

SFDR PAls

Metric

ESG Quarterly - 2022 - 4Q



Energy Champions Fund n F&P: (only ed O&G) Ø Value or Quantity

(Arithmetic Average)

ICG Score

MSCI World Energy Index (incl. Up-, Mid-, Do m, O&G Ser

63.9

Ø Value or Quantity ICG Score (Arithmetic Average)

& Equip., Coal, Uranium)

CI Ri CI CI CI CI CI CI CI CI CI CI	arbon Pricing limate Scenario Analysis isks of Climate Change Discussed limate Change Opportunities Discussed nvestment in Sustainable Products mbedded Carbon ement uns ugitive Emissions lented Emissions rocess Emissions fethane of Scop 1 Emissions cope 1 GHG rC22 Emissions as Flaring cope 1 GHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 1 & 2 GHG/EVIC cope 1 & 2 GHG/EVIC cope 1 & 2 GHG/EVIC cope 3 CHG/EVIC cope 1 & 2 & 3 GHG/EVIC HG Intensity ms Policies HG Emissions Reduction Policy missions Reduction Initiatives	Policy Policy Policy Policy Policy Policy \$ m /% of Capex mmboe /% of Proven Reserves tonnes /% of Production tonnes /% of Production tonnes /% of Production tonnes /% of Production % kt /% of Production kt /% of Production Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em)	59.4 56.4 85.2 31.2 23.4 72.6 57.6 50.0 52.3 44.6 68.0 67.2 78.5 79.7 79.7 78.4 66.7 57.6 57.6 57.6 6.7 57.6	Majority Yes Majority Yes Majority Yes Majority No 289.7 657'796 77.7 436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes	8.4% 27.4% 0.27% 1.29% 0.14% 0.003% 0.15%	22 24 24 24 10 25 27 15 16 15 16 15 20 23 23 23 23 23 25 25 25 25 25 25 25 25 25 25 25 25	53.2 55.6 86.9 95.1 29.6 19.0 40.9 60.9 60.9 3 0.2 25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 7 2.2 64.4 57.0	Majority Yes Majority Yes Majority Yes Majority No 787.7 1'286'463 319.4 897.0 8'256.1 1'396.3 8.7 13.9 776.0 248.9 28.9 28.9 277.8 3'167.0 3'44.9.6	23.9% 27.4% 0.08% 0.32% 2.62% 0.30% 0.30% 0.004% 0.22%
Transition Ris Ci Ci Ci Ri Ci In Emissions Manage GHG Emission GHG Emission Pip Mi Sc M1 Sc M1 Sc M3 GHG Emission GHG Emission GIG Regulat GHG Regulat OE4 VE Wastewater Fr OE6 Pip	arbon Pricing limate Scenario Analysis isks of Climate Change Discussed limate Change Opportunities Discussed nvestment in Sustainable Products mbedded Carbon ement uns ugitive Emissions lented Emissions rocess Emissions fethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions as Flaring cope 1 GHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 1 & 2 GHG/EVIC cope 1 & 2 GHG/EVIC cope 1 & 2 GHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 3 SHG/EVIC missions Reduction Policy missions Reduction Policy missions Reduction Policy missions Covered under Regulatory Program et Zero Emissions Target	Policy Policy Policy Policy \$ m,1% of Capex mmboe / % of Proven Reserves tonnes / % of Production tonnes / % of Production tonnes / % of Production tonnes / % of Production % kt / % of Production kt / % of Production kt / % of Production kt / % of Production kt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em)	56.4 56.4 85.2 31.2 23.4 70.5 57.6 50.0 52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 57.6 96.4	Majority Yes Majority Yes Majority No 289.7 657'796 77.7 436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'Tl0.6 3'326.3 358.5 Majority Yes	27.4% 0.04% 0.27% 1.29% 0.14% 0.003%	24 24 24 24 25 27 10 25 21 15 16 15 16 15 13 20 23 25 25 25 25 25 25 25	55.6 86.9 95.1 29.6 19.0 40.9 60.9 30.2 25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	Majority Yes Majority Ves Majority No 787.7 1'286'463 3'19.4 897.0 8'256.1 1'396.3 8.7 1'396.3 8.7 1'39.5 8.7 1'39.7 6.0 248.9 28.9 28.9 277.8 3'167.0 3'449.6	0.08% 0.32% 0.32% 0.30% 0.004%
Ca Ci Ci Ci Ci Ci Ci Ci Ci Ci Ci	arbon Pricing limate Scenario Analysis isks of Climate Change Discussed limate Change Opportunities Discussed nvestment in Sustainable Products mbedded Carbon ement uns ugitive Emissions lented Emissions rocess Emissions fethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions as Flaring cope 1 GHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 1 & 2 GHG/EVIC cope 1 & 2 GHG/EVIC cope 1 & 2 GHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 3 CHG/EVIC cope 3 SHG/EVIC missions Reduction Policy missions Reduction Policy missions Reduction Policy missions Covered under Regulatory Program et Zero Emissions Target	Policy Policy Policy Policy \$ m,1% of Capex mmboe / % of Proven Reserves tonnes / % of Production tonnes / % of Production tonnes / % of Production tonnes / % of Production % kt / % of Production kt / % of Production kt / % of Production kt / % of Production kt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em)	56.4 85.2 31.2 23.4 72.6 57.6 50.0 52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 57.6 23.4 44.6 68.0 67.2 79.7 78.4 66.7 57.6	Majority Yes Majority Yes Majority No 289.7 657'796 77.7 436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'Tl0.6 3'326.3 358.5 Majority Yes	27.4% 0.04% 0.27% 1.29% 0.14% 0.003%	24 24 24 25 25 15 16 15 15 15 15 15 13 20 23 23 23 23 23 25 25 25 25 25 25 25	86.9 95.1 29.6 19.0 40.9 60.9 30.2 25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	Majority Yes Majority Ves Majority No 787.7 1'286'463 3'19.4 897.0 8'256.1 1'396.3 8.7 1'396.3 8.7 1'39.5 8.7 1'39.7 6.0 248.9 28.9 28.9 277.8 3'167.0 3'449.6	0.08% 0.32% 0.32% 0.30% 0.004%
