

## CONSIDERATION OF ESG FACTORS IN THE BENCHMARK METHODOLOGY

Item 1. Name of the benchmark administrator.	STOXX Ltd.
Item 2. Type of benchmark.	Equity
Item 3. Name of the benchmark.	Benchmark - iSTOXX Europe Diversity Impact Select 30 NR Decrement 5% Family - STOXX Factor Based Environmental Social & Governance Family
Item 4. Does the methodology take into account ESG factors?	Yes
Item 5. 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; 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.</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. ESG factors applied for the stated benchmark.	
(a) List of environmental factors considered	

(a) List of social factors considered	Social Rating – Diversity & Discrimination	Exclusion
(c) List of governance factors considered.		
Description of factors considered.	Social Ratings: Sustainalytics' Social Ratings – Diversity & Discrimination measure the quality of issuers' policies towards eliminating discrimination and ensuring equal opportunity as well as an assessment of their efforts towards increasing workforce diversity.	
Item 7. Data and standards used		
(a) Data input.	The reported data are sourced externally from: (i) Sustainalytics, a wholly owned subsidiary of Morningstar Inc. <a href="https://www.sustainalytics.com/">https://www.sustainalytics.com/</a>	
(b) Verification and quality of data.	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.	
(c) Reference standards	None used for this benchmark.	
Date on which information has been last updated and reason for the update:	December 2020 - First Version	