



Metric	SFDR PAIs	ICG Score	Ø Value or Quantity (Arithmetic Average)	Nr Companies reported	ICG Score	Ø Value or Quantity (Arithmetic Average)	Nr Companies reported		
ENVIRONMENTAL		the higher, the better (0 to 100)		69.8	38.6				
Climate Exposure		77.1	25	54.5	173				
Transition Risk									
Carbon Pricing	Policy	74.8	Majority Yes	25	20.2	Majority No	155		
Climate Scenario Analysis	Policy	74.8	Majority Yes	25	31.7	Majority No	155		
Risks of Climate Change Discussed	Policy	92.8	Majority Yes	25	45.3	Majority No	155		
Climate Change Opportunities Discussed	Policy	35.2	Majority No	25	19.5	Majority No	155		
Thermal Coal Exposure	% of Revenue	77.1	6.3	25	54.5	0.7	244		
GHG Emissions Management		79.7	24	49.6	172				
GHG Emissions									
Methane of Scop 1 Emissions	%	56.3	6.2	15	18.5	2.7	33		
Scope 1 GHG or CO2 Emissions	kt / % of Production or CFO	74.6	4.6	0.25%	25	33.4	8.3	2.01%	120
M1 Scope 1 GHG/EVIC	Mt CO2-eq/EVIC (€m)	84.2	158	25	74.7	2'285	238		
M1 Scope 2 GHG/EVIC	Mt CO2-eq/EVIC (€m)	78	25	271	238				
M2 Scope 1 & 2 GHG/EVIC = Carbon Footpring/EVIC	Mt CO2-eq/EVIC (€m)	78.7	236	25	66.8	2'556	238		
M1 Scope 3 GHG/EVIC	Mt CO2-eq/EVIC (€m)	1'726	25	2'072	238				
M1 Scope 1 & 2 & 3 GHG/EVIC	Mt CO2-eq/EVIC (€m)	80.4	1'962	25	79.1	4'628	238		
M3 GHG Intensity	Mt CO2-eq/Sales (€m)	74.5	317	24	33.0	651	105		
GHG Emissions Policies									
GHG Emissions Reduction Policy	Policy	100.0	Majority Yes	25	57.0	Majority Yes	153		
Emissions Reduction Initiatives	Policy	100.0	Majority Yes	25	59.8	Majority Yes	153		
GHG Target									
OE4 Net Zero Emissions Target	Policy	82.0	Majority Yes	25	40.5	Majority No	153		
Science Based Target	Policy	35.2	Majority No	25	15.3	Majority No	153		
Water Management		72.5	17	37.9	67				
Wastewater									
M8 Emissions to Water	1k MT / % of Production or CFO	12.0	6'250	0.1%	4	6.8	1'251	0.0%	6
Water Use									
Water Consumption Derived	Bloomberg Score	55.0	6.5	21	19.8	5.9	72		
Freshwater Withdrawals	Bloomberg Score	52.0	5.9	22	20.6	5.9	76		
OE8 Water Stress Exposure %	%	41.9	25.2	14	13.0	14.0	25		
Water Use Policy									
OE7 Water Policy	Policy	100	Majority Yes	25	57.5	Majority Yes	155		
Energy Management		56.3	21	22.3	79				
Energy Consumption									
Grid Electricity Used	%	11.5	88.0	24	3.6	91.5	94		
Grid Electricity Used	MWh / % of EV	67.8	6'637	0.33%	24	22.9	6'314	1.49%	93
Self generated Energy and Self Sufficiency	MWh / % of Energy Use	11.3	5'021	11.3%	8	6.2	2'906	7.4%	24
M5 Non Renewable Energy Consumption	%	78.7	23	827	72				
Renewable Energy Consumption	% of Production or CFO	49.6	19.6	23	13.0	5.8	72		
M6 Energy Consumption Intensity	MWh/Sales	88.0	1'196	25	39.5	29'350	116		
Ecological Impact		68.9	18	32.7	93				
Ecosystem Protection									
M4 Exposure to Fossil Fuel Sectors	% of Revenue or EBITDA	92.5	7.5	25	99.2	0.8	244		