CI Ri CI Ri CI In Emissions Manage GHG Emission FR VV Er P P M1 Sc M3 Sc M5 Sc Sc Sc M5 Sc Sc Sc M5 Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc	limate Scenario Analysis isks of Climate Change Discussed limate Change Opportunities Discussed vestment in Sustainable Products mbedded Carbon ement us ugitive Emissions ented Emissions ented Emissions from Other Combustion rocess Emissions tethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions cope 1 GHG or CO2 Emissions cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC issions Reduction Policy missions Reduction Policy missions Reduction Initiatives ion HG Emissions Covered under Regulatory Program let Zero Emissions Target	Policy Policy Policy Policy \$ m,1% of Capex mmboe / % of Proven Reserves tonnes / % of Production tonnes / % of Production tonnes / % of Production tonnes / % of Production % kt / % of Production kt / % of Production kt / % of Production kt / % of Production kt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em)	56.4 85.2 31.2 23.4 72.6 57.6 50.0 52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 57.6 23.4 44.6 68.0 67.2 79.7 78.4 66.7 57.6	Majority Yes Majority Yes Majority No 289.7 657'796 77.7 436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'Tl0.6 3'326.3 358.5 Majority Yes	27.4% 0.04% 0.27% 1.29% 0.14% 0.003%	24 24 24 25 25 15 16 15 15 15 15 15 13 20 23 23 23 23 23 25 25 25 25 25 25 25	86.9 95.1 29.6 19.0 40.9 60.9 30.2 25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	Majority Yes Majority Ves Majority No 787.7 1'286'463 3'19.4 897.0 8'256.1 1'396.3 8.7 1'396.3 8.7 1'39.5 8.7 1'39.7 6.0 248.9 28.9 28.9 277.8 3'167.0 3'449.6	0.08% 0.32% 0.32% 0.30% 0.004%
Ri Cl In Emissions Manage GHG Emission GHG Emission GHG Emission M1 Sc M1 Sc M1 Sc M1 Sc M2 Sc M3 GHG Emission GHG Regulat GHG Regulat GHG Target OE4 Wastewater Fr OE6 Pi OE6 Pi OE6 Pi	isks of Climate Change Discussed limate Change Opportunities Discussed nvestment in Sustainable Products mbedded Carbon ement ented Emissions ented Emissions ented Emissions missions from Other Combustion rocess Emissions dethane of Scop 1 Emissions coope 1 GHG or CO2 Emissions coope 1 GHG or CO2 Emissions as Flaring coope 1 GHG/EVIC coope 2 GHG/EVIC coope 3 GHG/EVIC coope 3 GHG/EVIC coope 1 & 2 & 3 GHG/EVIC HG Intensity missions Reduction Policy missions Reduction Policy missions Reduction Initiatives ion HG Emissions Covered under Regulatory Program let Zero Emissions Target	Policy Policy S m /% of Capex mmboe /% of Proven Reserves tonnes /% of Production tonnes /% of Production tonnes /% of Production tonnes /% of Production % kt /% of Production kt /% of Production kt /% of Production Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m)	85.2 31.2 23.4 72.6 70.5 57.6 50.0 52.3 44.6 66.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	Majority Yes Majority No 289.7 657'796 77.7 436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes	27.4% 0.04% 0.27% 1.29% 0.14% 0.003%	24 24 10 25 21 15 16 15 13 20 23 23 23 25 25 25 25 25 25 25	95.1 29.6 19.0 40.9 60.9 30.2 25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	Majority Yes Majority No 787.7 1'286'463 319.4 897.0 8'256.1 1'396.3 8.7 13.9 776.0 248.9 28.9 28.9 28.9 277.8 3'167.0 3'449.6	0.08% 0.32% 0.32% 0.30% 0.004%
CI In Emissions Manage GHG Emission Fit Vit Emissions Manage Fit Pit Pit Mit Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc	limate Change Opportunities Discussed vestment in Sustainable Products mbedded Carbon ement ons ugitive Emissions ented Emissions ented Emissions missions from Other Combustion rocess Emissions Cope 1 GHG or CO2 Emissions cope 1 GHG or CO2 Emissions cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 CHG/EVIC cope 3 2 GHG/EVIC cope 1 & 2 & 3 GHG/EVIC HG Intensity missions Reduction Policy missions Reduction Policy missions Reduction Initiatives cion HG Emissions Covered under Regulatory Program Let Zero Emissions Target	Policy \$ m /% of Capex mmboe / % of Proven Reserves tonnes / % of Production tonnes / % of Production tonnes / % of Production tonnes / % of Production kt /% of Production Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em)	31.2 23.4 72.6 70.5 57.6 50.0 52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	Majority No 289.7 657"796 777.7 436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes	27.4% 0.04% 0.27% 1.29% 0.14% 0.003%	24 10 25 21 15 16 15 13 20 23 25 25 25 25 25 25 25 25	29.6 19.0 40.9 60.9 30.2 25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	Majority No 787.7 1'286'463 3'19.4 8'97.0 8'256.1 1'396.3 8.7 1'396.3 8.7 1'396.3 8.7 1'396.3 8.7 1'396.3 8.7 1'396.3 2.8.9 2.8.9 2.8.9 2.8.9 2.8.9 2.77.8 3'1'67.0 3'1'49.6	0.08% 0.32% 0.32% 0.30% 0.004%
