

Bloomberg Index Services Limited Benchmark Statement ESG Disclosures: Data & Standards

August 2024

Table of Contents

Introduction	3
Section 1: Combined Factors	4
Section 2: Environmental Factors	6
Section 3: Social Factors	9
Section 4: Governance Factors	15
Section 5: Reference Standards	17
MSCI	17
Sustainalytics	17
Bloomberg L.P.	18
Appendix I: Green Revenue: Bloomberg BICS Mapping	19

Introduction

Regulation (EU) 2016/1011 of 8 June 2016, as on-shored and forming part of UK law from 1 January 2021 (the “**UK BMR**”), requires benchmark administrators to explain in the benchmark statement how environmental, social and governance (“**ESG**”) factors are reflected in each benchmark or family of benchmarks.

Delegated Regulation (EU) 2020/1816 of 17 July 2020 (the “**Delegated Regulation**”) specifies the content of the UK BMR-mandated explanation on how ESG factors are reflected in a benchmark or family of benchmarks, and lays down a template to be used in the benchmark statement.

This *Bloomberg Index Services Limited* (“**BISL**”) *Benchmark Statement ESG Disclosures* document sets out information on the data and standards used with respect to relevant ESG factors pursuant to Item 8 of Annex I of the Delegated Regulation. Specifically, this document provides:

- (i) descriptions of data sources; and
- (ii) reference standards

used in respect of the information provided under Annex I of the Delegated Regulation on the combined, ESG factors in the benchmark statement. Based on categories provided in the Delegated Regulation, the ESG factors disclosures in this document cover the relevant asset classes, fixed income, equity and sovereign debt.

This document should be read in conjunction with the benchmark statement for each relevant BISL benchmark or family of benchmarks.

Section 1: Combined Factors

Definitions & Data Sources

Data Source: MSCI

Delegated Act	Metric Name	Metric Definition	Further Detail
Weighted average ESG rating of the benchmark. (voluntary)	ESG Rating	Weighted average ESG Score. The ESG Score indicates how well the index constituents manage their most material ESG risks relative to sector peers. Scores range from 10 (best) to 0 (worst). Derived signal based on proprietary model, informed by company and external data sources.	Please see the “MSCI ESG Ratings Methodology” and “MSCI ESG Ratings Process” available here on further details.
Overall ESG rating of top ten benchmark constituents by weighting in the benchmark. (voluntary metric)	ESG Rating - Top Ten Constituents	Company ESG Rating of the largest ten index constituents by index weight. The ESG Rating indicates how well the index constituents manage their most material ESG risks relative to sector peers. ESG Ratings range from AAA (best) to CCC (worst)	Please see the “MSCI ESG Ratings Methodology” and “MSCI ESG Ratings Process” available here on further details.
N/A (additional metric)	Very Severe Controversies %	Exposure to companies that are facing Very Severe Controversies related to the environment, customers, human rights, labor rights or governance, in accordance with the MSCI ESG Controversies methodology. Based on News sources, NGO reports, corporate disclosures.	Please see the “ESG Controversies and Global Norms Methodology” and “ESG Controversies and Global Norms Process” available here on further details.
N/A (additional metric)	UN Global Compact Violations %	Exposure to companies in violation of the UN Global Compact (UNGC) principles, in accordance with the MSCI ESG Research methodology. Sourced from News sources, NGO reports, corporate disclosure. Based on News sources, NGO reports, corporate disclosures.	Please see the “ESG Controversies and Global Norms Methodology” and “ESG Controversies and Global Norms Process” available here on further details.

Data Source: Sustainalytics

Delegated Act	Metric Name	Metric Definition	Further Detail
Weighted average ESG rating of the benchmark. (voluntary)	ESG Risk Score	The ESG Risk Score refers to a company’s overall score in the ESG Risk Ratings that measures the extent to which enterprise value is at risk driven by ESG factors. It is assessed as that part of exposure that a company does not manage based on available information regarding policies, programs, quantitative performance and event track record. The overall unmanaged risk score is measured on an open-ended scale starting at zero (no risk) and, for 95% of cases, a maximum score below 50. Input used for this process comprised companies’ incidents/events track record, quantitative data from external sources, such as greenhouse gas (GHG) emissions or water consumption, materiality assessments as provided by companies, and third-party research, including regulatory news, Sustainability Account Standards Board (SASB) information and assessments from the United Nations-supported Principles for	The ESG Risk Ratings Methodology can be found here and an overview of “Sustainalytics’ ESG Risk Ratings” document here .

