

# EXPLANATION OF HOW KEY ELEMENTS OF THE BENCHMARK METHODOLOGY REFLECT ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) FACTORS

Solactive Equileap Global Gender Equality 100 Leaders PR Index



This document provides an explanation of how the key elements of the benchmark methodology reflect ESG factors. It is compiled in accordance with the requirements of point (d) of Article 13 (1) of Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 (the "Benchmarks Regulation") and of the Commission Delegated Regulation (EU) 2020/1817.

## General Information

<b>Name of the benchmark administrator</b>	Solactive AG
<b>Type of benchmark or family of benchmarks</b>	Equity
<b>Name of the benchmark or family of benchmarks</b>	Solactive Equileap Global Gender Equality 100 Leaders PR Index
<b>Does the benchmark methodology for the benchmark or family of benchmarks take into account ESG factors?</b>	Yes

## ESG Factors Applied in the Benchmark Methodology

<b>List of environmental factors considered</b>	<ul style="list-style-type: none"><li>&gt; Exclude companies which derive more than 5% of their revenue from Coal Mining and Power Generation, Hydraulic Fracturing, Oil &amp; Sands as well as any involvement in Deep Water Drilling.</li><li>&gt; Exclude companies which derive more than 10% of their revenues from production, distribution or supports of products related to Nuclear Energy.</li></ul>
<b>List of social factors considered</b>	<ul style="list-style-type: none"><li>&gt; Exclude companies with more than 10% revenue exposure to Military Equipment (incl. weapons, significant ownership in weapons, weapon related products and/or services, significant ownership in weapon related products and/or services, non-weapon related products and/or services and significant ownership in non-weapon related products and/or services (sum of all these activities should be &lt;10% / significant ownership &lt;10%)</li><li>&gt; Exclude companies which have more than 5% revenue exposure to Adult Entertainment, Alcoholic Beverages, Gambling and Tobacco Products.</li><li>&gt; Exclude companies with any exposure to Anti-personnel mines, Biological and Chemical Weapons, Cluster Munitions, Depleted Uranium, Nuclear Weapons, Non-detectable Fragments, Blinding Laser, Incendiary Weapons as well as White Phosphorus.</li><li>&gt; The selection of index components is based on the Equileap Gender Diversity (EGD) Score. The Equileap Gender Diversity (EGD) Score is calculated based on 19 criteria across three categories: (i) Gender Balance in Leadership &amp; Workforce (ii) Equal Compensation &amp; Work Life Balance (iii) Policies Promoting Gender Equality</li><li>&gt; Exclusion of companies which have engaged in the following known unethical business practices in the last two years: (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</li></ul>



	<ul style="list-style-type: none"><li>&gt; Exclusion of companies with verified infringement of established international initiatives and guidelines (such as UN Principles and OECD Guidelines).</li></ul>
<b>List of governance factors considered</b>	<ul style="list-style-type: none"><li>&gt; Exclusion of companies which have engaged in the following known unethical business practices in the last two years: (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</li><li>&gt; The selection of index components is based on the Equileap Gender Diversity (EGD) Score. The Equileap Gender Diversity (EGD) Score is calculated based on 19 criteria across three categories: (i) Gender Balance in Leadership &amp; Workforce (ii) Equal Compensation &amp; Work Life Balance (iii) Policies Promoting Gender Equality</li></ul>

## Data and Standards used

<b>Data Input</b>	The data used to construct the index is sourced externally from Equileap.
<b>Verification and quality of data</b>	The provider of ESG-related data input is selected by the Administrator based on an assessment of its existing processes in order to ensure the reliability and representativeness of the ESG-related data. The data provider has established processes in accordance with accepted and established market standards that ensure the permanent quality and reliability of the ESG-data provided.
<b>Reference standards</b>	International standards referenced by the index methodology are listed in the respective section above.
<b>Information updated on</b>	23/02/2024
<b>Reason for update:</b>	Initial document creation

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