In Emissions Manage GHG Emission Fri Viri Emission Fri Viri Emission Fri Pri M1 Sc M1 Sc M1 Sc M3 GHG Emission GHG Regulat GHG Regulat OE4 N Sc Sc GHG Target OE4 Wastewater Fri OE6 Pi	Investment in Sustainable Products Imbedded Carbon ement Ins ugitive Emissions lented Emissions rocess Emissions fethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions as Flaring cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 1 & 2 & 3 GHG/EVIC HG Intensity Ins Policies HG Emissions Reduction Policy missions Reduction Initiatives ion HG Emissions Covered under Regulatory Program Intervention States Intervention States Interve	\$ m /% of Capex mmboe /% of Proven Reserves tonnes /% of Production tonnes /% of Production tonnes /% of Production % kt/% of Production kt/% of Production kt/% of Production kt/% of Production Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m)	23.4 72.6 70.5 57.6 50.0 52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	289.7 657'796 77.7 436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes	27.4% 0.04% 0.27% 1.29% 0.14% 0.003%	10 25 21 15 15 13 20 23 25 25 25 25 25 25 25 25	19.0 40.9 60.9 30.2 25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	787.7 1'286'463 3'19.4 897.0 8'256.1 1'396.3 8.7 1'396.3 8.7 1'3.9 7'76.0 248.9 28.9 28.9 277.8 3'167.0 3'449.6	0.08% 0.32% 0.32% 0.30% 0.004%
Erissions Manage GHG Emission GHG Emission FR VV Eri Pri M1 Sc M3 Sc M3 Sc M3 Sc CHG Regulat Sc Sc M1 Sc M3 Sc M3 Sc M3 Sc Cl Sc M3 Sc M3 Sc Cl Sc M3 Sc M3 Sc Cl Sc M3 Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc	mbedded Carbon ement ins ugitive Emissions iented Energinal iented Emissions iented Emisted Emissions iented Emissions ie	mmboe / % of Proven Reserves tonnes / % of Production % tk / % of Production kt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Policy Policy Policy	72.6 70.5 57.6 50.0 52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	657'796 77.7 436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes	27.4% 0.04% 0.27% 1.29% 0.14% 0.003%	25 21 15 16 15 13 20 23 23 23 25 25 25 25 25 25 25 25	40.9 60.9 30.2 25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	1'286'463 319.4 897.0 8'2561 1'3963 8.7 13.9 776.0 248.9 28.9 277.8 3'167.0 3'449.6	0.08% 0.32% 0.32% 0.30% 0.004%
Emissions Managg GHG Emission Pri Pri Pri M1 Sc M1 Sc M2 Sc M1 Sc M3 Sc M3 Sc M3 Sc GHG Regulat GHG Regulat GHG Regulat GHG Target OE4 Ni Sc er Management Wastewater Pri OE6 Pri Pri	ement ins ugitive Emissions ented Emissions missions from Other Combustion rocess Emissions tethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions cope 1 GHG/EVIC cope 2 GHG/EVIC cope 2 GHG/EVIC cope 1 & 2 & 3 GHG/EVIC cope 1 & 2 & 4 GHG/EVIC cope 1 & 2 & 5 GHG/EVIC cope 1 & 5 GHG/EVI	tonnes /% of Production tonnes /% of Production tonnes /% of Production % kt /% of Production kt /% of Production Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m)	70.5 57.6 50.0 52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	77.7 436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 215.7 3'110.6 3'326.3 358.5 Majority Yes	0.04% 0.27% 1.29% 0.14% 0.003%	21 15 16 15 13 20 23 23 25 25 25 25 25 25 25 25	60.9 30.2 25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	319.4 897.0 8'256.1 1'396.3 8.7 13.9 776.0 248.9 28.9 28.9 28.9 277.8 3'167.0 3'449.6	0.08% 0.32% 2.62% 0.30%
GHG Emission FR Viri Fr Viri Fr Pr M1 Sc M1 Sc M1 Sc M1 GHG Emission GHG Regulat GHG Regulat GHG Target OE4 VE Wastewater Fr OE6 Pr OE6 Pr	Ins ugitive Emissions ented Emissions missions from Other Combustion rocess Emissions cope 1 GHG or CO2 Emissions as Flaring cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 1 & 2 & 3 GHG/EVIC HG Intensity Ins Policies HG Emissions Reduction Policy missions Reduction Initiatives ion HG Emissions Covered under Regulatory Program	tonnes / % of Production tonnes / % of Production % of Production % kt / % of Production kt / % of Production Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em)	57.6 50.0 52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 3'58.5 Majority Yes	0.27% 1.29% 0.14% 0.003%	15 16 15 20 23 23 25 25 25 25 25 25	30.2 25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	897.0 8'256.1 1'396.3 8.7 13.9 776.0 248.9 28.9 28.9 277.8 3'167.0 3'449.6	0.32% 2.62% 0.30%
