis	Policy	60.4	Majority Yes	25	28.4	Majority No	206		
	Risks of Climate Change Discussed	Policy	89.2	Majority Yes	25	45.0	Majority No	212		
	Climate Change Opportunities Discussed	Policy	42.4	Majority No	25	20.5	Majority No	212		
	Thermal Coal Exposure	% of Revenue	75.5	1.6	25	52.8	4.0	253		
<b>GHG Emissions Management</b>		<b>63.6</b>		23	<b>48.5</b>		195			
GHG Emissions										
	Methane of Scop 1 Emissions	%	22.3	6.9	6	8.1	7.0	20		
	Scope 1 GHG or CO2 Emissions	kt / % of Production or CFO	63.1	11.8	0.44%	24	34.7	10.0	0.55%	141
M1	Scope 1 GHG/EVIC	Mt CO2-eq/EVIC (€m)	65.9	513	24	68.6	546	244		
M1	Scope 2 GHG/EVIC	Mt CO2-eq/EVIC (€m)	150	24	166	244				
M2	Scope 1 & 2 GHG/EVIC = Carbon Footpring/EVIC	Mt CO2-eq/EVIC (€m)	60.7	663	24	59.8	703	244		
M1	Scope 3 GHG/EVIC	Mt CO2-eq/EVIC (€m)	2'396	24	2'945	242				
M1	Scope 1 & 2 & 3 GHG/EVIC	Mt CO2-eq/EVIC (€m)	68.0	3'059	24	69.2	3'653	242		
M3	GHG Intensity	Mt CO2-eq/Sales (€m)	53.8	797	22	38.9	1'185	135		
GHG Emissions Policies										
	GHG Emissions Reduction Policy	Policy	96.4	Majority Yes	25	69.7	Majority Yes	204		
	Emissions Reduction Initiatives	Policy	92.8	Majority Yes	25	77.0	Majority Yes	210		
GHG Target										
OE4	Net Zero Emissions Target	Policy	67.6	Majority Yes	25	37.5	Majority No	209		
	Science Based Target	Policy	28.0	Majority No	25	15.8	Majority No	209		
<b>Water Management</b>		<b>67.2</b>		15	<b>46.4</b>		85			
Wastewater										
M8	Emissions to Water	tk MT / % of Production or CFO	8.0	13'334	0.2%	3	14.5	5'917	568.0%	46
Water Use										
	Water Consumption Derived	Bloomberg Score	46.6	6.1	19	14.5	5.6	63		
	Freshwater Withdrawals	Bloomberg Score	42.5	5.9	18	18.6	6.2	74		
OE8	Water Stress Exposure %	%	33.8	15.6	10	12.5	9.8	33		
Water Use Policy										
OE7	Water Policy	Policy	96.4	Majority Yes	25	72.4	Majority Yes	210		
<b>Energy Management</b>		<b>40.9</b>		16	<b>22.5</b>		83			
Energy Consumption										
	Grid Electricity Used	%	15.5	75.8	16	5.9	85.6	101		
	Grid Electricity Used	MWh / % of EV	41.9	9'079	0.65%	17	22.8	5'478	0.65%	99
	Self generated Energy and Self Sufficiency	MWh / % of Energy Use	13.2	5'471	17.2%	9	2.9	2'204.1	3.3%	27
M5	Non Renewable Energy Consumption	%	79.9	17	87.2	61				
	Renewable Energy Consumption	% of Production or CFO	33.4	13.7	17	8.7	3.2	61		
M6	Energy Consumption Intensity	MWh/Sales	63.4	2'800	22	44.6	77'022.9	146		
<b>Ecological Impact</b>		<b>66.2</b>		18	<b>38.5</b>		122			
Ecosystem Protection										
M4	Exposure to Fossil Fuel Sectors	% of Revenue or EBITDA	94.0	6.0	25	97.8	2.2	251		
M7	Sites in Environmentally Sensitive Areas	Quantity / % of Production or CFO	8.3	9.0	0.386%	9	2.6	5.8	0.589%	23
	Biodiversity Policy	Policy	89.2	Majority Yes	25	55.0	Majority No	210		
	Environmental Quality Mgmt Policy	Policy	92.8	Majority Yes	25	73.1	Majority Yes	210		
	Closure and Remediation Policy	Policy	77.6	Majority Yes	23	26.8	Majority No	190		
	Land Restored	in % of Disturbed - 3yr avg	25.9	51%	14	5.3	51%	30		
	Land Restored	ha / % of Production or CFO - 3yr avg	2.1	4'006	0.2%	15	4.2	1'555	9.4%	41
Environmental Fines										
	Amount of Environmental Fines	Quantity / % of CFO	58.5	3.06	0.08%	19	29.0	0.74	0.02%	91
Environmental Incidents										
