

| <b>CONSIDERATION OF ESG FACTORS IN THE BENCHMARK METHODOLOGY</b> |   |           |
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| Item 1. Name of the benchmark administrator.                     | STOXX Ltd.  |           |
| Item 2. Type of benchmark.                                       | Equity  |           |
| Item 3. Name of the benchmark.                                   | Benchmark - STOXX Global ESG Impact<br>Family - STOXX Environmental Social & Governance Family  |           |
| Item 4. Does the methodology take into account ESG factors?      | Yes   |           |
| Item 5. How ESG factors taken into account for benchmark family. |   |           |
| (a) List of environmental factors considered                     | <p>This benchmark family takes the following environmental factors into account by exclusion: Global Standards Screening; Controversy Ratings; Environmental Ratings, Overall ESG Ratings; Unconventional Oil &amp; Gas; Conventional Oil &amp; Gas; Thermal Coal; Genetically Modified Plants &amp; Seeds; Pesticides; Palm Oil; Power Generation from Fossil Fuels; Subsectorial Classification.</p> <p>This benchmark family takes the following environmental factors into account by selection: Environmental Ratings, Overall ESG Ratings.</p> <p>This benchmark family takes the following environmental factors into account by weighting: Environmental Ratings, Overall ESG Ratings; EU Climate Transition Benchmark EU CTB requirements; EU Paris Aligned Benchmark (EU PAB) requirements.</p> |           |
| (b) List of social factors considered                            | <p>This benchmark family takes the following social factors into account by exclusion: Global Standards Screening; Controversy Rating; Social Rating, Overall ESG Rating; Controversial Weapons; Weapons (Small Arms &amp; Military Contracting); Nuclear Power; Tobacco; Adult Environmental; Alcoholic Beverages; Fur &amp; Speciality Leather; Gambling; Abortion; Contraceptives; Human Embryonic Stem Cells; Genetically Modified Plants &amp; Seeds; Predatory Lending, Subsectorial Classification.</p> <p>This benchmark family takes the following social factors into account by selection: Social Rating; Overall ESG Rating.</p> <p>This benchmark family takes the following social factors into account by weighting: Social Rating; Overall ESG Rating.</p>                                |           |
| (c) List of governance factors considered.                       | <p>This benchmark family takes the following governance factors into account by exclusion: Global Standards Screening; Governance Rating; Overall ESG Rating.</p> <p>This benchmark family takes the following governance factors into account by selection: Social Rating; Overall ESG Rating.</p> <p>This benchmark family takes the following governance factors into account by weighting: Social Rating; Overall ESG Rating.</p>   |           |
| Item 6. How ESG factors are applied for the stated benchmark.    |   |           |
| (a) List of environmental  | UN Global Compact Violations  | Exclusion |

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| factors considered                        | Subsectorial Classification - Coal   | Exclusion |  |
|   | Overall ESG Rating – KPI Score   | Exclusion |  |
|   | Overall ESG Rating – KPI Score   | Weighting |  |
|   |  |           |  |
| (a)List of social factors considered      | UN Global Compact Violations   | Exclusion |  |
|   | Business Involvement – Controversial Weapons   | Exclusion |  |
|   | Overall ESG Rating – KPI Score   | Exclusion |  |
|   | Overall ESG Rating – KPI Score   | Weighting |  |
|   |  |           |  |
| (c)List of governance factors considered. | UN Global Compact Violations   | Exclusion |  |
|   | Overall ESG Rating – KPI Score   | Exclusion |  |
|   | Overall ESG Rating – KPI Score   | Weighting |  |
|   |  |           |  |
| Description of factors considered.        | <p>UNGC Violations: Sustainalytics' Global Standards Screening 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 (UNGC, OECD, UNGPs and their underlying conventions).</p> <p>Controversial Weapons: Sustainalytics' Controversial Weapons Radar monitors company involvement in the following areas: anti-personnel mines, biological and chemical weapons, cluster weapons, depleted uranium, nuclear weapons and white phosphorus weapons.</p> <p>Overall ESG Rating: : Sustainalytics' KPI scores measure how well issuers proactively manage five specific environmental, social and governance issues. (emission targets; percentage of board member independence; percentage of women on the board; policy against child labour; no 'golden parachute' agreements)</p> <p>Subsectorial Classification. FTSE Russell Industry Classification Benchmark Subsectors are the lowest level of taxonomic hierarchy for the categorization and comparison of companies.</p> |           |  |
| Item 7. Data and standards used           |  |           |  |
| (a) Data input.                           | <p>The data are sourced externally from:</p> <p>(i)Sustainalytics, a wholly owned subsidiary of Morningstar Inc.<br/> <a href="https://www.sustainalytics.com/">https://www.sustainalytics.com/</a></p> <p>(ii)FTSE Russell, a a wholly owned subsidiary of London Stock Exchange Group<br/> <a href="https://www.ftserussell.com/">https://www.ftserussell.com/</a></p>   |           |  |
| (b) Verification and quality of data.     | <p>The verification and quality of data are checked both externally and internally by automated and manual quality assurance processes involving, inter alia, change control; change mapping; ID mapping; exception reporting; pre-publication reviews; continuous incident monitoring; quarterly rebalancing and centralised definitions.</p>   |           |  |

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| (c) Reference standards  | <p>UNGC Violations: 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.</p> <p>Controversial Weapons: International treaties and conventions used to define 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).</p> |
| Date on which information has been last updated and reason for the update: | December 2020 - First Version   |