Delegated Act	Metric Name	Metric Definition	Further Detail
		Responsible Investment (PRI). This ESG Factor is based on information sourced from company data, as well as media, NGO reports and other external sources.	
Overall ESG rating of top ten benchmark constituents by weighting in the benchmark. (voluntary metric)	ESG Risk Score - Top Ten Constituents	ESG Risk Score of the largest ten index constituents by index weight.	The ESG Risk Ratings Methodology can be found here and an overview of "Sustainalytics' ESG Risk Ratings" document here .
International Standards Signatories %	International Standards Signatories %	<p>The percentage of underlying fund management companies signed up to international standards covering:</p> <ul style="list-style-type: none"> - Major environmental treaties such as the Paris Agreement and the Kyoto Protocol. Score description: 0 if no conventions or treaties are ratified; 50 if some conventions and/or treaties have been ratified; 100 if all conventions and treaties have been ratified. - Arms Trade Treaty and all international conventions on weapons considered to be controversial. Score description: 0 if no conventions or treaties are ratified; 50 if some conventions and/or treaties have been ratified; 100 if all conventions and treaties have been ratified. - Based on the fundamental human rights conventions. Score description: 0 if no conventions or treaties are ratified; 50 if some conventions and/or treaties have been ratified; 100 if all conventions and treaties have been ratified. - Based on the eight core International Labour Organization (ILO) labour rights conventions. Score description: 0 if no conventions or treaties are ratified; 50 if some conventions and/or treaties have been ratified; 100 if all conventions and treaties have been ratified. <p>This ESG Factor is based on reported data.</p>	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .

Section 2: Environmental Factors

Definitions & Data Sources

Data Source: MSCI

Delegated Act	Metric Name	Metric Definition	Further Detail
Weighted average environmental rating of the benchmark (voluntary)	Environmental Rating	Weighted average Environmental Pillar Score. The Environmental Pillar Score measures index constituents' management of and exposure to key environmental risks and opportunities. Scores range from 10 (best) to 0 (worst). Derived signal based on proprietary model, informed by company and external data sources.	Please see the "MSCI ESG Ratings Methodology" and "MSCI ESG Ratings Process" available here on further details.
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council (I) as a percentage of the total weight in the portfolio	High Climate Impact (HCI) Sector Exposure	Exposure to companies that belong to high climate impact sectors based on GICS® subindustries that are mapped from the EU's NACE classification. This includes sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council. Mapping is based on reported GICS industries.	Please see the "MSCI Business Involvement Screening Research Methodology" available here on further details.
Greenhouse gas (GHG) intensity of the benchmark	Carbon Intensity (t CO2e/\$M EVIC)	Weighted average Scope 1 and Scope 2 carbon emissions intensity normalized by enterprise value including cash. (Unit: tons of CO2/ \$ million enterprise value including cash). Emissions data as disclosed by companies. In instances of non-disclosure, emissions are estimated by MSCI ESG Research proprietary model	For further information on the data source please refer to "MSCI Climate Data and Metrics" page here .
Percentage of GHG emissions reported versus estimated	GHG Emissions (reported v estimated)	Calculates the percentage of total GHG emissions that are reported as versus estimated.	For further information on the data source please refer to "MSCI Climate Data and Metrics" page here .
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006	Fossil Fuel Exposure (%)	Exposure to companies that are involved in carbon-intensive activities based on GICS® subindustries that are mapped from the EU's NACE classification, following a two-step approach: 1. An initial list of sub-industries based on carbon-intensive activities that fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006; 2. The list is then filtered to exclude sub-industries wherein 80% of companies in the MSCI ACWI IMI universe belong to the Solutions or Neutral categories using MSCI ESG Research's Low Carbon Transition framework. Based on the data reported by companies.	Please see the "MSCI Business Involvement Screening Research Methodology" available here on further details.
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the	Green Revenue	Weighted average of index constituents' percentage of revenue derived from alternative energy, energy efficiency, green building, pollution prevention, sustainable water, or sustainable agriculture. Based on the data reported by companies.	For further information on the data source please refer to "MSCI Climate Data and Metrics" page here .

Delegated Act	Metric Name	Metric Definition	Further Detail
European Parliament and of the Council			
Percentage of green bonds in the benchmark portfolio	Green Bonds	Exposure to securities that meet the green bond criteria as defined by the MSCI ESG Research Green Bond Assessment methodology based on their use of proceeds and adherence to the four Green Bond Principles (GBPs). Based on the data reported by companies.	For further information please refer to the "Labeled Bond and Loan Assessment Methodology" available here .