M7 Sites in Environmentally Sensitive Areas	Quantity / % of Production or CFO	4.3	8.5	0.380%	8	3.1	9.5	1.025%	11
Biodiversity Policy	Policy	100	Majority Yes	25	50.5	Majority No	155		
Environmental Quality Mgmt Policy	Policy	100	Majority Yes	25	56.1	Majority Yes	155		
Closure and Remediation Policy	Policy	81.6	Majority Yes	24	22.6	Majority No	146		
Land Restored	in % of Disturbed - 3yr avg	34.0	74%	15	8.4	77%	22		
Land Restored	ha / % of Production or CFO - 3yr avg	2.4	3'269	0.2%	17	2.6	1'757	15.1%	29
Environmental Fines									
Amount of Environmental Fines	Quantity / % of CFO	41.9	3.74	0.06%	14	19.3	0.92	0.02%	45
Environmental Incidents									
Number of Environmental Incidents	Quantity / % of Production or CFO	19.0	5.0	0.166%	8	5.2	35.8	6.950%	27
Air Quality		52.0	18	27.5	77				
Air Emissions									
PM10 Emissions	Quantity / % of Production or CFO	38.8	136.79	157.3%	12	10.9	48.89	58.4%	22
Sulphur Dioxide Sulphur Oxide Emissions	SOx Tonnes / % of Production or CFO	49.2	28.5	0.8%	21	24.0	23.9	5.9%	85
OE1 VOC Emissions	kt / % of Production or CFO	30.6	3.9	4.17%	10	12.0	1.2	1.23%	32
Nitrogen Oxide Emissions	kt / % of Production or CFO	46.2	17.6	0.9%	20	22.8	12.9	6.2%	90
Air Emissions Policies									
Air Pollution Reduction Policy	Policy	67.6	Majority Yes	25	40.4	Majority No	155		
Waste Management		52.4	19	22.4	89				
Hazardous Waste Generation									
Hazardous Waste Mgmt Policy	Policy	53.2	Majority Yes	25	26.8	Majority No	155		
M9 Hazardous Waste	1k MT / % of Production or CFO	76.1	8'676	0.21%	22	29.6	2'744	4.90%	89
Hazardous Waste	kt / %	72.6	13.5	21	33.5	12.8	85		
Hazardous Waste Recycled	%	16.7	46.3	9	7.2	46.5	26		
Waste Generation									
Mineral Waste Acid Rock Policy	Policy	56.4	Majority Yes	24	16.9	Majority No	144		
Waste Total	kt / % of Production or CFO	36.2	330'708	22.0%	22	30.9	94'912	19.4%	102
Tailings Waste	kt / % of Production or CFO	38.7	78'109	7.4%	19	10.5	40'693	8.1%	35
Environment Rating - Bloomberg		The higher, the better		59.1	25	25.4	164		
Environment Rating - Refinitiv		The higher, the better		71.7	24	35.6	170		
SOCIAL		the higher, the better (0 to 100)		35.7	15.7				
Occupational Health & Safety Management		48.7	17	22.6	58				
Fatalities									
Fatality Rate	Fatalities * 1'000 / Workforce	47.5	2.9%	16	16.3	2.9%	38		
Fatality Rate	Fatalities * 1'000 / Employees	85.2	1.9%	25	37.6	5.1%	104		



Metric	SFDR PAIs		ICG Score	Ø Value or Quantity (Arithmetic Average)	Nr Companies reported	ICG Score	Ø Value or Quantity (Arithmetic Average)	Nr Companies reported	
Fatality Rate		Fatalities * 1000 / Contractors	46.4	3.4%	16	16.6	12.1%	39	
Health & Safety Policies									
Short Service Employee Program		Policy	1.2	Majority No	3	0.7	Majority No	3	
Health & Safety Policy		Policy	100.0	Majority Yes	25	64.1	Majority Yes	155	
Safety Incidents									
Lost Time Incident Rate		LTIR / 200'000h worked	65.0	0.27	22	19.1	0.31	52	
