



OVERVIEW

DATE OF HOLDINGS COVERAGE 31 DEC 2023 82.8%

AMOUNT INVESTED BENCHMARK USED 23,368,695 EUR MSCI World

PORTFOLIO TYPE FIXED_INCOME

CE HORIZON 2027

Climate Impact Assessment

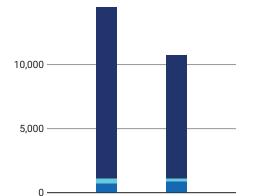
Carbon Metrics 1 of 3

Portfolio Overview

	losure er/Weight	Emission Exposure tCO₂e		Relative Emission Exposure tCO₂e/Invested tCO₂e/Revenue			Climate Performance Weighted Avg
Share of	Disclosing Holdings	Scope 1 & 2	Incl. Scope 3	Relative Carbon Footprint	Carbon Intensity	Weighted Avg Carbon Intensity	Carbon Risk Rating ¹
Portfolio	90.6% / 89.6%	1,083	14,496	46.35	95.98	73.64	61
Benchmark	90.7% / 96.3%	1,049	10,691	44.89	156.10	133.92	60
Net Performance	-0.1 p.p. /-6.8 p.p.	-3.3%	-35.6%	-3.3%	38.5%	45%	_

Emission Exposure Analysis

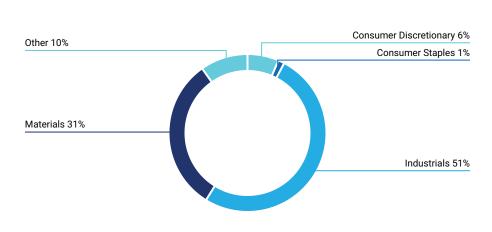
Emissions Exposure (tCO₂e)





Portfolio

Sector Contributions to Emissions²



¹ Note: Carbon Risk Rating data is current as of the date of report generation.

Benchmark

[SS] © 2024 Institutional Shareholder Services

 $^{^2\,\}mathrm{Emissions}$ contributions for all other portfolio sectors is less than 1% for each sector.

Emission Exposure Analysis (continued)

Top 10 Contributors to Portfolio Emissions							
Issuer Name	Contribution to Portfolio Emission Exposure (%)	Portfolio Weight (%)	Emissions Reporting Quality	Carbon Risk Rating			
Air France-KLM SA	48.94%	2.38%	Strong	Medium Performer			
Huhtamaki Oyj	10.85%	3.95%	Moderate	Outperformer			
ZF Friedrichshafen AG	9.48%	3.17%	Moderate	Outperformer			
Berry Global Group, Inc.	7.67%	2.83%	Strong	Outperformer			
Celanese Corporation	6.39%	2.23%	Moderate	Medium Performer			
International Flavors & Fragrances Inc.	5.87%	4.09%	Moderate	Outperformer			
Hornbach-Baumarkt AG	2.04%	2.06%	Non-Reporting	Medium Performer			
Faurecia SE	1.92%	2.11%	Moderate	Outperformer			
Walgreens Boots Alliance, Inc.	1.18%	2.00%	Strong	Outperformer			
Europear Mobility Group SA	1.12%	2.09%	Moderate	-			
Total for Top 10	95.46%	26.91%					

Carbon Metrics 2 of 3

Emission Attribution Analysis

Emission Attribution Analysis examines the extent to which higher or lower GHG exposure between the portfolio and the benchmark can be attributed to sector allocation versus issuer selection. A portfolio with a larger amount of assets allocated to an emissions-intense sector will ultimately have higher GHG emissions exposure. However, this can be offset by the selection of less emissions-intense issuers from that sector. This analysis relates to the carbon footprint of the portfolio, specifically the Emissions Scope 1 & 2 (tCO₂e) and Relative Carbon Footprint (tCO₂e/Mio Invested) metrics.

The subsequent table identifies the most emissions-intense issuers in the analysis, the comparative weight for each issuer between the portfolio and benchmark, as well as the sector allocation and issuer selection effects. A positive (green) number represents less greenhouse gas exposure for the issuer in the portfolio relative to the benchmark.