Data Source: Sustainalytics

Delegated Act	Metric Name	Metric Definition	Further Detail
Weighted average environmental rating of the benchmark (voluntary)	Environment-Risk Score	The "Environment-Risk Score" refers to a company's score under the Environmental cluster, please see definition in ESG Risk Score above for further details. It intends to measure how well issuers proactively manage the Environmental issues that are the most material to their business. Information sourced from publicly available company data, media, report publications and other external sources.	The ESG Risk Ratings Methodology can be found here and an overview of "Sustainalytics' ESG Risk Ratings" document here

Data Source: Bloomberg

Delegated Act	Metric Name	Metric Definition	Further Detail
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council (1) as a percentage of the total weight in the portfolio	High Climate Impact (HCI) Sector Exposure	Exposure to companies that belong to high climate impact sectors based on EU's NACE classification. This includes sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council. Underlying sectors is based on company and public data.	More information can be found via the following link
Greenhouse gas (GHG) intensity of the benchmark	Carbon Intensity (t CO2e/\$M EVIC)	Provides the carbon intensity calculated as the sum of reported scope 1 and scope 2 greenhouse gas (GHG) emissions of the company, else estimated emissions, in metric tonnes of carbon dioxide equivalent (CO2e) per million of sales revenue normalized to euros. For scope 2 GHG emissions, market-based emissions will take priority over location-based emissions.	
Percentage of GHG emissions reported versus estimated	Reported Emissions	Provides the type of greenhouse gas (GHG) emissions data available for a company in a specific fiscal year. Possible return values are: - "Reported" - when the company has reported scope 1 and scope 2 emissions - "Estimated" - when Bloomberg has estimated scope 1 and scope 2 emissions - "Mixed" - for any combination of reported and estimated data for scope 1 and scope 2 emissions. This field provides transparency into the type of data that populates the total greenhouse gas (GHG) emissions field (EG019), which uses a waterfall logic that takes reported GHG data or estimated when the company does not report.	

Delegated Act	Metric Name	Metric Definition	Further Detail
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006	Fossil Fuel Exposure (%)	Exposure to companies that are involved in Fossil Fuel based activities based on EU's NACE classification of activities that fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006. This is based on company reported and public data.	
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council	Green Revenue	Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, are mapped to Bloomberg BICS sectors. Please see Appendix I for the relevant sectors mapped, information sourced from company documents, company website, and other available sources.	
Percentage of green bonds in the benchmark portfolio	Green Bonds	Indicates if the net proceeds of the fixed income instrument will be applied toward green projects or activities that promote climate change mitigation or adaptation, or other environmental sustainability purposes. This is based on company reported data.	

Section 3: Social Factors

Definitions & Data Sources

Data Source: MSCI

Delegated Act	Metric Name	Metric Definition	Further Detail
Weighted average social rating of the benchmark (voluntary)	Social Rating	Weighted average Social Pillar Score. The Social Pillar Score measures index constituents' management of and exposure to key social risks and opportunities. Scores range from 10 (best) to 0 (worst). Derived signal based on proprietary model, informed by company and external data sources.	Please see the "MSCI ESG Ratings Methodology" and "MSCI ESG Ratings Process" available here on further details.
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'	Controversial Weapons - International Treaties and Conventions	The list of treaties and conventions related to the "Controversial Weapons %" metric is provided below: <ul style="list-style-type: none"> • The Convention on the Prohibition of the Development, Production, Stockpiling and Use of Chemical Weapons and on Their Destruction. • The Convention on the Prohibition of the Development, Production and Stockpiling of Bacteriological (Biological) and Toxin Weapons and on their Destruction. • Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on their Destruction. • Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons Which May Be Deemed to Be Excessively Injurious or to Have Indiscriminate Effects. • The Convention on Cluster Munitions. 	Please see the "ESG Controversies and Global Norms Methodology" and "ESG Controversies and Global Norms Process" available here on further details.
Weighted average percentage of benchmark constituents in the controversial weapons sector	Controversial Weapons	Exposure to companies with ties to controversial weapons. MSCI ESG Research's Controversial Weapons definition covers cluster munitions, landmines, depleted uranium weapons, biological/chemical weapons, blinding lasers, non-detectable fragments and incendiary weapons. Based on the data reported by companies.	Please see the "MSCI Business Involvement Screening Research Methodology" available here on further details.
Weighted average percentage of benchmark constituents in the tobacco sector	Tobacco	Exposure to companies classified as tobacco producers, and companies that derive 5% or more aggregate revenue from the manufacture, distribution, retailing, licensing, and supply of tobacco products. Based on the data reported by companies.	Please see the "MSCI Business Involvement Screening Research Methodology" available here on further details.
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	Social Violations	Absolute number (or percentage) of index constituents involved in social violations. Social violations are defined as Very Severe Controversies related to customers, human rights or labor rights, in accordance with the MSCI ESG Controversies methodology. Data input from news sources, NGO reports, corporate disclosure. Output (e.g. assessment) is based on MSCI ESG Controversies methodology.	Please see the "ESG Controversies and Global Norms Methodology" and "ESG Controversies and Global Norms Process" available here on further details.