	Number of Environmental Incidents	Quantity / % of Production or CFO	24.4	3.0	0.393%	10	4.7	25.5	8.254%	51
<b>Air Quality</b>		<b>44.0</b>		15	<b>34.3</b>		103			
Air Emissions										
	PM10 Emissions	Quantity / % of Production or CFO	23.3	30.20	3.4%	8	8.3	61.65	1.5%	25
	Sulphur Dioxide Sulphur Oxide Emissions	SOx Tonnes / % of Production or CFO	33.7	42.0	1.1%	19	30.6	27.1	1.4%	123
OE1	VOC Emissions	kt / % of Production or CFO	18.8	1.6	0.06%	5	9.5	1.4	0.08%	41
	Nitrogen Oxide Emissions	kt / % of Production or CFO	31.8	26.4	1.1%	18	29.0	9.4	2.3%	121
Air Emissions Policies										
	Air Pollution Reduction Policy	Policy	71.2	Majority Yes	25	51.9	Majority No	203		
<b>Waste Management</b>		<b>48.3</b>		18	<b>22.3</b>		114			
Hazardous Waste Generation										
	Hazardous Waste Mgmt Policy	Policy	53.2	Majority Yes	25	32.6	Majority No	201		
M9	Hazardous Waste	tk MT / % of Production or CFO	64.1	10'964	0.47%	20	27.0	2'235	17.79%	113
	Hazardous Waste	kt / %	72.8	9.0	20	39.8	9.3	109		
	Hazardous Waste Recycled	%	9.4	39.0	6	6.8	49.0	33		
Waste Generation										
	Mineral Waste Acid Rock Policy	Policy	48.8	Majority No	23	19.3	Majority No	189		
	Waste Total	kt / % of Production or CFO	44.7	234'139	15.1%	21	36.7	91'752	8.1%	126
	Tailings Waste	kt / % of Production or CFO	33.4	47'939	6.7%	15	10.0	52'244	6.6%	44
<b>Environment Rating - Bloomberg</b>		The higher, the better	<b>45.1</b>		20	<b>20.9</b>		121		
<b>Environment Rating - Refinitiv</b>		The higher, the better	<b>69.2</b>		25	<b>42.2</b>		198		
<b>SOCIAL</b>		the higher, the better (0 to 100)		<b>30.0</b>		<b>16.7</b>				
<b>Occupational Health &amp; Safety Management</b>		<b>41.6</b>		16	<b>22.2</b>		73			
Fatalities										
	Fatality Rate	Fatalities * 1'000 / Workforce	50.2	5.3%	16	12.3	5.8%	48		
	Fatality Rate	Fatalities * 1'000 / Employees	77.8	1.3%	22	39.9	4.4%	122		

ESG Quarterly - 2022 - 4Q

Industrial Metals Champions Fund  
(incl. Base Metals, Bulk Materials excl. Coal, Steel, Alu)

MSCI Metals & Mining Index  
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Metric	SFDR PAIs	ICG Score	Ø Value or Quantity (Arithmetic Average)	Nr Companies reported	ICG Score	Ø Value or Quantity (Arithmetic Average)	Nr Companies reported	
Fatality Rate	Fatalities * 1000 / Contractors	51.8	9.3%	15	12.7	12.2%	45	
<b>Health &amp; Safety Policies</b>								
Short Service Employee Program	Policy	0.8	Majority No	2	0.6	Majority No	13	
Health & Safety Policy	Policy	100.0	Majority Yes	25	81.7	Majority Yes	210	
<b>Safety Incidents</b>								
Lost Time Incident Rate	LTIR / 200'000h worked	48.2	0.37	18	16.8	0.40	64	
Lost Time Incident Rate	LTIR / 100 Employees	31.2	0.85	14	20.6	0.53	81	
Lost Time Incident Rate	LTIR / 100 Contractors	30.4	1.16	11	11.1	0.61	37	
Recordable Incident Rate	TRIR / 200'000h worked	25.0	0.88	20	10.2	0.92	67	
Recordable Incident Rate	TRIR / 100 Employees	18.0	1.11	16	11.4	0.97	77	
Recordable Incident Rate	TRIR / 100 Contractors	18.1	0.63	12	7.7	1.14	39	
<b>Labor &amp; Employment Practices</b>								
<b>Training</b>								
Training Spending per Employee	Employee Training Cost / Employees	8.6	966	5	4.9	726	44	
Hours Spent by Firm Empl Training	Thousand Hours per Employees	15.7	15.7	18	8.0	8.5	87	
<b>Labor Actions</b>								