Fit Vit Err Vit Fit Mit Sc GG Mit Sc Mit Sc Mit GHG Emission GHG Regulat GHG Target OE4 Nit Sc er Management Wastewater F OE6 Pit	ugitive Emissions ented Emissions ented Emissions missions from Other Combustion rocess Emissions tethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions as Flaring cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC HG Intensity HG Emissions Reduction Policy missions Reduction Policy missions Reduction Initiatives tion HG Emissions Covered under Regulatory Program let Zero Emissions Target	tonnes / % of Production tonnes / % of Production % of Production % kt / % of Production kt / % of Production Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em)	50.0 52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 3'58.5 Majority Yes	0.27% 1.29% 0.14% 0.003%	16 15 20 23 25 25 25 25 25 25	25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	897.0 8'256.1 1'396.3 8.7 13.9 776.0 248.9 28.9 28.9 277.8 3'167.0 3'449.6	0.32% 2.62% 0.30%
Via Er Pi M Sc G M1 Sc M2 Sc M1 Sc M3 Sc M3 Sc M3 Sc GHG Emission GHG Regulat GHG Regulat GHG Target OE4 Ni Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc	ented Emissions missions from Other Combustion rocess Emissions tethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC HG Intensity HG Emissions Reduction Policy missions Reduction Policy missions Reduction Initiatives cion HG Emissions Covered under Regulatory Program let Zero Emissions Target	tonnes / % of Production tonnes / % of Production % of Production % kt / % of Production kt / % of Production Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em)	50.0 52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	436.8 2'598.8 608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 3'58.5 Majority Yes	0.27% 1.29% 0.14% 0.003%	16 15 20 23 25 25 25 25 25 25	25.1 24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	897.0 8'256.1 1'396.3 8.7 13.9 776.0 248.9 28.9 28.9 277.8 3'167.0 3'449.6	0.32% 2.62% 0.30%
Er Pr M1 Sc M1 Sc M2 Sc M3 GHG Emission GHG Regulat GHG Regulat GHG Regulat GHG Regulat CFG GHG Regulat CFG CFG CFG CFG CFG CFG CFG CFG	missions from Other Combustion rocess Emissions tethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions as Flaring cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 CHG/EVIC = Carbon Footpring/EVIC cope 3 CHG/EVIC cope 1 & 2 & 3 GHG/EVIC HG Intensity HG Emissions Reduction Policy missions Reduction Policy missions Reduction Initiatives cion HG Emissions Covered under Regulatory Program let Zero Emissions Target	tonnes / % of Production tonnes / % of Production % kt / % of Production kt / % of Production Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m)	52.3 44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	2'598.8 608.2 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes	1.29% 0.14% 0.003%	15 13 20 23 25 25 25 25 25 25	24.2 15.4 74.7 28.6 39.8 75.1 72.2 64.4	8'256.1 1'396.3 8.7 13.9 7776.0 248.9 28.9 28.9 277.8 3'167.0 3'167.0	2.62% 0.30% 0.004%
Pi M M Sc G M1 Sc M2 Sc M1 Sc M3 G GHG Emission GHG Regulat GHG Regulat GHG Target GHG Target GHG Target GHG Target GHG Target GHG Target OE4 N: Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc	rocess Emissions tethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions as Flaring cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 CHG/EVIC = Carbon Footpring/EVIC cope 3 GHG/EVIC cope 1 & 2 & 3 GHG/EVIC HG Intensity ms Policies HG Emissions Reduction Policy missions Reduction Initiatives ion HG Emissions Covered under Regulatory Program et Zero Emissions Target	tonnes / % of Production % kt / % of Production kt / % of Production Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Policy	44.6 68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	608.2 15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes	0.14%	13 20 23 25 25 25 25 25 25	15.4 74.7 28.6 39.8 75.1 72.2 64.4	1'3963 8.7 13.9 776.0 248.9 28.9 277.8 3'167.0 3'449.6	0.30%
Pi M M Sc G M1 Sc M2 Sc M1 Sc M3 G GHG Emission GHG Regulat GHG Regulat GHG Target GHG Target GHG Target GHG Target GHG Target GHG Target OE4 N: Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc	rocess Emissions tethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions as Flaring cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 CHG/EVIC = Carbon Footpring/EVIC cope 3 GHG/EVIC cope 1 & 2 & 3 GHG/EVIC HG Intensity ms Policies HG Emissions Reduction Policy missions Reduction Initiatives ion HG Emissions Covered under Regulatory Program et Zero Emissions Target	% kt /% of Production kt /% of Production kt /% of Production Mt CO2-eq/EVIC (Em) Policy Policy Policy	68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes	0.14%	13 20 23 25 25 25 25 25 25	15.4 74.7 28.6 39.8 75.1 72.2 64.4	8.7 13.9 776.0 248.9 28.9 277.8 3'167.0 3'449.6	0.30%
M Sc G M Sc M Sc M Sc M Sc M Sc M Sc M Sc M Sc Sc Sc Sc Sc M Sc M Sc Sc Sc Sc Sc Sc Sc Sc Sc Sc	tethane of Scop 1 Emissions cope 1 GHG or CO2 Emissions as Flaring cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 GHG/EVIC = Carbon Footpring/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC iHG Intensity ins Policies iHG Emissions Reduction Policy missions Reduction Policy missions Reduction Initiatives cion iHG Emissions Covered under Regulatory Program	% kt /% of Production kt /% of Production kt /% of Production Mt CO2-eq/EVIC (Em) Policy Policy Policy	68.0 67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	15.0 9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes	0.003%	20 23 25 25 25 25 25 25 25 25	74.7 28.6 39.8 75.1 72.2 64.4	13.9 776.0 248.9 28.9 277.8 3'167.0 3'449.6	0.004%