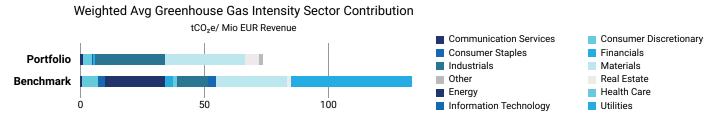
Top Sectors to Emission Attribution Exposure vs.Benchmark							
Sector	Portfolio Weight	Benchmark Weight	Difference	Sector Allo	ocation Effect	Issuer Selec	tion Effect
Communication Services	3.82%	7.18%	-3.36%	0.25%	1		-0.69%
Consumer Discretionary	18.23%	10.88%	7.35%	I	-1.8%		-2.02%
Consumer Staples	5.02%	6.78%	-1.76%	0.9%		1.27%	
Financials	35.54%	15.24%	20.3%	I	-2.38%	3.7%	
Industrials	4.47%	11.1%	-6.64%	5.14%			-48.23%
Materials	13.1%	4.12%	8.98%		-62.05%	58.77%	
Other	13.83%	0%	13.83%		0%		-9.86%
Real Estate	5.99%	2.42%	3.57%		-0.45%	0.04%	
Energy	0%	4.49%	-4.49%	25.37%			0%
Health Care	0%	12.08%	-12.08%	0.91%			0%
Information Technology	0%	23.11%	-23.11%	1.51%]		0%
Utilities	0%	2.6%	-2.6%	26.37%			0%
Cumulative Higher (-) and Lower (-		-6.23%	2.97%				
Higher (-) / Lower (+) Net Emission Exposure vs. Benchmark						-3%	

Emission Attribution Analysis (continued)

Highest Emission-Intense Issuers in Combined Portfolio & Benchmark Universe						
Issuer Name	Sector	Emissions Intensity Scope 1 & 2 (tCO ₂ e/Mio Mcap or AEV)	Carbon Risk Rating	Portfolio Under (-) / Overexposure (+)		
1. ArcelorMittal SA	Materials	4,205.21	Medium Performer	-0.02%		
2. Fortum Oyj	Utilities	4,009.35	 Medium Performer 	-0.01%		
3. Vistra Corp.	Utilities	3,675.93	Medium Performer	-0.02%		
4. HeidelbergCement AG	Materials	3,076.93	 Medium Performer 	-0.02%		
5. JFE Holdings, Inc.	Materials	2,812.35	 Medium Performer 	-0.02%		
6. Cleveland-Cliffs Inc.	Materials	2,719.81	 Medium Performer 	-0.01%		
7. Chubu Electric Power Co., Inc.	Utilities	2,291.99	 Medium Performer 	-0.01%		
8. Holcim Ltd.	Materials	2,217.56	 Medium Performer 	-0.07%		
9. Nippon Steel Corp.	Materials	2,039.45	 Medium Performer 	-0.03%		
10. South32 Ltd.	Materials	1,936.88	Laggard	-0.02%		

Carbon Metrics 3 of 3

Greenhouse Gas Emission Intensity



Top 10 Emission Intense Companies (tCO₂e Scope 1 & 2/Revenue Millions)				
Issuer Name	Emission Intensity	Peer Group Avg Intensity		
1. Air France-KLM SA	1,141.65	1,326.57		
2. Celanese Corporation	525.39	840.95		
3. Huhtamaki Oyj	197.21	260.22		
4. International Flavors & Fragrances Inc.	194.03	252.18		
5. Berry Global Group, Inc.	170.35	260.22		
6. American Tower Corporation	141.90	173.13		
7. Faurecia SE	46.24	93.21		
8. Europear Mobility Group SA	44.21	157.06		
9. ZF Friedrichshafen AG	35.42	93.21		
10. Telecom Italia Spa	34.80	76.95		

SS № © 2024 Institutional Shareholder Services

Climate Scenario Alignment 1 of 2

Alignment Analysis

The scenario alignment analysis compares current and future portfolio greenhouse gas emissions with the carbon budgets for the IEA Sustainable Development Scenario (SDS), Announced Pledges Scenario (APS), and Stated Policies Scenario (STEPS). Performance is shown as the percentage of assigned budget used by the portfolio and benchmark.

The CE HORIZON 2027 strategy in its current state is ALIGNED with a SDS scenario by 2050. The CE HORIZON 2027 has a potential temperature increase of 1.5°C, whereas the MSCI World has a potential temperature increase of 2.7°C.