Lost Time Incident Rate		LTIR / 100 Employees	40.5	0.33	15	21.1	0.34	63	
Lost Time Incident Rate		LTIR / 100 Contractors	41.6	0.29	14	12.4	0.24	26	
Recordable Incident Rate		TRIR / 200'000h worked	27.1	1.11	21	11.7	1.02	58	
Recordable Incident Rate		TRIR / 100 Employees	24.6	0.70	16	14.0	0.86	68	
Recordable Incident Rate		TRIR / 100 Contractors	28.9	0.73	15	10.5	0.79	36	
Labor & Employment Practices			54.4		13	17.8		46	
Training									
Training Spending per Employee		Employee Training Cost / Employees	12.9	23'130	5	3.8	4304	16	
Hours Spent by Firm Empl Training		Thousand Hours per Employees	23.1	23.5	20	238.4	238.4	75	
Labor Actions									
Strikes and Lockouts		Quantity	62.4	0.4	17	17.1	0.2	32	
Duration of Strikes and Lockouts		Days	62.8	0.6	16	17.1	1.5	32	
Organized Labor									
Employees Unionized		%	55.4	60.3	23	25.7	58.3	100	
Operational Risk Management			91.9		9	41.0		43	
Operational Incidents									
Process Safety Event Rate		LOPC / 200'000h 100 Employees	4.0	0.00	1	0.8	0.03	-12	
Tier 2 Process Safety Event Rate		LOPC / 200'000h 100 Employees	-		-	-	#DIV/0!	-14	
Emergency Response & Preparedness Policy		Policy	92.8	Majority Yes	25	41.4	Majority No	155	
Community Rights & Relations			58.8		23	25.4		92	
Community & Human Rights									
Indigenous Rights Policy		Policy	74.4	Majority Yes	24	27.6	Majority No	149	
Human Rights Policy		Policy	100.0	Majority Yes	25	55.4	Majority Yes	155	
Community Relations									
Community Engagement Policy		Policy	82.0	Majority Yes	25	33.3	Majority No	153	
Community Spending		USD Million / % of CFO	38.7	46.7	47	15.5	60.9	8.57%	84
Non Technical Delays		Amount	33.2	0.8	9	8.1	0.5	8	
Non Technical Delays		Duration in Days	27.7	28.81	8	6.7	12.4	5	
Critical Materials Policy		Policy	49.6	Majority No	25	24.5	Majority No	151	
Ethics & Compliance			60.8		18	29.3		98	
Business Ethics									
Anti-Bribery Ethics Policy		Policy	100.0	Majority Yes	25	59.9	Majority Yes	155	
M14 Exposure to Controversial Weapons		Y/N	100.0	Majority No	25	66.3	Majority No	157	
Extractive Industries Transparency Initiative (EITI)		Supporter	56.4	Majority Yes	24	15.0	Majority No	149	
International Council Metals & Mining Membership		Membership	52.8	Majority No	24	15.3	Majority No	146	
Competitive Behavior									
Fines for Anti Competition		Amount	32.0	-	8	9.2	38.08	11	
Fines for Anti Competition		USD Millions / % of CFO	32.0	-	8	9.3	0.00	0.0%	10
Legal Settlement		USD Millions / % of CFO	21.4	108	6	4.8	36	5.0%	3
Legal & Regulatory Management									
Political Involvement Policy		Policy	35.2	Majority No	25	19.4	Majority No	153	
UNGC			89.3		25	48.7		150	
UNGC									
M10 UNGC Violations (Latest)		Policy	67.6	Majority No	25	59.3	Majority No	157	
M11 UNGC Compliance Score		Score	90.0	90.0	25	45.8	69.9	155	