Strikes and Lockouts	Quantity	49.6	0.6	14	15.9	0.4	41	
Duration of Strikes and Lockouts	Days	36.7	15.7	12	14.4	7.8	39	
<b>Organized Labor</b>								
Employees Unionized	%	47.3	62.3	19	27.0	60.5	111	
<b>Operational Risk Management</b>								
<b>Operational Incidents</b>								
Process Safety Event Rate	LOPC / 200'000h 100 Employees	4.0	-	1	0.8	0.02	0	
Tier 2 Process Safety Event Rate	LOPC / 200'000h 100 Employees	-	#DIV/0!	-	0.4	0.03	-1	
Emergency Response & Preparedness Policy	Policy	82.0	Majority Yes	25	54.2	Majority No	207	
<b>Community Rights &amp; Relations</b>								
<b>Community &amp; Human Rights</b>								
Indigenous Rights Policy	Policy	63.2	Majority Yes	23	27.9	Majority No	190	
Human Rights Policy	Policy	96.4	Majority Yes	25	68.1	Majority Yes	210	
<b>Community Relations</b>								
Community Engagement Policy	Policy	82.0	Majority Yes	25	38.2	Majority No	199	
Community Spending	USD Million / % of CFO	18.8	33.0	0.42%	33	15.1	70.0	1.42%
Non Technical Delays	Amount	17.6	1.2	5	8.34	0.4	20	
Non Technical Delays	Duration in Days	15.5	0.32	4	6.67	0.1	15	
Critical Materials Policy	Policy	46.0	Majority No	25	25.3	Majority No	180	
<b>Ethics &amp; Compliance</b>								
<b>Business Ethics</b>								
Anti-Bribery Ethics Policy	Policy	100.0	Majority Yes	25	76.0	Majority Yes	210	
M14 Exposure to Controversial Weapons	Y/N	80.0	Majority No	20	39.5	Majority Yes	98	
Extractive Industries Transparency Initiative (EITI)	Supporter	59.6	Majority Yes	23	16.4	Majority No	188	
International Council Metals & Mining Membership	Membership	45.2	Majority No	23	15.5	Majority No	191	
<b>Competitive Behavior</b>								
Fines for Anti Competition	Amount	24.0	-	6	12.5	0.13	30	
Fines for Anti Competition	USD Millions / % of CFO	24.0	-	0.0%	6	13.0	2.41	0.1%
Legal Settlement	USD Millions / % of CFO	2.0	787	72.4%	3	10.4	93	4.5%
<b>Legal &amp; Regulatory Management</b>								
Political Involvement Policy	Policy	38.8	Majority No	25	18.4	Majority No	202	
<b>UNGC</b>								
<b>UNGC</b>								
M10 UNGC Violations (Latest)	Policy	66.4	Majority No	22	62.3	Majority No	179	
M11 UNGC Compliance Score	Score	84.8	84.8	25	55.3	66.0	210	
M11 Principle 1: Support and Respect Human Rights	Policy	96.4	Majority Yes	25	68.1	Majority Yes	210	
M11 Principle 2: Not Complicit in Human Rights Abuses	Policy	67.6	Majority Yes	25	28.3	Majority No	210	
M11 Principle 3: Right to Collective Bargaining	Policy	68.8	Majority Yes	19	40.8	Majority Unknown	111	
M11 Principle 4: Elimination of Forced Labor	Policy	53.2	Majority No	25	25.8	Majority No	210	
M11 Principle 5: Abolition of Child Labor Policy	Policy	92.8	Majority Yes	25	63.9	Majority Yes	210	
M11 Principle 6: Elimination of Discrimination in Employ	Policy	100.0	Majority Yes	25	74.5	Majority Yes	210	
M11 Principle 7: Recautionary Approach to Environment	Policy	92.8	Majority Yes	25	67.1	Majority Yes	210	
M11 Principle 8: Promote Environmental Responsibility	Policy	100.0	Majority Yes	25	82.4	Majority Yes	210	
M11 Principle 9: Environmentally Friendly Technology	Policy	92.8	Majority Yes	25	61.0	Majority Yes	210	
M11 Principle 10: Anti-Corruption	Policy	100.0	Majority Yes	25	68.5	Majority Yes	210	
<b>Social Rating - Bloomberg</b>								
The higher, the better								
