

**Indicators applicable to investments in portfolio companies\***

\*Where the term "investee companies" is used herein it shall have the meaning "portfolio companies"

Adverse sustainability indicator	Metric	Impact year 2022	Impact [year n-1]	Explanation	Actions taken, and actions planned and targets set for the next reference period
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**CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS**

<b>Greenhouse gas emissions</b>	GHG emissions	<b>Scope 1 GHG emissions</b>				
		<b>Scope 2 GHG emissions</b>				
		<b>Scope 3 GHG emissions</b>				
		<b>Total GHG emissions</b>				
	<b>Carbon footprint</b>	<b>Carbon footprint</b>				
	<b>GHG intensity of portfolio companies</b>	<b>GHG intensity of portfolio companies</b>				
	<b>Exposure to companies active in the fossil fuel sector</b>	<b>Share of investments in companies active in the fossil fuel sector</b>				
	<b>Share of non-renewable energy consumption and production</b>	<b>Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources</b>				
	<b>Energy consumption intensity per high impact climate sector</b>	<b>Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector</b>				
<b>Biodiversity</b>	Activities negatively affecting	<b>Share of investments in investee companies with sites/operations</b>				

	biodiversity-sensitive areas	<b>located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas</b>				
<b>Water</b>	Emissions to water	<b>Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average</b>				
<b>Waste</b>	Hazardous waste and radioactive waste ratio	<b>Tonnes of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average</b>				
<b>INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS</b>						
<b>Social and employee matters</b>	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	<b>Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises</b>				
	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	<b>Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises</b>				

	Unadjusted gender pay gap	<b>Average unadjusted gender pay gap of investee companies</b>				
	Board gender diversity	<b>Average ratio of female to male board members in investee companies, expressed as a percentage of all board members</b>				
	Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	<b>Share of investments in investee companies involved in the manufacture or selling of controversial weapons</b>				
<b>Other indicators for principal adverse impacts on sustainability factors</b>						
<b>Energy performance</b>	Breakdown of energy consumption by type of non-renewable sources of energy	<b>Share of energy from non-renewable sources used by investee companies broken down by each non-renewable energy source</b>				
<b>Human Rights</b>	Operations and suppliers at significant risk of incidents of child labour	<b>Share of investments in investee companies exposed to operations and suppliers at significant risk of incidents of child labour in terms of geographic areas or type of operation</b>				