M11 Principle 1: Support and Respect Human Rights		Policy	100.0	Majority Yes	25	55.3	Majority Yes	154	
M11 Principle 2: Not Complicit in Human Rights Abuses		Policy	85.6	Majority Yes	25	29.8	Majority No	153	
M11 Principle 3: Right to Collective Bargaining		Policy	84.8	Majority Yes	23	39.0	Majority Unknown	100	
M11 Principle 4: Elimination of Forced Labor		Policy	64.0	Majority Yes	25	21.5	Majority No	154	
M11 Principle 5: Abolition of Child Labor Policy		Policy	96.4	Majority Yes	25	51.2	Majority No	154	
M11 Principle 6: Elimination of Discrimination in Employ		Policy	100.0	Majority Yes	25	62.7	Majority Yes	155	
M11 Principle 7: Recautionary Approach to Environment		Policy	100.0	Majority Yes	25	57.8	Majority Yes	155	
M11 Principle 8: Promote Environmental Responsibility		Policy	100.0	Majority Yes	25	63.8	Majority Yes	155	
M11 Principle 9: Environmentally Friendly Technology		Policy	100.0	Majority Yes	25	51.6	Majority No	155	
M11 Principle 10: Anti-Corruption		Policy	100.0	Majority Yes	25	56.1	Majority Yes	155	
Social Rating - Bloomberg					25	24.1		164	
Social Rating - Refinitiv					24	36.1		173	

GOVERNANCE		the higher, the better (0 to 100)	59.3			39.0			
Board Composition			67.1		24	42.9		150	
Director Roles	Non-Exec Directors on 3+ Boards	%	86.5	13.5	25	60.1	9.3	157	
	Executive Directors on 2+ Boards	%	69.7	12.9	20	50.0	11.0	131	
	Highest Number of BOD any Director Serves Ex-CEI	Amount	71.6	2.8	25	49.8	2.5	157	
	Public Company BOD serve as BOD ex-CEO	Average Number	89.2	1.1	25	60.4	0.9	157	
	Number of Board Positions CEO holds	Amount	92.0	0.4	24	61.5	0.4	151	
	Number of Chair Positions Chairman holds	Average Number	95.6	0.4	25	63.6	0.4	157	
	Diversity								
	Board age	Avg Age / Bloomberg Score	50.2	60.5	6.0	18	32.2	60.7	5.9
M13	Board Members that are Women	%	58.0	29.0	25	29.5	22.7		155
	Female Chairperson	Y/N	20.8	Majority No	25	9.7	Majority No		155
Independence									
	Independent Directors	%	70.5	70.5	25	51.0	51.0		153
	Non-Executive Directors on Board	%	86.4	86.4	25	51.2	78.6		154
	Leadership Independence	Bloomberg Score	72.8	7.3	25	38.5	6.0		151
	CEO Duality	Y/N	89.2	Majority No	25	51.5	Majority Yes		154
Refreshment									



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Chairman Tenure		Years / Bloomberg Score	59.7	6.3	6.0	25	43.2	5.9	6.8	151
Board Tenure Balance		Bloomberg Score	73.7	7.4		25	43.9	6.9		151
Board Refreshment		Bloomberg Score	67.7	6.8		25	44.3	6.9		152
Board Members serving >10Y		Years		1.5		25		1.6		157
Executive Compensation			57.8			22	28.2			133
Pay Governance										
Compensation Remuneration Committee		Amount	66.4	3.4		25	44.4	3.5		155
Independent Directors on Compensation Committ		%	87.1	94.6		23	49.0	83.2		138
Independent Compensation Committee Chairpers		Y/N	92.0	Majority Yes		23	52.5	Majority No		138
Pledging Restriction		Policy	4.0	Majority Unknown		1	7.6	Majority Unknown		10