Delegated Act	Metric Name	Metric Definition	Further Detail
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	ILO Policy Non-Compliance	Exposure to companies without due diligence policies on labor issues addressed by the fundamental International Labor Organisation (ILO) Conventions 1 to 8. Data input from news sources, NGO reports, corporate disclosure. Output (e.g. assessment) is based on MSCI ESG Controversies methodology.	Please see the “ESG Controversies and Global Norms Methodology” and “ESG Controversies and Global Norms Process” available here on further details.
Weighted average gender pay gap	Gender Pay Gap Ratio	Weighted average difference between the average gross hourly earnings of male and female employees as a percentage of male gross earnings, based on company reported data. Note that reporting on this metric is inconsistent: some companies report the absolute or uncontrolled pay gap while other control for compensable factors such as role or location. Based on the data reported by companies.	Please see the “ESG Controversies and Global Norms Methodology” and “ESG Controversies and Global Norms Process” available here on further details.
Weighted average ratio of female to male board members.	Female to Male Directors	Weighted average ratio of female to male board members (%). Based on the data reported by companies.	Please see the “ESG Controversies and Global Norms Methodology” and “ESG Controversies and Global Norms Process” available here on further details.
Weighted average ratio of accidents, injuries, fatalities	Accidents, Injuries, Fatalities	Weighted average total recordable injury rate (TRIR) per million hours worked. The TRIR includes fatalities, lost time injuries, restricted work injuries, and medical treatment injuries. Based on the data reported by companies via own publications or submitted to regulatory bodies in some jurisdictions.	Please see the “ESG Controversies and Global Norms Methodology” and “ESG Controversies and Global Norms Process” available here on further details.
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws	Bribery, Corruption, Conviction, Fines	Total number of controversy cases in the last three years related to index constituents' involvement in bribery and corruption issues. Data input from news sources, NGO reports, corporate disclosure. Output (e.g. assessment) is based on MSCI ESG Controversies methodology.	Please see the “ESG Controversies and Global Norms Methodology” and “ESG Controversies and Global Norms Process” available here on further details.

Data Source: Sustainalytics

Delegated Act	Metric Name	Metric Definition	Further Detail
Weighted average social rating of the benchmark (voluntary)	Social-Risk Score	The "Social-Risk Score" refers to a company's score under the Social cluster, please see definition in ESG Risk Score above for further details. It intends to measure how well issuers proactively manage the Social issues that are the most material to their business. Information sourced from company data, as well as media, NGO reports and other external sources.	The ESG Risk Ratings Methodology can be found here and an overview of “Sustainalytics’ ESG

Delegated Act	Metric Name	Metric Definition	Further Detail
			Risk Ratings" document here
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'	Controversial Weapons – International Treaties and Conventions	Sustainalytics' Controversial Weapons Radar identifies private and public companies involved in weapons that can have a disproportionate and indiscriminate impact on civilian populations, sometimes even years after a conflict has ended. The Controversial Weapons Research covers the following types of weapons: Anti-Personnel Mines (AP), Biological and Chemical Weapons (BC), Cluster Weapons (CM), Nuclear Weapons (NW), Depleted Uranium (DU) and White Phosphorus (WP). Treaties and conventions include Nonproliferation Treaty (1968), Biological and Toxin Weapons Convention (1972), Chemical Weapons Convention (1997), Anti-Personnel Mine Ban Convention (1999), Convention on Cluster Munitions (2008), United Nations Convention on Certain Conventional Weapons (1980), and Convention on the Physical Protection of Nuclear Material (1980).	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .
Weighted average percentage of benchmark constituents in the controversial weapons sector	Controversial Weapons	This indicator identifies exposure to companies with ties to controversial weapons as defined above. SMART technologies are leveraged for web-crawling, including screening annual reports, financial disclosure statements and corporate websites for relevant thematic involvement.	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .
Weighted average percentage of benchmark constituents in the tobacco sector	Tobacco	This indicator provides an assessment of whether companies derive 5% or more revenues from tobacco products including cigarettes, cigars, tobacco, electronic cigarettes, paper used by end consumers for rolling cigarettes, filters, snuff tobacco, etc. This indicator looks at companies that manufacture tobacco products. This indicator also covers retailers and distributors of these products. SMART technologies are leveraged for web-crawling, including screening annual reports, financial disclosure statements and corporate websites for relevant thematic involvement. This ESG Factor is based on information sourced from companies' annual reports, financial disclosure statements and corporate websites.	For further information please refer to the Sustainalytics Product Involvement Methodology here and here for an overview.
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	Social Violations	This indicator assesses companies' level of involvement in controversial events that have an impact on the society. Involvement in events may indicate that a company's management systems are not adequate to manage relevant ESG risks. Each event is categorized from Category 1 (low impact on environment and society, posing negligible risks to the company) to Category 5 (severe impact on the environment and society, posing serious risks to the company). Every material ESG issue has one or more events linked to it. This ESG Factor is based on reported data. Information sourced from real-time media sources, social media, specialized publications, and non-government organizations.	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor	ILO Policy Non-Compliance	The indicator takes into account assessments of the following to identify companies with ILO Policy Non-Compliance: <ul style="list-style-type: none"> Quality of a company's freedom of association and collective bargaining policy. Quality of a company's policy to eliminate discrimination and ensure equal opportunity 	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .

Delegated Act	Metric Name	Metric Definition	Further Detail
Organisation Conventions 1 to 8		<ul style="list-style-type: none"> Whether the company has supply chain/contractors policies and the scope of social standards. Whether the company has a supply chain management system and how it is applied <p>This ESG Factor is based on information sourced from company data, as well as media and NGO reports.</p>	
N/A (Additional Metric)	UN Global Compact Violations %	<p>The Global Standards Screening (GSS) provides an assessment of a company's impact on stakeholders and the extent to which a company causes, contributes or is linked to violations of international norms and standards. This ESG Factor is based on reported data.</p> <p>The basis of the GSS' assessments are the United Nations (UN) Global Compact Principles. Information regarding related standards is also provided, including the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, as well as their underlying conventions.</p>	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles or, where applicable, national law.	Social violations - Sovereign	<p>This indicator aims to measure social violations at sovereign level. Country events represent current actions that are happening and may affect the prosperity and economic development of a country and its ability to manage its wealth in an effective and sustainable manner.</p> <p>To arrive at an Event score, relevant news that is expected to have material negative implications for Human Capital are filtered to be processed as Incidents, i.e. record of an occurrence within a country that may have unintended and/or undesired negative impacts on stakeholders and/or the environment. The Impact from an incident, or Severity, is measured in terms of Depth (the degree of impact), Breadth (how widespread the impact is) and Duration (what the duration is likely to be). Events assessments are based on one or more Incidents assessments, basing on Impact, Risk to Capitals and Government Response (if applicable). This ESG Factor is based on reported data.</p>	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .
Average human rights performance of the issuers (including a quantitative indicator and the methodology used to calculate it).	Human rights performance - Sovereign	<p>This indicator takes into account the following in order to determine the human rights performance of sovereigns:</p> <ul style="list-style-type: none"> Civil Liberties Score: This indicator captures perceptions of the extent to which a country's citizens enjoy civil liberties including freedoms of expression, assembly, association, education, and religion; also, if the countries has an established an generally fair legal system that ensures the rule of law, allow free economic activity and strives for equality of opportunity for everyone. The indicator is computed by Freedomhouse. Level of Peace Score: This indicator captures perceptions of the extent to which a country's citizens enjoy civil liberties including freedoms of expression, assembly, association, education, and religion; also, if the countries has an established an generally fair legal system that ensures the rule of law, allow free economic activity and strives for equality of opportunity for everyone. The indicator is computed by Freedomhouse. Political Rights Score: This indicator captures perceptions of the extent to which a country enjoy a wide range of political 	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .

Delegated Act	Metric Name	Metric Definition	Further Detail
		<p>rights, including free and fair elections; it considers also the functioning of the political system, assessing whether elected candidates actually rule, political parties are competitive, the opposition plays a role and has power, and minority group are represented. The indicator is computed by Freedomhouse. higher score only if they outperform their peers on the given indicator.</p> <ul style="list-style-type: none"> Human Rights Conventions Score: Based on the fundamental human rights conventions. Score description: 0 if no conventions or treaties are ratified; 50 if some conventions and/or treaties have been ratified; 100 if all conventions and treaties have been ratified. <p>This ESG Factor is based on reported data.</p>	
Average income inequality score, measuring the distribution of income and economic inequality among the participants in a particular economy (including a quantitative indicator and the methodology used to calculate it).	Income inequality	This indicator assesses the average income inequality score, by measuring the distribution of income and economic inequality among the participants in a particular economy expressed through a standardized gini coefficient. This ESG Factor is based on reported data.	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .
Average freedom of expression score measuring the extent to which political and civil society organizations can operate freely (including a quantitative indicator and the methodology used to calculate it).	Performance on freedom of expression	<p>This indicator captures perceptions of the extent to which a country's citizens are able to participate in selecting their government, as well as freedom of expression, freedom of association and a free media. The indicator is computed by the World Governance Indicators (WGI) Project and delivered by the World Bank. This ESG Factor is based on reported data.</p> <p>The data is transformed by Sustainalytics in a 0-100 scale to make it more intuitive, and then used in the Country Risk Rating. Countries receive a higher score only if they outperform their peers on the given indicator.</p>	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .

Data Source: Bloomberg

Delegated Act	Metric Name	Metric Definition	Link
Weighted average gender pay gap	Gender Pay Gap ratio	Percentage gender pay gap for total employees including management for the company. Percentage represents female earnings in relation to its male counterparts. This ESG Factor is based on reported data.	More information can be found via the following link .
Weighted average ratio of female to male board members.	Female to Male Directors	Percentage of board members who are women. For an analogous fiscal year/filing date-aligned field sourced solely from the company's primary corporate governance filing (e.g., Proxy Statements or Corporate Governance Reports). Field will return an N.A. value if at least one individual included in the field calculation is missing the requisite biographical disclosure. Field is latest available based on corporate filings, company websites and news sources.	

Delegated Act	Metric Name	Metric Definition	Link
Weighted average ratio of accidents, injuries, fatalities	Accidents, Injuries, Fatalities	Number of recordable incidents (TRIR), per 200,000 hours worked or per 100 employees and contractors, assuming workers work 40 hours per week and 50 weeks per year. This field represents the incident rate for the entire workforce (direct employees and contractors) when given as a combined figure. This ESG Factor is based on reported and public data.	
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws	Corruption, Bribery, Conviction, Fines	<p>Number of fines related to bribery or corruption paid by the company in the reporting period.</p> <p>Amount of fines related to bribery or corruption paid by the company in the reporting period, in millions of currency.</p> <p>This ESG Factor is based on reported and public data.</p>	

Section 4: Governance Factors

Definitions & Data Sources

Data Source: MSCI

Delegated Act	Metric Name	Metric Definition	Further Detail
Weighted average governance rating of the benchmark (voluntary)	Governance Rating	Weighted average Governance Pillar Score. The Governance Pillar Score measures index constituents' management of and exposure to key governance risks. Scores range from 10 (best) to 0 (worst). Derived signal based on proprietary model, informed by company and external data sources.	Please see the "MSCI ESG Ratings Methodology" and "MSCI ESG Ratings Process" available here on further details.
Weighted average percentage of board members who are independent.	Board Independence	Weighted average percentage of board members that meet MSCI ESG Research criteria for board independence. Based on the data reported by companies and MSCI ESG Research definition of "board independence".	Please see the "ESG Controversies and Global Norms Methodology" and "ESG Controversies and Global Norms Process" available here on further details.
Weighted average percentage of female board members.	Board Diversity	Weighted average percentage of board members that meet MSCI ESG Research criteria for board independence. Based on the data reported by companies.	Please see the "ESG Controversies and Global Norms Methodology" and "ESG Controversies and Global Norms Process" available here on further details.

Data Source: Sustainalytics

Delegated Act	Metric Name	Metric Definition	Further Detail
Weighted average governance rating of the benchmark (voluntary)	Governance Risk Score	The "Governance-Risk Score" refers to a company's score under the Governance cluster, please see definition in ESG Risk Score above for further details. It intends to measure how well issuers proactively manage the Governance issues that are the most material to their business. Information sourced from company data, as well as media, research reports and other external sources.	The ESG Risk Ratings Methodology can be found here and an overview of "Sustainalytics' ESG Risk Ratings" document here
Weighted average percentage of board members who are independent.	Board Independence	This metric assesses the percentage of board members that are independent. Information sourced from both publicly available documents and from company disclosures	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .
Weighted average percentage of female board members.	Board Diversity	This metric assesses the percentage of board members that are female. Information sourced from both publicly available documents and from company disclosures.	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .
Weighted average governance rating of the benchmark.	Consolidated Governance Rating - Sovereign	The ESG Factor Score aggregates the performance of a given country on risk factors expected to impact Institutional Capital; the Trend score measure the improvement in a country's performance on a given indicator relative to its 5-years average;	For further detail please refer to Sustainalytics Global Standards

Delegated Act	Metric Name	Metric Definition	Further Detail
		the Event score is obtained from relevant news that is expected to have material negative implications for a country's institutional capital; the events are assessed in terms of Impact, Risk to Capitals and Government Response (if applicable).	Screening Methodology here .
Average corruption score measuring the perceived level of public sector corruption (including a quantitative indicator and the methodology used to calculate it).	Corruption - Sovereign	<p>This indicator captures perceptions of the extent to which public power is exercised for private gain, including both petty and grand forms of corruption, as well as "capture" of the state by elites and private interests. The indicator is computed by the World Governance Indicators (WGI) Project and delivered by the World Bank.</p> <p>The data is transformed by Sustainalytics in a 0-100 scale to make it more intuitive, and then used in the Country Risk Rating. Countries receive a higher score only if they outperform their peers on the given indicator.</p>	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .
Average political stability score, measuring the likelihood that the current regime will be overthrown by the use of force (including a quantitative indicator and the methodology used to calculate it).	Political Stability - Sovereign	<p>This indicator measures perceptions of the likelihood of political instability and/or politically-motivated violence, including terrorism. The indicator is computed by the World Governance Indicators (WGI) Project and delivered by the World Bank.</p> <p>The data is transformed by Sustainalytics in a 0-100 scale to make it more intuitive, and then used in the Country Risk Rating. Countries receive a higher score only if they outperform their peers on the given indicator</p>	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .
Average rule of law score, based on the absence of corruption, respect for fundamental rights, and the state of civil and criminal justice (including a quantitative indicator and the methodology used to calculate it).	Rule of Law - Sovereign	This indicator captures perceptions of the extent to which agents have confidence in and abide by the rules of society, and in particular the quality of contract enforcement, property rights, the police, and the courts, as well as the likelihood of crime and violence. The indicator is computed by the World Governance Indicators (WGI) Project and delivered by the World Bank.	For further detail please refer to Sustainalytics Global Standards Screening Methodology here .