SG G M1 SG M2 SG M1 SG M1 SG M3 G GHG Emission GHG Emission GHG Regulat GHG Regulat GHG Target OE4 N: SG er Management Wastewater F F OE6 Pi D	cope 1 GHG or CO2 Emissions as Flaring cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC cope 3 GHG/EVIC idl Intensity iHG Intensity iHG Emissions Reduction Policy missions Reduction Initiatives iion iHG Emissions Covered under Regulatory Program iet Zero Emissions Target	kt / % of Production Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em) Mt CO2-eq/Sales (Em) Policy Policy	67.2 78.5 79.7 78.4 66.7 57.6 82.0 96.4	9.1 417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes		23 23 25 25 25 25 25 25 25	28.6 39.8 75.1 72.2 64.4	13.9 776.0 248.9 28.9 277.8 3'167.0 3'449.6	
Gi M1 Sc M2 Sc M3 Sc M3 Sc M3 Sc M3 Sc M3 Sc M3 Sc GHG Emission Gi GHG Regulat Gi GHG Target OE4 OE4 N Sc Sc er Management Wastewater OE6 P OE6 P	as Flaring cope 1 GHC/EVIC cope 2 GHC/EVIC cope 1 & 2 GHC/EVIC = Carbon Footpring/EVIC cope 1 & 2 & 3 GHC/EVIC cope 1 & 2 & 3 GHC/EVIC HG Intensity ins Policies HG Emissions Reduction Policy missions Reduction Policy missions Reduction Initiatives cion HG Emissions Covered under Regulatory Program let Zero Emissions Target	kt / % of Production Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em) Mt CO2-eq/EVIC (Em) Mt CO2-eq/Sales (Em) Policy Policy	78.5 79.7 78.4 66.7 57.6 82.0 96.4	417.5 203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes		23 25 25 25 25 25 25 25	39.8 75.1 72.2 64.4	776.0 248.9 28.9 277.8 3'167.0 3'449.6	
M1 Sc M2 Sc M1 Sc M1 Sc M3 Gl GHG Emission Gi GHG Regulat Gi GHG Target Ge4 OE4 Ni Sc Sc er Management Wastewater Pi OE6 Pi	cope 1 GHG/EVIC cope 2 GHG/EVIC cope 3 2 GHG/EVIC = Carbon Footpring/EVIC cope 3 GHG/EVIC cope 1 & 2 & 3 GHG/EVIC HG Intensity Ins Policies HG Emissions Reduction Policy missions Reduction Initiatives ion HG Emissions Covered under Regulatory Program et Zero Emissions Target	Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/Sales (€m) Policy	79.7 78.4 66.7 57.6 82.0 96.4	203.0 12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes		25 25 25 25 25 25	75.1 72.2 64.4	248.9 28.9 277.8 3'167.0 3'449.6	
M1 Sc M2 Sc M1 Sc M3 Gl GHG Emission Gi GHG Regulat Gi GHG Target Get OE4 N: Sc Sc er Management Fr OE6 Pi OE6 Pi	cope 2 GHG/EVIC cope 1 & 2 GHG/EVIC = Carbon Footpring/EVIC cope 3 & 2 GHG/EVIC cope 1 & 2 & 3 GHG/EVIC HG Intensity INS Policies IHG Emissions Reduction Policy missions Reduction Policy missions Reduction Initiatives tion IHG Emissions Covered under Regulatory Program let Zero Emissions Target	Mt CO2-eq/EVIC (Cm) Mt CO2-eq/EVIC (Cm) Mt CO2-eq/EVIC (Cm) Mt CO2-eq/Sales (Cm) Mt CO2-eq/Sales (Cm) Policy Policy	78.4 66.7 57.6 82.0 96.4	12.7 215.7 3'110.6 3'326.3 358.5 Majority Yes		25 25 25 25	72.2	28.9 277.8 3'167.0 3'449.6	
M2 Sc M1 Sc M3 Sc GHG Emission GHG Regulat GHG Regulat GHG Target OE4 Ni Sc er Management Wastewater Fr OE6 Pi	cope 1 & 2 GHG/EVIC = Carbon Footpring/EVIC cope 3 GHG/EVIC cope 1 & 2 & 3 GHG/EVIC :HG Intensity :HG Intensity :HG Emissions Reduction Policy missions Reduction Policy missions Reduction Initiatives :ion :HG Emissions Covered under Regulatory Program let Zero Emissions Target	Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/Sales (€m) Policy Policy	66.7 57.6 82.0 96.4	215.7 3'110.6 3'326.3 358.5 Majority Yes		25 25 25	64.4	277.8 3'167.0 3'449.6	
M1 Sc M1 Sc M3 Ci GHG Emission GHG Emission GHG Regulat GHG Ragulat OE4 N: Sc er Management Wastewater Fr OE6 Pr Pi	cope 3 GHG/EVIC cope 1 & 2 & 3 GHG/EVIC :HG Intensity ins Policies :HG Emissions Reduction Policy missions Reduction Initiatives ion :HG Emissions Covered under Regulatory Program let Zero Emissions Target	Mt CO2-eq/EVIC (€m) Mt CO2-eq/EVIC (€m) Mt CO2-eq/Sales (€m) Policy Policy	66.7 57.6 82.0 96.4	3'110.6 3'326.3 358.5 Majority Yes		25 25	64.4	3'167.0 3'449.6	
M1 Sc M3 C GHG Emission GHG Regulat GHG Regulat GHG Target OE4 N Sc er Management Wastewater Fr OE6 P	cope 1 & 2 & 3 GHG/EVIC HG Intensity ns Policies HG Emissions Reduction Policy missions Reduction Initiatives ion HG Emissions Covered under Regulatory Program let Zero Emissions Target	Mt CO2-eq/EVIC (Cm) Mt CO2-eq/Sales (Cm) Policy Policy	57.6 82.0 96.4	3'326.3 358.5 Majority Yes		25		3'449.6	
M3 G GHG Emission GHG Regulat GHG Target OE4 N: Sc er Management Wastewater Fr OE6 Pp	HG Intensity ins Policies HG Emissions Reduction Policy missions Reduction Initiatives tion HG Emissions Covered under Regulatory Program let Zero Emissions Target	Mt CO2-eq/Sales (&m) Policy Policy	57.6 82.0 96.4	358.5 Majority Yes					