Portfolio and Benchmark Comparison to SDS Budget (Red = Overshoot)							
	2023	2030	2040	2050			
Portfolio	-74.98%	-73.74%	-56.22%	-13.1%			
Benchmark	+2.75%	+26.68%	+106.85%	+277.09%			

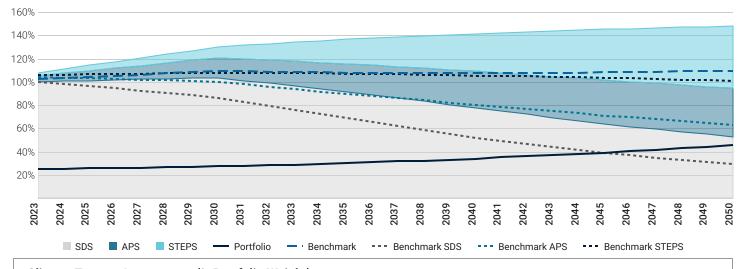
2050

1.5°C The protein

The strategy in its current state is aligned with a SDS scenario for the full analyzed period (until 2050).

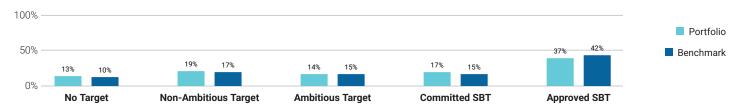
The portfolio is associated with a potential temperature increase of 1.5°C by 2050.

Portfolio Emission Pathway vs. Climate Scenarios Budgets



Climate Targets Assessment (% Portfolio Weight)

In order to transition, holdings need to commit to alignment with international climate goals and demonstrate future progress. Currently 69% of the portfolio's value is committed to such a goal. This includes ambitious targets set by the companies as well as committed and approved Science Based Targets (SBT). While commitments are not a guarantee to reach a goal, the 13% of the portfolio without a goal is unlikely to transition and should receive special attention from a climate risk conscious investor.



[SS | © 2024 Institutional Shareholder Services 4 of 16

2.64% 1.68%

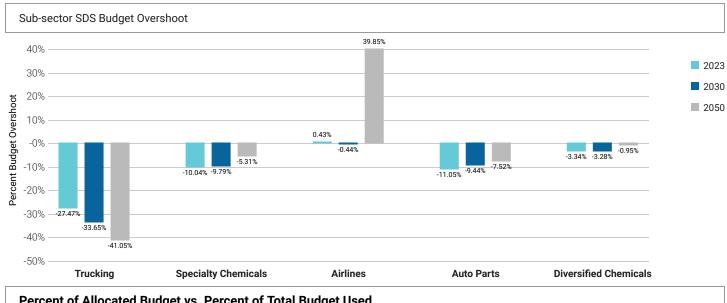
Diversified

Chemicals

CE HORIZON 2027

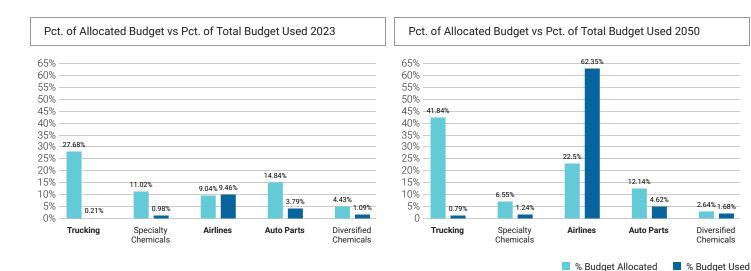
Climate Scenario Alignment 2 of 2

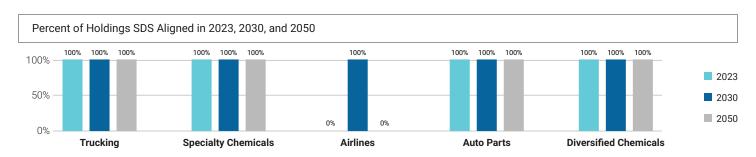
The table below shows the percent of the SDS budget used in 2023, 2030, and 2050 for key sub-sectors of the portfolio.



Percent of Allocated Budget vs. Percent of Total Budget Used

The budget allocated to the portfolio is dependent on the portfolio holdings. The graphs below compare the percent of the portfolio's SDS budget allocated to a defined sub-sector compared to the percent of the portfolio's budget used within the same sub-sector for the years 2023 and 2050.

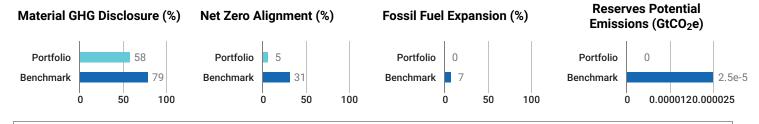




ISS⊳ © 2024 Institutional Shareholder Services 5 of 16

■ Net Zero Analysis 1 of 2

This report evaluates the portfolio's readiness to transition to a Net Zero by 2050 pathway through the of data disclosure and target-setting; emissions trajectory and Net Zero alignment; and exposure to fossil fossil fuels.