Section 5: Reference Standards

MSCI

Metric Name	Reference Standards
ESG Score; ESG Ratings Top Ten Constituents; Environmental Pillar Score; Social Pillar Score; Governance Pillar Score	MSCI ESG Research relies on a proprietary methodology informed by a range of data sources. MSCI ESG Research does not explicitly mandate reporting along specific disclosure standards. Commonly utilized disclosure frameworks for data collected and used by MSCI ESG Research include GRI, SASB, UN Global Compact; and, for specific performance indicators, GHG Protocol, and applicable ISO standards.
UN Global Compact Violations %; Very Severe Controversies %	The United Nations Global Compact principles are referenced for violation data mapping.
Fossil Fuel-Based Sector Exposure (NACE) %:	Fossil fuel categories are as per GHG protocols and ISO standards, while "Green" categories are currently based on MSCI ESG Research definitions. EU Taxonomy will be used once finalized and formalized.
Enterprise Carbon Intensity (t CO ₂ e / \$m EVIC); Reported Emissions %; Estimated Emissions %; Wtd Avg Carbon Intensity (t CO ₂ e / \$m Sales)	GHG protocols and ISO standards.
Green Revenue	"Green" categories are currently based on MSCI ESG Research definitions. EU Taxonomy will be used once finalized and formalized.
Green Bonds %	"Green" categories are currently based on MSCI ESG Research definitions aligned with the International Capital Markets Associations. EU Taxonomy will be used once finalized and formalized.
Social Violations (Count); Social Violations (% of Constituents):	The United Nations Global Compact principles, the United Nations Guiding Principles on Business and Human Rights (UNGPs), International Labour Organization core conventions are referenced for violation data mapping.
Lack of Due Diligence Policy (ILO) %	International Labour Organization core conventions are referenced for assessing instances of controversial events and practices.
Gender Pay Gap; Female: Male Board Diversity Ratio; Board Independence; Board Gender Diversity:	MSCI ESG Research relies on a proprietary methodology informed by a range of data sources. MSCI ESG Research does not explicitly mandate reporting along specific disclosure standards.
Total Recordable Injury Rate	MSCI ESG Research does not explicitly mandate reporting along specific disclosure standards. Commonly utilized disclosure frameworks for data collected and used by MSCI ESG Research include GRI, SASB, UN Global Compact; and, for specific performance indicators, OSHA and applicable ISO standards.
Bribery and Corruption Controversies (Sum)	The United Nations Global Compact principles, United Nations Convention against Corruption, and OECD Anti-bribery Convention are referenced for violation data mapping.

Sustainalytics

Metric Name	Reference Standards
ESG Risk Score	The input comprises company reports, quantitative data from external sources, such as greenhouse gas (GHG) emissions or water consumption, materiality assessments as provided by companies, and third-party research, including regulatory news, sustainability Account Standards Board (SASB) information and assessments from the United Nations-supported Principles for Responsible Investment (PRI).

Metric Name	Reference Standards
UN Global Compact Violations %; Very Severe Controversies %	The United Nations Global Compact (UNGC) Principles, the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights (UNGPs), and their underlying conventions.
Controversial Weapons	Controversial Weapons include Non-proliferation Treaty (1968), Biological and Toxin Weapons Convention (1972), Chemical Weapons Convention (1997), Anti-Personnel Mine Ban Convention (1999), Convention on Cluster Munitions (2008), United Nations Convention on Certain Conventional Weapons (1980), and Convention on the Physical Protection of Nuclear Material (1980).
International Standards Signatories (%)	Includes major environmental treaties such as the Paris Agreement and the Kyoto Protocol. Arms Trade Treaty and all international conventions on weapons considered to be controversial Based on the fundamental human rights conventions and the eight core International Labour Organization (ILO) labour rights conventions.
Green Bonds %	Sustainability Bond Guidelines 2021, Green Bond Principles 2021, Social Bond Principles 2021, Green Loan Principles 2021, and Social Loan Principles 2021
Social Violations (Count); Social Violations (% of Constituents):	The United Nations Global Compact principles, the United Nations Guiding Principles on Business and Human Rights (UNGPs), International Labour Organization core conventions are referenced for violation data mapping.
Lack of Due Diligence Policy (ILO) %	International Labour Organization core conventions are referenced for assessing instances of controversial events and practices.
Bribery and Corruption Controversies	International treaties and conventions used to define anti-bribery and anti-corruption are: the United Nations Global Compact (UNGC) Principles, the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights (UNGPs), and their underlying conventions
Rule of Law	The indicator is computed by the World Governance Indicators (WGI) Project and delivered by the World Bank
Political Stability	The indicator is computed by the World Governance Indicators (WGI) Project and delivered by the World Bank