GHG Emission GHG Regulat GHG Regulat GHG Target OE4 N: Sc er Management Wastewater Fr OE6 Pi	ns Policies IHG Emissions Reduction Policy missions Reduction Initiatives tion IHG Emissions Covered under Regulatory Program let Zero Emissions Target	Policy Policy	82.0 96.4	Majority Yes		22	57.0	438.0	
Gi GHG Regulat GHG Target OE4 N Sc er Management Wastewater Fr OE6 Pr Pi	HG Emissions Reduction Policy missions Reduction Initiatives iion iHG Emissions Covered under Regulatory Program let Zero Emissions Target	Policy	96.4						
Er GHG Regulat GHG Target OE4 N Sc er Management Wastewater Fr OE6 Pi Pi	missions Reduction Initiatives ion iHG Emissions Covered under Regulatory Program let Zero Emissions Target	Policy	96.4						
GHG Regulat GHG Target OE4 N: Sc er Management Wastewater Fr OE6 Pi	iion iHG Emissions Covered under Regulatory Program let Zero Emissions Target			Majority Yes		25	96.5	Majority Yes	
GI GHG Target OE4 N· Sc er Management Wastewater Fr OE6 Pr Pl	HG Emissions Covered under Regulatory Program let Zero Emissions Target	%				25	96.7	Majority Yes	
GHG Target OE4 N Sc er Management Wastewater Fr OE6 Pr Pl	let Zero Emissions Target	%						-	
OE4 Ni Sc er Management Wastewater Fr OE6 Pr Pr			22.8	51.7		11	19.2	52.7	
er Management Wastewater Fr OE6 Pr Pr									
er Management Wastewater Fr OE6 Pr Pr	cience Based Target	Policy	64.0	Majority Yes		25	65.6	Majority Yes	
Wastewater Fr OE6 Pr Pr		Policy	13.2	Majority No		24	19.8	Majority No	
Wastewater Fr OE6 Pr Pr									
Fr OE6 Pi Pi			57.4			14	52.2		
OE6 Pi Pi			10.0						
Pi	racturing Fluid Use Policy	Policy	45.6	Majority No		24	40.5	Majority No	
	roduced Water Recycled	%	13.2	32.9		10	12.2	55.8	
	roduced Water Discharged	%	6.6	13.7		12	4.2	17.7	
	roduced Water and Flowback	Bloomberg Score	24.9	4.8		13	10.7	3.9	
M8 Er	missions to Water	1k MT / % of Production	11.4	0.35	0.31%	9	8.2	0.37	0.07%
D	Discharges to Water	Bloomberg Score	16.0	6.7		6	11.6	6.4	
Water Use									
	Vater Consumption Derived	Bloomberg Score	24.2	5.5		11	19.0	5.5	
Fr	reshwater Withdrawals	Bloomberg Score	32.7	4.8		17	25.1	5.1	
OE8 W	Vater Stress Exposure %	96	51.6	14.0		15	27.6	10.8	
Water Use Po	olicy								
OE7 W	Vater Policy	Policy	96.4	Majority Yes		25	98.4	Majority Yes	
gy Management			35.3			13	34.7		
Energy Consu	rid Electricity Used	%	0.7	06.2		15	9.3	86.2	
		70 MWh / % of Production	8.3 26.6	86.2 2'085	0.61%	15	13.8	3'011	0.86%
	rid Electricity Used	MWh / % of Energy Use	26.6	4'259	43.9%	10	20.4	3'327.4	35.3%
	elf generated Energy and Self Sufficiency		28.3	89.8	43.9%		20.4	94.0	35.3%
	Ion Renewable Energy Consumption	%				10			
	enewable Energy Consumption	% of Production	10.9	4.1		10	6.4	2.4	
M6 Er	nergy Consumption Intensity	MWh/Sales	61.7	1450		18	68.9	1763.8	
ogical Impact			C7 /			17	40.0		
ogical Impact	retection		63.4			17	40.0		
Ecosystem Pr		% of Revenue or EBITDA	21	07.0%		25	25	07.5%	
	xposure to Fossil Fuel Sectors		2.1	97.9%	0.07/0/	25	2.5	97.5%	0.0370/
	ites in Environmentaly Sensitive Areas	Quantity / % of Production	27.5	166.4	0.034%	10	15.8	47.9	0.013%
	liodiversity Policy	Policy	89.2	Majority Yes		25	93.5	Majority Yes	
	nvironmental Quality Mgmt Policy	Policy	63.6	Majority Yes		24	83.6	Majority Yes	
Environment	rctic Drilling Oil and Gas	Policy	88.8	Majority No		24	84.7	Majority No	
	mount of Environmental Fines	Quantity /% of CEO	41.3	0.25	0.004%	12	26.8	0.34	0.004%
Environment		Quantity / % of CFO	41.3	0.25	0.004%	12	26.8	0.24	0.004%
		Quantity / % of Production	5.6	3.0	0.003%	2	6.5	6.2	0.001%
	lumber of Pipelines Incidents	Quantity / % of Production Quantity / % of Production							
	lumber of Hydrocarbon Spills		62.6 7.9	81.3 0.5	0.057%	22	30.5	140.0 30.3	0.109%
	lumber of Environmental Incidents lydrocarbon Spills	Quantity / % of Production	7.9	0.5	0.001%	22	6.7 38.2	0.4	0.008%
H	iyarocarbon opino	Quantity / % of Production	/9.2	0.2	0.00010%	22	38.Z	0.4	0.00013%
Quality			49.6			16	38.2		
Air Emissions	5								
	M10 Emissions	Quantity / % of Production	19.7	0.29	0.0002%	5	7.2	1.70	0.0021%
	ulphur Dioxide Sulphur Oxide Emissions	SOx Tonnes / % of Production	56.1	10.8	0.013%	18	31.0	9.3	0.003%
	OC Emissions	kt/% of Production	31.9	15.5	0.006%	15	14.4	22.1	0.008%
	litrogen Oxide Emissions	kt/% of Production	30.0	25.4	0.010%	18	15.4	21.7	0.007%
Air Emissions			50.0	20.4	0.01070	.0	13.7	21.7	5.00770
	ir Pollution Reduction Policy	Policy	74.4	Majority Yes		24	75.3	Majority Yes	
A	·····,		7.1.4	,,			. 0.0	,,	
te Management			33.3			17	27.1		
	/aste Generation								
	lazardous Waste Mgmt Policy	Policy	31.6	Majority No		25	34.4	Majority No	
	lazardous Waste	1k MT / % of Production	52.2	83.6	0.02%	17	20.3	159.78	0.06%
	lazardous Waste	kt/%	41.3	39.3	0.0270	17	31.5	29.2	5.56%
	lazardous Waste Recycled	%	10.6	26.5		10	13.0	35.7	
1.0			10.0	20.5		10	.5.0		