Emissions Overview

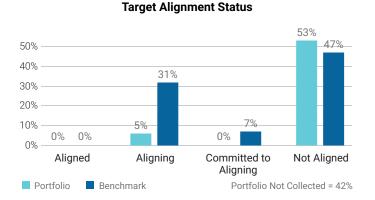
The International Energy Agency's Net Zero Emission by 2050 (NZE2050) scenario provides a framework for analyzing current and future alignment with NZ emissions objectives. Using current-year and forecasted emissions metrics for relative carbon footprint, weighted average carbon intensity, and absolute emissions, the tables below estimate the needed minimum change in emissions performance to achieve NZ trajectory alignment.

	Relative Carbon Footprint Scope 1			Relative Carbon Footprint Scope 2			Relative Carbon Footprint Scope 3					
	2023	2025	2030	2050	2023	2025	2030	2050	2023	2025	2030	2050
Portfolio	30.8	35.74	43.11	92.25	15.55	16.22	17.51	28.33	573.95	567.68	582.13	876
NZE Trajectory	-	25.65	19.21	0	-	12.95	9.7	0	-	477.92	357.89	0
Benchmark	37.28	40.38	45.82	83.83	7.61	8.07	8.97	17.06	412.62	436.46	479.87	825.72

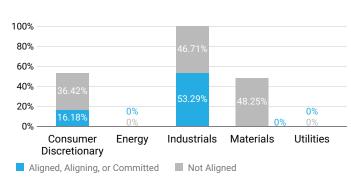
	Weighted A	verage Carbon	Intensity (Sco	pe 1, 2 & 3)	Absolute Emissions (Scope 1, 2 & 3)			
	2023	2025	2030	2050	2023	2025	2030	2050
Portfolio	893.96	937.24	1.02 k	1.79 k	14.5 k	14.48 k	15.02 k	23.29 k
NZE Trajectory	-	744.39	557.44	0	-	12.07 k	9.04 k	0
Benchmark	1.23 k	1.28 k	1.4 k	2.39 k	10.69 k	11.33 k	12.49 k	21.65 k

Climate Net Zero Targets

Net Zero targets provide an important indicator of climate awareness and action. Given the current state of disclosure, government policy, and technology, it is impossible to define any entity as "Aligned". An issuer is "Committed to Aligning" if it has set a NZ target for 2050 and "Aligning" if it has a decarbonization strategy and, additionally, set an interim target. An issuer with no targets is considered "Not Aligned".



Alignment per High Impact Sector

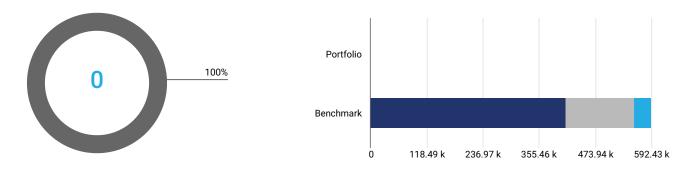


■ Net Zero Analysis 2 of 2

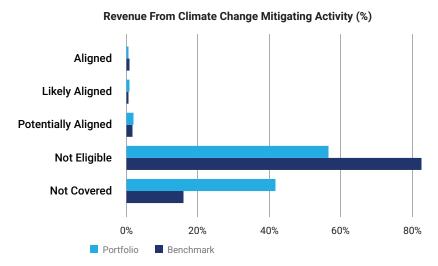
When assessing overall alignment with Net Zero it is vital to determine if the product portfolio of held companies is compatible with the objective of transitioning to a net zero system by 2050. The IEA's NZE2050 scenario states that all expansion of fossil fuel assets after 2021 is incompatible with a net zero future. The graphs below show the revenue linked to fossil fuels and those linked to climate change mitigating activities.

Revenue From Fossil Fuels

The portfolio does not have revenue linked to fossil fuels.



Revenue Eligible for Climate Change Mitigating Activities



The EU Taxonomy defines climate change mitigating activities as those which are directly linked to the avoidance, reduction, or removal of GHGs from the atmosphere. EU Taxonomy "Aligned" revenues are derived from directly reported data, and have passed the substantial contribution, do no significant harm and minimum social safeguards assessments. "Likely Aligned" revenues has the same criteria, however the data is derived from the ISS ESG proxy / modelled assessment. Potentially aligned revenues are again derived from the ISS ESG proxy / modelled assessment, and have only passed the substantial contribution assessment.

