

MARKET CONSULTATION
SOLACTIVE EQUILEAP GLOBAL
GENDER EQUALITY 100
LEADERS INDEX

25 August 2020



Content of the Market Consultation

Solactive AG has decided to conduct a Market Consultation with regard to changing the Index Methodology of the following Indices (the 'Indices'):

NAME	RIC	ISIN
Solactive Equileap Global Gender Equality 100 Leaders PR Index	.SOLGGEPR	DE000SLA3SX1
Solactive Equileap Global Gender Equality 100 Leaders GTR Index	.SOLGGEGR	DE000SLA3S18
Solactive Equileap Global Gender Equality 100 Leaders NTR Index	.SOLGGENR	DE000SLA3S00

Rationale for Market Consultation

The Indices provide exposure to companies which have demonstrated a commitment to gender diversity as part of their corporate responsibility strategy. Solactive suggests to refer to Solactive Benchmark indices for the purpose of the Starting Universe. When the indices were launched, these broad benchmarks were not yet available, but meanwhile they are live and would increase the quality of the starting pool of securities. At the same time this might lead to a light reduction of the index turnover, which has been higher than anticipated since the launch of the indices.

Proposed Changes to the Index Guideline

The following Methodology changes are proposed in Section 2.1 of the Index Guideline, "Selection of the Index Components":

OLD Text:

[...]

On the Selection Day (10 Business Days before the last Business Day of September), Solactive receives the starting universe and the Gender Diversity Scores from Equileap.

The starting universe is determined by Equileap based on the rules described below:

1. Include only the companies with their primary listing in a Developed Markets Economy
2. Include only companies with an Average Market Capitalization over the past 12 months of at least USD 2 billion

[...]



G. Exclusion Criteria			
Exclusion Criteria	A Companies that do not adhere to basic ESG Standards	Is not engaged in unethical business practices.	Signatory companies who derive the majority of their revenues from the below industries have been excluded entirely and NOT awarded a score - Weapons Industry - Gambling Industry - Tobacco Industry as well as the companies on the Norwegian Ethics Council List
	B Companies that have engaged in known unethical business practices for the past 2 years	Exclude companies, for one year, that have had: a) A legal judgement or an official ruling regarding discrimination against any employees, or b) Two or more legal cases brought against them regarding discrimination against any employees, or c) A legal judgement or an official ruling regarding unethical practices in its marketing and advertisement	

NEW Text:

[...]

On the Selection Day (10 Business Days before the last Business Day of September), Solactive receives the Gender Scores from the Gender Data Provider which is covering the below Solactive benchmarks:

- Solactive GBS Developed Markets Large & Mid Cap Index
- Solactive Europe 600 Index
- Solactive GBS United States 1000 Index

[...]

G.	Exclusion	Description	Data provider
Exclusion Criteria	A Companies that do not adhere to basic ESG Standards	Derive more than 50% of their revenues from the following product involvement -Weapons - Gambling - Tobacco - Coal mining Are failing the ISS ESG Norms Based Screening (verified infringement of established international initiatives and guidelines such as UN Principles and OECD Guidelines).	ISS ESG
	B Companies that have engaged in known unethical business practices for the past 2 years	Exclude companies, for one year, that have been involved in these unethical practices regarding their employees or customers: a) A legal judgement or an official ruling regarding discrimination against any employees, or b) Two or more legal cases brought against them regarding discrimination against any employees, or c) a Legal Judgement or an official ruling regarding unethical practices in its marketing and advertisement	Equileap

In Section 4, "Definitions":



New Definitions

The "Gender Data Provider" is Equileap.

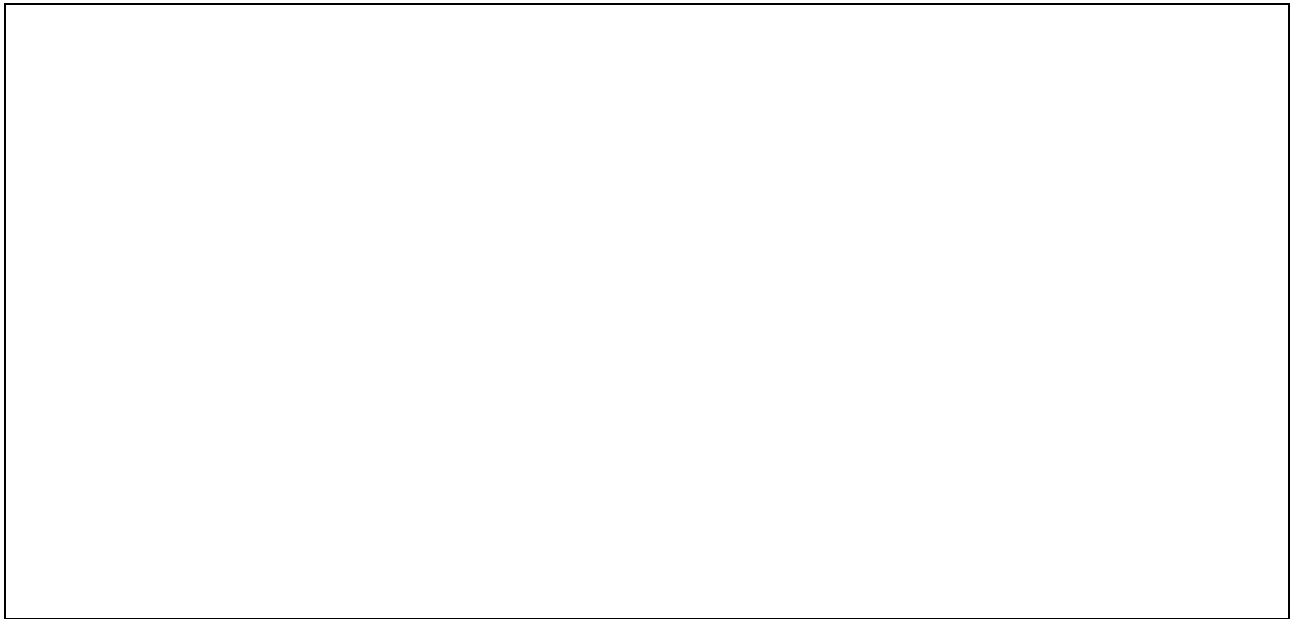
The "ESG Data Provider" is ISS ESG.

Feedback on the proposed changes

If you would like to share your thoughts with Solactive, please use this consultation form and provide us with your personal details and those of your organization.

Name	
Function	
Organization	
Email	
Phone	
Confidentiality (Y/N)	

Solactive is inviting all stakeholders and interested third parties to evaluate the proposed changes to the Methodology for the Solactive Equileap Global Gender Equality 100 Leaders and welcomes any feedback on how this may affect and/or improve their use of Solactive indices.



Consultation Procedure

Stakeholders and third parties who are interested in participating in this Market Consultation, are invited to respond until *September 7th, 2020*.

Subject to feedback received on this Market Consultation, the changes mentioned above are intended to become effective on *September 15th, 2020*.

Please send your feedback via email to compliance@solactive.com, specifying "Market Consultation Solactive Equileap 100 Leaders Index" as the subject of the email, or

via postal mail to: Solactive AG
 Platz der Einheit 1
 60327 Frankfurt am Main
 Germany

Should you have any additional questions regarding the consultative question in particular, please do not hesitate to contact us via above email address.

CONTACT

Solactive AG

German Index Engineering

Platz der Einheit 1

60327 Frankfurt am Main

Germany

Tel.: +49 (0) 69 719 160 00

Fax: +49 (0) 69 719 160 25

Email: info@solactive.com

Website: www.solactive.com

© Solactive AG