45.7

Environment Rating - Refinitiv The higher, the better

oup AG, Bloomberg, Refinitiv, Sustainalytics, MSCI

ESG Quarterly - 2022 - 4Q



Energy Champions Fund

Ø Value or Quantity

MSCI World Energy Index (incl. Up-, Mid-, D al Uranium)

Ø Value or Quantity

SFDR PAls Metric

Metric SFDR PAIs		ICG Score	Ø Value or Quantity (Arithmetic Average	Companies	ICG Score	Ø Value or Quantity (Arithmetic Average)	Comp
OCIAL	the higher, the better (0 to 100)	36.6			35.8		
ccupational Health & Safety Management		76.2		20	66.4		
Fatalities							
Fatality Rate	Fatalities * 1'000 / Workforce	26.5	0.53%	7	21.0	5.01%	
Fatality Rate	Fatalities * 1'000 / Employees	93.0	0.32%	24	92.2	0.65%	
Fatality Rate	Fatalities * 1'000 / Contractors	23.1	44.44%	7	20.6	29.21%	
Health & Safety Policies Short Service Employee Program	Policy	9.6	Majority No	24	9.5	Majority No	
Health & Safety Policy	Policy	100.0	Majority Yes	24	9.5	Majority Yes	
Safety Incidents		100.0	Majority res	23	50.4	Majority res	
Lost Time Incident Rate	LTIR/200'000h worked	58.6	0.14	17	45.6	0.15	
Lost Time Incident Rate	LTIR / 100 Employees	85.9	0.11	24	72.5	0.11	
Lost Time Incident Rate	LTIR / 100 Contractors	75.1	0.11	21	69.6	0.09	
Recordable Incident Rate	TRIR / 200'000h worked	50.6	0.60	21	43.7	0.54	
Recordable Incident Rate	TRIR / 100 Employees	77.7	0.22	25	58.0	0.37	
Recordable Incident Rate	TRIR / 100 Contractors	48.3	0.49	23	48.0	0.40	
por & Employment Practices		11.6		13	10.2		
Training							
	Employee Training Cost / Employees	21.9	1'601	9	17.8	1'572	
Hours Spent by Firm Empl Training	Thousand Hours per Employees	18.5	18.8	16	17.7	17.7	
Labor Actions							
Strikes and Lockouts	Quantity	7.2	0.5	2	5.1	0.3	
Duration of Strikes and Lockouts	Days	5.5	10.5	2	4.9	3.3	
Organized Labor Employees Unionized	%	19.2	30.1	16	18.08	29.2	
1.5							
erational Risk Management		70.4		14	70.4		
Operational Incidents							
Process Safety Event Rate	LOPC / 200'000h 100 Employees	22.6	0.05	7	27.0	0.17	
Tier 2 Process Safety Event Rate	LOPC / 200'000h 100 Employees	30.5	0.04	9	33.8	0.15	
Emergency Response & Preparedness Policy	Policy	89.2	Majority Yes	25	90.2	Majority Yes	
nmunity Rights & Relations		42.4		17	49.5		
Community & Human Rights							
Indigenous Rights Policy	Policy	60.4	Majority Yes	25	78.5	Majority Yes	
Human Rights Policy	Policy	89.2	Majority Yes	25	93.5	Majority Yes	
Community Engagement Policy	Policy	64.0	Majority Yes	25	68.7	Majority Yes	0.4604
Community Spending Community Relations	USD Million / % of CFO	14.0	16.8	0.31% 17	18.9	21.2	0.46%
Non Technical Delays	Amount	16.0	4.0	5	8.55	0.6	
Non Technical Delays	Duration in Days	16.0	-	4	5.47	24.0	
J	-						
cs & Compliance		52.8		14	58.4		
Business Ethics							
Anti-Bribery Ethics Policy	Policy	96.4	Majority Yes	25	98.4	Majority Yes	
M14 Exposure to Controversial Weapons	Y/N	84.0	Majority No	21	96.4	Majority No	
Competitive Behavior							
Fines for Anti Competition	Amount	16.0	-	4	23.6	-	
Fines for Anti Competition	USD Millions / % of CFO	16.0	-	- 4	23.6	-	-
Legal Settlement	USD Millions / % of CFO	12.7	400	2.1% 4	9.5	107	1.3%
Legal & Regulatory Management Political Involvement Policy	Policy	45.6	Majority No	24	62.4	Majority Yes	
Folicial involvement Folicy	Policy	43.0	Majority No	24	02.4	Majority res	
UNGC		70.2		24	79.2		
M10 UNGC Violations (Latest)	Policy	81.2	Majority No	23	83.5	Majority No	
M11 UNGC Compliance Score	Score	67.2	67.2	25	77.6	77.6	
M11 Principle 1: Support and Respect Human Rights	Policy	89.2	Majority Yes	25	93.5	Majority Yes	
M11 Principle 2: Not Complicit in Human Rights Abuses	Policy	38.0	Majority No	23	50.9	Majority No	
M11 Principle 3: Right to Collective Bargaining	Policy		Majority Unknown	16		4ajority Unknown	
M11 Principle 4: Elimination of Forced Labor	Policy	42.0	Majority No	24	47.6	Majority No	
M11 Principle 5: Abolition of Child Labor Policy	Policy	67.6	Majority Yes	25	78.7	Majority Yes	
M11 Principle 6: Elimination of Discrimination in Employ		100.0	Majority Yes	25	100.0	Majority Yes	
M11 Principle 7: Recautionary Approach to Environment		85.6	Majority Yes	25	96.7	Majority Yes	
M11 Principle 8: Promote Environmental Responsibility	Policy	96.4	Majority Yes	25	98.4	Majority Yes	
M11 Principle 9: Environmentally Friendly Technology	Policy	60.4	Majority Yes	25	83.6	Majority Yes	
M11 Principle 10: Anti-Corruption	Policy	92.4	Majority Yes	24	98.4	Majority Yes	
al Rating - Bloomberg	The higher, the better	41.4		22	42.1		
al Rating - Refinitiv	The higher, the better	57.6		24	66.9		

Social Rating - Refinitiv

GOVERNANCE	the higher, the better (0 to 100)	57.1				57.0			
Denal Compacition		<i>cc 1</i>			22	60.2			(0
Board Composition		66.4			22	69.2			49
Director Roles									
Non-Exec Directors on 3+ Boards	96	87.6	8.8		24	91.4	8.6		53
Executive Directors on 2+ Boards	96	80.0	4.8		21	83.6	8.0		48
Highest Number of BOD any Director Serves Ex-CE	Amount	71.6	2.5		24	73.3	2.7		53
Public Company BOD serve as BOD ex-CEO	Average Number	88.0	0.8		24	90.0	1.0		53
Number of Board Positions CEO holds	Amount	86.4	0.2		22	96.0	0.4		53
Number of Chair Positions Chairman holds	Average Number	90.0	0.2		23	93.3	0.3		5
Diversity									
Board age	Avg Age / Bloomberg Score	43.2	59.9	5.7	21	39.8	62.6	5.0	48
M13 Board Members that are Women	%	56.5	28.2		25	59.0	29.8		53
Female Chairperson	Y/N	20.8	Majority No		25	16.5	Majority No		53
Independence									

es: Company Data, Independent Capital Group AG, Bloomberg, Refinitiv, Sustainalytics, MSCI



ESG Quarterly - 2022 - 4Q



Energy Champions Fund (only Upstream resp. E&P and Integrated O&G)

MSCI World Energy Index (incl. Up-, Mid-, Downstream, O&G Service & Equip., Coal, Uranium)