Revenues from economic activities outside of climate change mitigation are considered "Not Eligible". Where there is a lack of data to make an assessment, revenues are categorized as "Not Covered".

Bottom Five Issuers by Net Zero Target Alignment and Weight

Issuer Name	Portfolio Weight	GICS Sector	Mitigation Revenue	Net Zero Alignment	Fossil Fuel Expansion
Harley-Davidson, Inc.	4.58%	Consumer Discretionary	0.68%	Not aligned	No
CA Auto Bank SpA	4.46%	Not Collected	0%	Not aligned	No
ING Groep NV	4.12%	Financials	0%	Not aligned	No
International Flavors & Fragrances Inc.	4.09%	Materials	0%	Not aligned	No
Sydbank A/S	4.02%	Financials	0%	Not aligned	No

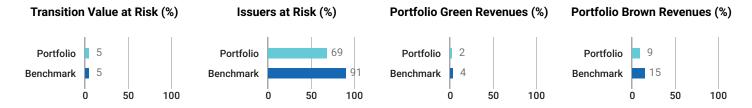
[SS] © 2024 Institutional Shareholder Services 7 of

■ Transition Climate Risk Analysis 1 of 4

Huhtamaki Oyj

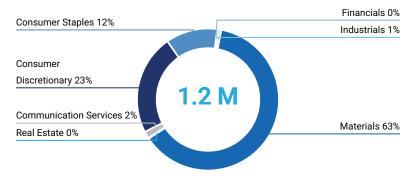
Hornbach-Baumarkt AG

Transition opportunities and risks, including carbon pricing, impact investees and portfolio valuations. This analysis estimates a Transition Value at Risk (TVaR) based on the IEA's Net Zero Emissions by 2050 (NZE2050) scenario.



Portfolio Transition Value at Risk by Sector Based on NZE2050

Portfolio Value at Risk by Sector



The total estimated Transition Value at Risk for the portfolio is 1.2 M EUR based on the NZE2050 scenario. The chart on the left shows the sector-level contribution to the total potential financial impact of transition risks and opportunities on the portfolio. The Value at Risk presented is a net number between the positive and negative potential share price performance in the portfolio. A negative TVaR means positive share price movement.

The Transition (and Physical) VaR is an equity-based analysis, and its output should not be interpreted as the potential change in price of a bond. Nevertheless, the VaR remains a useful metric for fixed income as it is a holistic indicator of the issuer's exposure to Physical or Transition Risks, even if not directly material to the bond price itself.

23.63%

22.83%

45.81%

3.85%

Worst Five Performers by Transition Value at Risk Based on NZE2050							
Issuer Name	Portfolio Weight	GICS Sector	Transition VaR (%)	Sector WAvg TVaR (%)			
Celanese Corporation	2.23%	Materials	41.04%	45.81%			
Berry Global Group, Inc.	2.83%	Materials	29.8%	45.81%			
Walgreens Boots Alliance, Inc.	2%	Consumer Staples	29.74%	8.27%			

Materials

Consumer Discretionary

3.95%

2.06%

Top Five Issuers with the Highest Proportion of Green Revenues							
Issuer Name	Portfolio Weight	GICS Sector	Green Revenues (%)	Sector WAvg Green Revenue (%)			
Renault SA	2.95%	Consumer Discretionary	35.4%	6.09%			
Faurecia SE	2.11%	Consumer Discretionary	21%	6.09%			
Banco de Sabadell SA	2.27%	Financials	1.7%	0.99%			
ING Groep NV	4.12%	Financials	1.1%	0.99%			
Harley-Davidson, Inc.	4.58%	Consumer Discretionary	1%	6.09%			

[SS] © 2024 Institutional Shareholder Services 8 of

■ Transition Climate Risk Analysis 2 of 4

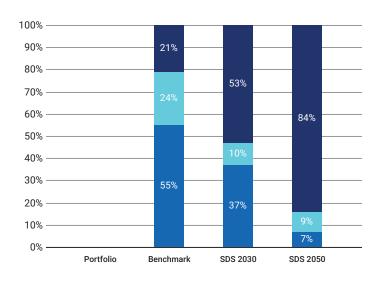
A decarbonized world needs to address both the demand side (for example Utilities burning fossil fuels) and the supply side (i.e. fossil reserves) of future emissions. For Utilities, it matters whether the power generated and power generation planned for the future stem from renewable (green) or fossil (brown) sources. For fossil reserve owning companies, potential future greenhouse gas emissions might indicate stranded asset risk. The Carbon Risk Rating (1-100) provides a view on how well the respective portfolio and benchmark holdings are managing such risks.