<b>40.3</b>								
<b>20</b>								
<b>20.7</b>								
<b>122</b>								
<b>Social Rating - Refinitiv</b>								
The higher, the better								
<b>75.4</b>								
<b>25</b>								
<b>40.9</b>								
<b>198</b>								
<b>GOVERNANCE</b>								
the higher, the better (0 to 100)								
<b>57.3</b>								
<b>42.0</b>								
<b>Board Composition</b>								
<b>66.4</b>								
<b>23</b>								
<b>47.3</b>								
<b>181</b>								
<b>Director Roles</b>								
Non-Exec Directors on 3+ Boards	%	87.1	12.9	25	75.6	11.0	213	
Executive Directors on 2+ Boards	%	71.3	6.1	19	70.5	7.1	190	
Highest Number of BOD any Director Serves Ex-CEO	Amount	73.6	2.6	25	63.3	2.6	213	
Public Company BOD serve as BOD ex-CEO	Average Number	89.4	1.1	25	77.6	0.9	213	
Number of Board Positions CEO holds	Amount	93.2	0.3	24	80.1	0.3	207	
Number of Chair Positions Chairman holds	Average Number	97.6	0.2	25	80.2	0.4	210	
<b>Diversity</b>								
Board age	Avg Age / Bloomberg Score	42.9	60.9	6.0	18	29.0	59.2	6.7
M13 Board Members that are Women	%	54.5	28.4	24	34.2	20.3	212	
Female Chairperson	Y/N	20.4	Majority No	24	13.8	Majority No	211	
<b>Independence</b>								
Independent Directors	%	73.9	73.9	24	53.5	56.0	210	
Non-Executive Directors on Board	%	84.6	88.1	24	65.2	77.0	212	
Leadership Independence	Bloomberg Score	68.4	8.6	20	27.2	5.8	116	
CEO Duality	Y/N	88.8	Majority No	24	67.5	Majority No	212	
<b>Refreshment</b>								

ESG Quarterly - 2022 - 4Q

Industrial Metals Champions Fund

(incl. Base Metals, Bulk Materials excl. Coal, Steel, Alu)

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Metric	SFDR PAIs		ICG Score	Ø Value or Quantity (Arithmetic Average)	Nr Companies reported	ICG Score	Ø Value or Quantity (Arithmetic Average)	Nr Companies reported		
Chairman Tenure		Years / Bloomberg Score	50.5	4.4	6.3	20	31.7	5.9	6.8	116
Board Tenure Balance		Bloomberg Score	60.6	7.6		20	33.4	7.2		115
Board Refreshment		Bloomberg Score	57.0	7.1		20	33.4	7.2		116
Board Members serving >10Y		Years		1.1		25		1.6		148
<b>Executive Compensation</b>			<b>57.5</b>			<b>22</b>	<b>31.2</b>			<b>171</b>
<b>Pay Governance</b>										
Compensation Remuneration Committee		Amount	69.6	3.7		24	58.7	3.6		212
Independent Directors on Compensation Committ		%	89.3	97.1		23	61.2	82.4		186
Independent Compensation Committee Chairpers		Y/N	88.4	Majority Yes		23	69.5	Majority Yes		181
Pledging Restriction		Policy	12.0	Majority Unknown		3	7.4	Majority Unknown		22
Executive Share Ownership Guidelines		Y/N	52.8	Majority No		24	26.2	Majority No		212
Say on Pay Support Level		%	68.2	89.7		19	38.8	92.7		104
Say on Pay Approval		Policy	80.4	Majority Yes		21	43.1	Majority No		108
Frequency of Say on Pay Votes		Amount	42.0	1.0		21	20.0	1.0		98
<b>Incentive Structure</b>										
CEO Founder		Y/N	9.6	Majority No		24	10.4	Majority No		207
Compensation paid to Executives		USD Millions / % of CFO	84.6	15.4	1.19%	24	57.7	8.3	3.3%	180
Executive Compensation Linked to ESG		Policy	78.0	Majority Yes		24	30.5	Majority No		212
Executive Compensation Linked to Climate Goals		Policy	41.6	Majority No		23	20.5	Majority No		211
Board Compensation Linked to ESG		Policy	9.6	Majority No		24	9.9	Majority No		212
<b>Expectations</b>										