• • •		CCC B BB BBB A AA AAA	(or	nly Upstream resp. E&P and Int	egrated O&C	5)	(incl. Up-, M	lid-, Downstream, O&G Service & Equip	., Coal, Ura	anium)
Metric SFDR PAIs			ICG Score	Ø Value or Quant (Arithmetic Avera		Nr Companies reported	ICG Score	Ø Value or Quantity (Arithmetic Average)		Compar repor
	Independent Directors	%	74.8	74.8		24	78.8	78.8		
	Non-Executive Directors on Board	%	80.1	83.4		24	86.0	86.0		
	Leadership Independence	Bloomberg Score	61.2	8.1		19	62.4	7.5		4
	CEO Duality	Y/N	85.2	Majority No	v	24	75.5	Majority No		
Refreshme	nt									
	Chairman Tenure	Years / Bloomberg Score	56.7	6.9	7.5	19	65.1	6.9	7.8	
	Board Tenure Balance	Bloomberg Score	51.6	6.8		19	58.4	7.0		
	Board Refreshment	Bloomberg Score	55.2	7.3		19	63.3	7.6		
	Board Members serving >10Y	Years		2.0		24		2.4		
ecutive Compensa			60.4			21	57.2			4
Pay Govern	Compensation Remuneration Committee	Amount	74.4	4.0		24	81.5	4.3		
	Independent Directors on Compensation Committee	Ambunt %	80.7	96.0		24	90.0	95.2		
	Independent Compensation Compensation Committee	Y/N	80.8	Majority Yes		21	89.6	Majority Yes		
	Pledging Restriction	Policy		Majority Unknown		10		Aajority Unknown		
	Executive Share Ownership Guidelines	Y/N	67.2	Majority Yes		24	77.1	Majority Yes		
	Say on Pay Support Level	%	64.0	94.2		17	73.8	88.2		
	Say on Pay Approval	Policy	76.0	Majority Yes		19	82.2	Majority Yes		
	Frequency of Say on Pay Votes	Amount	38.0	1.0		19	41.8	1.0		
Incentive St	tructure									
	CEO Founder	Y/N	16.0	Majority No		22	13.3	Majority No		
	Compensation paid to Executives	USD Millions / % of CFO	86.2	16.2	1.02%	24	88.7	26.7	1.0%	
	Executive Compensation Linked to ESG	Policy	63.6	Majority Yes		24	86.9	Majority Yes		
	Executive Compensation Linked to Climate Goals	Policy	45.6	Majority No		24	57.5	Majority Yes		
	Board Compensation Linked to ESG	Policy	9.6	Majority No		24	11.6	Majority No		
Expectation										
	Guidance Quality	St. Dev. Capex Guidance to Capex	66.6	0.33		25	51.9	0.48		
ait.			/= ^			10	150			
Diversity			43.9			16	45.8			
Diversity	Eemalo Executives	%	177	0 10		25	/71	21.6		
	Female Executives Women in Management	%	43.3 28.4	21.8 25.4		25 14	43.1 32.3	21.6 24.0		
	Women Mgtm to Employees Ratio	Ratio	23.3	0.8		14	29.6	0.9		
	Board Gender Diversity	%	56.5	28.2		25	59.0	29.8		
	Board Gender Diversity	Bloomberg Score	44.3	5.8		19	46.7	5.6		
	Gender Pay Gap Breakout	Y/N	49.6	Majority No		25	41.1	Majority No		
	Mean Gender Pay Gap	% Difference	5.1	15.8		3	5.6	11.3		
	Median Gender Pay Gap	% Difference	5.3	11.5		3	4.9	11.5		
eholder Rights			34.9			17	40.8			
Director Vo	ting									
	Director Support	Bloomberg Score	39.1	7.0		14	46.8	6.1		
Shareholde										
	Director Election Vote Policy	1 = Majority, 2 = Plurality	76.0	1.10		20	88.2	1.02		
	Proxy Access Policy	Y/N		Majority Unknown		14		Aajority Unknown		
	Poison Pill Plan	Y/N Y/N		Majority Unknown		14		Aajority Unknown		
	Supermajority Bylaw Provision Dual Class Unequal Voting Rights	Y/N	92.4	Majority Unknown Majority No		24	20.9 1	Aajority Unknown Majority No		
	Controlled Company	Y/N	24.0	Majority No		24	16.5	Majority No		
	controlled company		24.0	indjointy No		24	10.5	indjointy No		
t			70.1			20	77.3			
Audit Com	mittee									
	Audit Committee Attendance	%	69.6	91.6		19	87.8	92.8		
	Audit Committee Meetings	Amount	36.5	6.5		21	47.0	7.4		
	Audit Financial Expert	Y/N	92.4	Majority Yes		24	96.7	Majority Yes		
	Independent Audit Committee Chairperson	Y/N	88.0	Majority Yes		22	92.9	Majority Yes		
	Independent Directors on Audit Committee	%	83.3	94.6		22	90.7	95.9		
	Size of Audit Committee	Size	55.8	3.9		24	64.0	4.3		
External Au	iditor									
	Auditor Ratification	Y/N	72.0	Majority Yes		18	81.8	Majority Yes		_
	Auditor Ratification Support Level	%	62.7	98.01		16	73.5	96.2		
	Auditor Expenses	USD Millions / % of CFO	85.7	11.1	0.14%	25	80.4		0.24%	
	Years Auditor Employed	Years	65.3	18.4		20	68.2	27.9		
Audit Outco										
	Net Restatement Impact	Bloomberg Score	28.0	8.8		8	36.4	9.5		
	Auditor Opinion	Bloomberg Score	76.0	10.0		19	83.6	10.0		
pendence			49.4	12.0		25	42.7	()		
	Insider ownership	%	49.1	12.0		25 25	37.4 55.1	4.0		
	Government ownership	%	50.0	8.9		25	55.1	4./		
rnance Rating -	Bloomberg	The higher, the better	62.3			24	66.8			
_										
rnance Rating -	Refinitiv	The higher, the better	69.0			24	69.8			
IRONMENTAL		the higher, the better (0 to 100)	57.2				49.1			
IAL		the higher, the better (0 to 100)	36.6				35.8			
ERNANCE		the higher, the better	57.1				57.0			
		(0 to 100)								
Rating - Sustaina	alytics	The higher, the better	38.3			25	30.3			
Rating - MSCI		The higher, the better	42.0			13	80.0			

the higher, the better (0 to 100) 53.1

49.9

ESG Rating by ICG