Transition Analysis Overview

	Power Generation		Rese	Climate Performance	
	% Generation Output Green Share	% Generation Output Brown Share	% Investment Exposed to Fossil Fuels	Total Potential Future Emissions (ktCO ₂)	Weighted Avg Carbon Risk Rating
Portfolio	-	-	-	-	61
Benchmark	21.38%	54.81%	5.94%	24.54	60

Power Generation

Power Generation Exposure (Portfolio vs. Benchmark vs. Climate Target)



For a decarbonized future economy, it is key to transition the energy generation mix from fossil to renewable sources. Utilities relying on fossil power production without a substitute plan might run a higher risk of getting hit by climate change regulatory measures as well as reputational damages. The graph on the left compares the energy generation mix of the portfolio with the benchmark and a Sustainable Development Scenario (SDS) compatible mix in 2030 and 2050, according to the International Energy Agency. Below, the 5 largest Utility holdings can be compared on fossil versus renewable energy production capacity, their contribution to the overall portfolio greenhouse gas emission exposure and their production efficiency for 1 GWH of electricity.

Fossil Fuels	Nuclear	Renewables
--------------	---------	------------

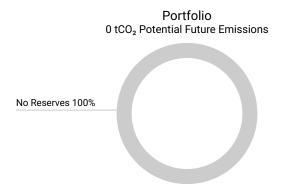
Top 5 Utilities	' Fossil vs.	Renewabl	e Energy Mix
-----------------	--------------	----------	--------------

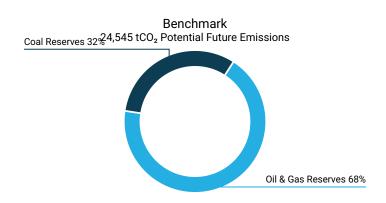
Issuer Name	% Fossil Fuel Capacity	% Renewable Energy Capacity	% Contribution to Portfolio Emissions	Emissions tCO₂e Scope 1 & 2 /GWh
	_	_	_	

[SS] © 2024 Institutional Shareholder Services 9 of 16

■ Transition Climate Risk Analysis 3 of 4

For fossil reserve owning companies, potential future greenhouse gas emissions might indicate stranded asset risk, as about 80% of those reserves need to stay in the ground to not exceed 2 degrees Celsius of warming. The portfolio contains 0 tCO_2 of potential future emissions, of which - stem from Coal reserves, - from Oil and Gas reserves. Investor focus is often on the 100 largest Oil & Gas and 100 largest Coal reserve owning companies, to understand the exposure to these top 100 lists.





Exposure to the 100 Largest Oil & Gas and Coal Reserve Owning Assets								
Issuer Name	Issuer Name Contribution to Portfolio Potential Future Emissions Oil & Gas Top 100 Rank Coal Top 100 Rank							
	No Applicable Data							

Unconventional and controversial energy extraction such as "Fracking" and Arctic Drilling is a key focus for investors, both from a transition and a reputation risk perspective.

Exposure to Controversial Business Practices									
Issuer Name Portfolio Weight Arctic Drilling Hydraulic Fracturing Oil Sands Shale Oil and/or Gas									
No Applicable Data									

[SS] © 2024 Institutional Shareholder Services 10 of 16

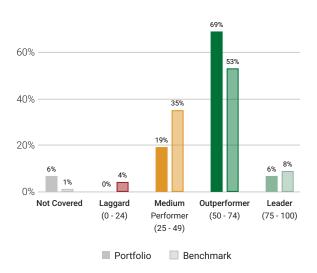
■ Transition Climate Risk Analysis 4 of 4

Portfolio Carbon Risk Rating

Climate Laggard (0 - 24)

The Carbon Risk Rating (CRR) assesses how an issuer is exposed to climate risks and opportunities, and whether these are managed in a way to seize opportunities, and to avoid or mitigate risks. It provides investors with critical insights into how issuers are prepared for a transition to a low carbon economy and is a central instrument for the forward-looking analysis of carbon-related risks at portfolio and issuer level.