Guidance Quality		St. Dev. Capex Guidance to Capex	59.4	0.41		25	24.3	0.76		251
<b>Diversity</b>			<b>44.4</b>			<b>15</b>	<b>23.8</b>			<b>108</b>
<b>Diversity</b>										
Female Executives		%	41.1	21.4		24	20.2	12.1		212
Women in Management		%	30.2	25.2		15	9.2	19.7		57
Women Mgmt to Employees Ratio		Ratio	33.4	1.3		13	12.7	1.2		55
M13 Board Gender Diversity		%	54.5	28.4		24	34.2	20.3		212
Board Gender Diversity		Bloomberg Score	47.5	5.9		20	19.4	4.2		116
Gender Pay Gap Breakout		Y/N	42.4	Majority No		25	20.8	Majority No		209
M12 Mean Gender Pay Gap		% Difference	1.8	10.0		1	1.3	3.2		5
M12 Median Gender Pay Gap		% Difference	-	Unknown		-	0.6	-5.3		1
<b>Shareholder Rights</b>			<b>28.2</b>			<b>14</b>	<b>23.8</b>			<b>109</b>
<b>Director Voting</b>										
Director Support		Bloomberg Score	41.7	7.0		15	17.2	6.1		69
<b>Shareholder Policies</b>										
Director Election Vote Policy		1 = Majority, 2 = Plurality	58.0	1.07		15	52.4	1.12		139
Proxy Access Policy		Y/N	9.6	Majority Unknown		6	3.9	Majority Unknown		34
Poison Pill Plan		Y/N	3.6	Majority Unknown		9	4.8	Majority Unknown		75
Supermajority Bylaw Provision		Y/N	1.2	Majority Unknown		3	4.8	Majority Unknown		21
Dual Class Unequal Voting Rights		Y/N	88.8	Majority No		24	83.2	Majority No		212
Controlled Company		Y/N	9.6	Majority No		24	27.3	Majority No		212
<b>Audit</b>			<b>69.9</b>			<b>19</b>	<b>57.1</b>			<b>160</b>
<b>Audit Committee</b>										
Audit Committee Attendance		%	84.7	96.3		22	64.4	95.9		168
Audit Committee Meetings		Amount	36.0	6.1		22	34.0	6.5		200
Audit Financial Expert		Y/N	85.2	Majority Yes		24	68.7	Majority Yes		197
Independent Audit Committee Chairperson		Y/N	92.0	Majority Yes		23	72.8	Majority Yes		185
Independent Directors on Audit Committee		%	89.7	97.5		23	65.4	88.0		186
Size of Audit Committee		Size	52.8	3.7		24	42.8	3.4		212
<b>External Auditor</b>										
Auditor Ratification		Y/N	60.0	Majority Yes		15	45.5	Majority No		113
Auditor Ratification Support Level		%	47.2	98.33		12	42.0	98.3		106
Auditor Expenses		USD Millions / % of CFO	72.7	7.0	0.26%	24	64.1	25.8	2.52%	251
Years Auditor Employed		Years	62.9	12.7		18	59.9	14.3		175
<b>Audit Outcome</b>										
Net Restatement Impact		Bloomberg Score	12.0	10.0		3	5.9	9.4		14
Auditor Opinion		Bloomberg Score	80.0	10.0		20	45.8	9.8		116
<b>Independence</b>			<b>54.7</b>			<b>25</b>	<b>51.0</b>			<b>251</b>
Insider ownership		%	55.2	14.2		25	48.4	9.6		251
Government ownership		%	53.5	5.3		25	57.3	2.6		251
<b>Governance Rating - Bloomberg</b>		The higher, the better	<b>56.1</b>			<b>25</b>	<b>29.8</b>			<b>251</b>
<b>Governance Rating - Refinitiv</b>		The higher, the better	<b>75.8</b>			<b>25</b>	<b>46.1</b>			<b>251</b>
<b>ENVIRONMENTAL</b>		the higher, the better (0 to 100)	<b>60.9</b>				<b>40.6</b>			
<b>SOCIAL</b>		the higher, the better (0 to 100)	<b>30.0</b>				<b>16.7</b>			
<b>GOVERNANCE</b>		the higher, the better (0 to 100)	<b>57.3</b>				<b>42.0</b>			
<b>ESG Rating - Sustainalytics</b>		The higher, the better	<b>28.9</b>			<b>23</b>	<b>35.7</b>			<b>229</b>
<b>ESG Rating - MSCI</b>		The higher, the better	<b>45.6</b>			<b>16</b>	<b>23.4</b>			<b>97</b>
<b>ESG Rating by ICG</b>		the higher, the better (0 to 100)	<b>53.4</b>				<b>37.0</b>			