Bloomberg

Metric Name	Reference Standards
Fossil Fuel-Based Sector Exposure (NACE) %:	Fossil fuel categories are mapped per Bloomberg LP BICS mappings.
Reported Emissions %; Estimated Emissions %; Wtd Avg Carbon Intensity (t CO2e / \$m Sales)	GHG protocols and ISO standards.
Green Revenue	"Green" categories are currently based on Bloomberg L.P. BICS Mapping
Green Bonds %	The International Capital Market Association (ICMA) Green Bond, Social Bond and Sustainability Bond Principles and Guidelines. For further information, please refer to https://www.icmagroup.org/sustainable-finance/theprinciples-guidelines-and-handbooks/
Female: Male Board Diversity Ratio;	Based on latest available based on corporate filings, company websites and news sources.
Total Recordable Injury Rate	Number of recordable incidents (TRIR), per 200,000 hours worked or per 100 employees and contractors, assuming workers work 40 hours per week and 50 weeks per year

Appendix I: Green Revenue: Bloomberg BICS Mapping

BICS External Code	Lvl	BICS Name
131110	3	Renewable Energy
13111010	4	Biofuels
1311101010	5	Biofuel Feedstock Suppliers
1311101011	5	Diesel Substitutes
1311101012	5	Gasoline Substitutes
13111011	4	Renewable Energy Equipment
1311101110	5	Solar Energy Equipment
131110111010	6	Polysilicon
131110111011	6	PV Cells
131110111012	6	PV Modules
131110111013	6	PV Wafers
131110111014	6	Solar Inverters
131110111015	6	Solar Thermal Elec Gen Equip
131110111016	6	Thin Film Modules
1311101111	5	Wind Energy Equipment
131110111110	6	Wind Turbines
131110111111	6	Wind Turbine Components
1311101112	5	Geothermal Energy Equipment
1311101113	5	Hydro Energy Equipment
1311101114	5	Marine Energy Equipment
1311101115	5	Other Renewable Energy Equip
131110111510	6	Fuel Cells
131110111511	6	Smart Grid Equipment
131110111512	6	Energy Storage Systems
13111012	4	Renewable Energy Project Dev
1311101210	5	Development & Construction
131110121010	6	Biomass Plant Construction
131110121011	6	Solar Plant Construction
131110121012	6	Wind Farm Construction
1311101211	5	Operations & Maintenance
171012111013	6	Turbine Generators
17101318	4	Pollution Control Equipment
1710131810	5	Air Purification Equipment
1710131811	5	Filtration Prods - Air & Liquids
1710131812	5	Water Purification Equipment
1711111511	5	Recyclable Materials
171111151210	6	Recycling Facilities
1711131013	5	Environ Engineer & Consulting
171113101310	6	Environ Consulting Services
171113101311	6	Environ Engineering Services
2010101112	5	Renewable Energy Generation
201010111210	6	Solar Energy Generation
20101011121010	7	Solar Energy - Regulated
20101011121011	7	Solar Energy - Unregulated
201010111211	6	Wind Energy Generation
20101011121110	7	Wind Energy - Regulated
20101011121111	7	Wind Energy - Unregulated

201010111212	6	Geothermal Energy Generation
20101011121210	7	Geothermal - Regulated
20101011121211	7	Geothermal - Unregulated
201010111213	6	Hydropower Generation
20101011121310	7	Hydropower Energy - Regulated
20101011121311	7	Hydropower Energy - Unregulated
201010111214	6	Marine Energy Generation
20101011121410	7	Marine Energy - Regulated
20101011121411	7	Marine Energy - Unregulated
201010111215	6	Biomass & Waste Energy Gen
20101011121510	7	Biomass & Waste - Regulated
20101011121511	7	Biomass & Waste - Unregulated
20101111	4	Water Utilities
201011110	5	Water Sewage Networks
201011111	5	Water Supply Networks

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