CRR Distribution Portfolio vs. Benchmark



Avg Portfolio CRR and Spread for Selected ISS ESG Rating Industries

ISS ESG Rating Industry 1	A	verage Ca	rbon Risk Ratinç]
Financials/Commercial Banks & Capital Markets			•	
Transport & Logistics		•		4
Machinery		•		4
Renewable Energy (Operation) & Energy Efficiency Equipment				
Utilities/Electric Utilities				
Electronic Components				
Transportation Infrastructure				
Food & Beverages				
Oil & Gas Equipment/Services				
Oil, Gas & Consumable Fuels				
	0	5	0	100

Тор 5 ²	Country	ISS ESG Rating Industry	CRR	Portfolio Weight (consol.)
■ Swedbank AB	Sweden	Commercial Banks & Capital Markets	79	3.96%
■ ING Groep NV	Netherlands	Commercial Banks & Capital Markets	77	4.12%
Societe Generale SA	France	Commercial Banks & Capital Markets	73	3.93%
■ SEGRO Plc	United Kingdom	Real Estate	72	2.07%
■ NIBC Holding NV	Netherlands	Commercial Banks & Capital Markets	71	3.92%

Bottom 5 ²	Country	ISS ESG Rating Industry	CRR	Portfolio Weight (consol.)
American Tower Corporation	USA	Telecommunications	46	3.92%
■ Renault SA	France	Automobile	45	2.95%
Air France-KLM SA	France	Airlines	45	2.38%
Celanese Corporation	USA	Chemicals	45	2.23%
Harley-Davidson, Inc.	USA	Heavy Trucks & Construction & Farm Machinery	43	4.58%

¹ The proprietary ISS ESG Rating industry Classification is intended to group companies from an ESG perspective and might differ from other classification systems.

□ Climate Medium Performer (25 - 49) □ Climate Outperformer (50 - 74) □ Climate Leader (75 - 100)

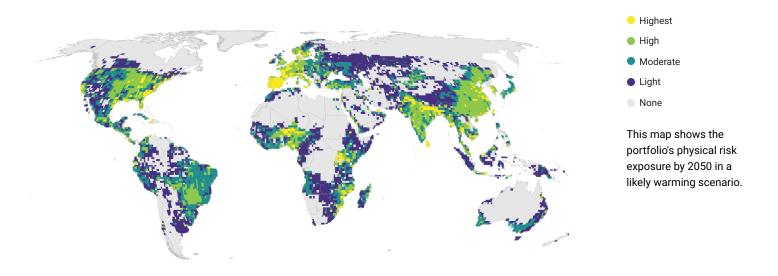
² Multiple issuers may have the same CRR value. In the event the Top 5 and Bottom 5 tables have more than one issuer in the last position due to a tie in CRR values, the weight of the issuers in the portfolio will determine the issuer assigned to the table.

■ Physical Climate Risk Analysis 1 of 4

Even if limited to 2° Celsius, rising temperatures will change the climate system, including physical risks such as floods, droughts, or storms. This analysis evaluates the most financially impactful climate hazards and how they might affect the portfolio value.

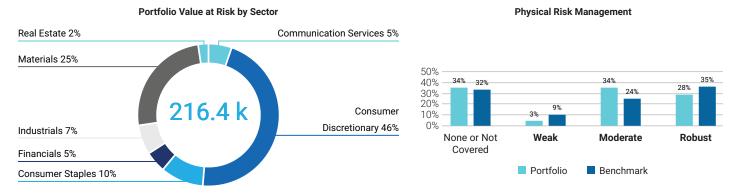


Physical Risk Exposure per Geography



Portfolio Value at Risk and Physical Risk Management

Physical climate risk may affect the value of a company and a portfolio. The chart on the left quantifies the potential financial implications on a sector level. Such financial implications from physical effects of climate change can be addressed by adopting appropriate strategies. The chart on the right provides an overview of the robustness of risk management strategies for the portfolio holdings.



Physical Climate Risk Analysis 2 of 4

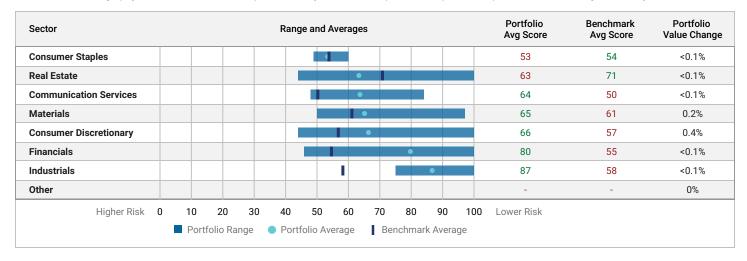
Change in Portfolio and Benchmark Value due to Physical Risk by 2050

Physical risk can impact future portfolio value. The chart below highlights potential impact on the portfolio value in 2050 based on current risk levels (Risk 2023), and hazards due to climate change (Climate Change), along with total anticipated net change in value. The analysis compares the portfolio to the benchmark using both the likely and worst case scenarios.



Physical Risk Assessment per Sector

For key sectors, this chart provides the portfolio's overall physical risk score distribution as well as the average score. This is contrasted with the benchmark's average physical risk score and complemented by the sector impact on the portfolio's potential value change in a likely scenario.



[SS] © 2024 Institutional Shareholder Services

■ Physical Climate Risk Analysis 3 of 4

Physical Risk Score per Hazard

The portfolio is exposed to different natural hazards in different geographies which can affect the value of the portfolio and the benchmark. The chart on the right evaluates the change in financial risk due to six of the most costly hazards for a likely scenario. A low score indicated a large increase in physical risks, while a high score reflects a minimal increase in physical risks.



Top 5 Portfolio Holdings — Physical Risk and Management Scores

With physical risks of climate change unfolding, it is key to understand if and how portfolio holdings are addressing such risks. The Physical Risk Management Score gives an indication for the robustness of the measures in place. The table shows the largest portfolio holdings with their Physical Risk and Risk Management scores. A higher Physical Risk Score reflects a lower risk and a higher Management Score indicates a better management strategy.

Issuer Name	Portfolio Weight	Sector	Overall Physical Risk Score	Risk Mgmt Score	
Harley-Davidson, Inc.	4.58%	Consumer Discretionary	56	Not Covered	
CaixaBank SA	4.5%	Financials	64	Robust	
CA Auto Bank SpA	4.46%	NotCollected	-	Not Covered	
VF Corp.	4.38%	Consumer Discretionary	55	Moderate	
ING Groep NV	4.12%	Financials	76	Not Covered	

[SS] © 2024 Institutional Shareholder Services 14 of 16

■ Physical Climate Risk Analysis 4 of 4

Top 10 Portfolio Holdings by Highest Overall Risk Exposure with Hazard Scores (Likely Scenario)

The Physical Risk Score of each holding is impacted by the projected change in exposure to individual hazards. The table below shows the portfolio holdings that will see the most increase in risk and the potential hazards contributing to this risk in a likely scenario. A low score reflects a large projected increase in Physical Risks, while a high score reflects a minimal increase in Physical Risks.

Issuer Name	Overall Physical Risk	Tropical Cyclones	Coastal Floods	River Floods	Wildfires	Heat Stress	Droughts	Risk Mgmt Score
American Tower Corporation	44	43	32	37	44	69	45	Robust
Faurecia SE	44	62	53	50	100	38	39	Robust
Banco Comercial Portugues SA	46	76	100	100	50	100	27	Robust
Telecom Italia Spa	48	100	43	44	41	83	26	Robust
Coty Inc.	49	58	44	63	100	100	50	Robust
Celanese Corporation	50	49	41	57	100	50	100	Moderate
Huhtamaki Oyj	53	59	46	49	57	44	45	Moderate
VF Corp.	55	62	48	66	100	90	45	Moderate
Harley-Davidson, Inc.	56	55	39	44	100	50	100	Not Covered
Walgreens Boots Alliance, Inc.	60	62	40	61	100	55	50	Weak

Disclaimer

The issuers that are subject to this report may have purchased self-assessment tools and publications from ISS Corporate Solutions, Inc. ("ICS"), a wholly-owned subsidiary of ISS, or ICS may have provided advisory or analytical services to an issuer. No employee of ICS played a role in the preparation of this report. If you are an ISS institutional client, you may inquire about any issuer's use of products and services from ICS by emailing disclosure@issgovernance.com.

This report has not been submitted to, nor received approval from, the United States Securities and Exchange Commission or any other regulatory body. While ISS exercised due care in compiling this report, it makes no warranty, express or implied, regarding the accuracy, completeness or usefulness of this information and assumes no liability with respect to the consequences of relying on this information for investment or other purposes. In particular, the research and data provided are not intended to constitute an offer, solicitation or advice to buy or sell securities nor are they intended to solicit votes or proxies.

In February 2021, Deutsche Börse AG ("DB") completed a transaction pursuant to which it acquired an approximate 80% stake in ISS HoldCo Inc., the holding company which owns ISS. The remainder of ISS HoldCo Inc. is held by a combination of Genstar Capital ("Genstar") and ISS management. Policies on non-interference and potential conflicts of interest related to DB and Genstar are available

at https://www.issgovernance.com/compliance/due-diligence-materials. The issuer(s) that is the subject of this report may be a client(s) of ISS or ICS, or the parent of, or affiliated with, a client(s) of ISS or ICS.

[SS] © 2024 Institutional Shareholder Services 16 of 16