Executive Share Ownership Guidelines		Y/N	53.2	Majority No		25	24.3	Majority No		155
Say on Pay Support Level		%	78.7	93.7		21	40.2	94.4		96
Say on Pay Approval		Policy	88.0	Majority Yes		22	44.2	Majority No		100
Frequency of Say on Pay Votes		Amount	44.0	1.0		22	19.6	1.0		86
Incentive Structure										
CEO Founder		Y/N	13.2	Majority No		24	10.9	Majority No		151
Compensation paid to Executives		USD Millions / % of CFO	86.8	13.9	0.96%	24	42.9	8.4	6.2%	128
Executive Compensation Linked to ESG		Policy	82.0	Majority Yes		25	27.8	Majority No		155
Executive Compensation Linked to Climate Goals		Policy	64.0	Majority Yes		25	18.8	Majority No		155
Board Compensation Linked to ESG		Policy	10.0	Majority No		25	6.9	Majority No		155
Expectations										
Guidance Quality		St. Dev. Capex Guidance to Capex	56.6	0.43		25	25.4	0.75		237
Diversity			49.0			18	21.3			88
Diversity										
Female Executives		%	46.7	23.3		25	16.8	13.2		152
Women in Management		%	32.5	21.4		19	10.6	20.4		53
Women Mgtm to Employees Ratio		Ratio	44.1	1.2		19	13.9	1.1		53
M13 Board Gender Diversity		%	58.0	29.0		25	29.5	22.7		155
Board Gender Diversity		Bloomberg Score	49.5	5.0		25	23.3	3.7		151
Gender Pay Gap Breakout		Y/N	46.0	Majority No		25	19.1	Majority No		155
M12 Mean Gender Pay Gap		% Difference	1.8	10.0		1	1.0	-3.9		-9
M12 Median Gender Pay Gap		% Difference	1.4	29.0		1	0.7	12.4		-10
Shareholder Rights			31.5			14	22.8			87
Director Voting										
Director Support		Bloomberg Score	47.8	7.0		17	31.4	6.5		110
Shareholder Policies										
Director Election Vote Policy		1 = Majority, 2 = Plurality	60.0	1.00		15	39.3	1.10		93
Proxy Access Policy		Y/N	5.2	Majority Unknown		4	3.7	Majority Unknown		27
Poison Pill Plan		Y/N	3.6	Majority Unknown		9	6.3	Majority Unknown		67
Supermajority Bylaw Provision		Y/N	0.4	Majority Unknown		1	2.9	Majority Unknown		6
Dual Class Unequal Voting Rights		Y/N	96.4	Majority No		25	63.8	Majority No		155
Controlled Company		Y/N	17.2	Majority No		25	15.9	Majority No		154
Audit			73.1			20	43.3			116
Audit Committee										
Audit Committee Attendance		%	78.6	98.2		20	45.3	95.9		108
Audit Committee Meetings		Amount	33.9	6.0		21	19.6	5.7		120
Audit Financial Expert		Y/N	85.6	Majority Yes		25	49.2	Majority No		139
Independent Audit Committee Chairperson		Y/N	96.0	Majority Yes		24	52.2	Majority No		128
Independent Directors on Audit Committee		%	94.7	98.6		24	51.2	90.4		132
Size of Audit Committee		Size	53.4	3.6		25	32.6	3.3		155
External Auditor										
Auditor Ratification		Y/N	64.0	Majority Yes		16	35.7	Majority No		79
Auditor Ratification Support Level		%	47.2	98.32		12	31.4	97.7		69
Auditor Expenses		USD Millions / % of CFO	85.4	6.5	0.15%	25	52.0	21.7	7.62%	186
Years Auditor Employed		Years	67.2	11.6		19	40.6	17.5		113
Audit Outcome										
Net Restatement Impact		Bloomberg Score	4.0	10.0		1	9.3	10.0		10
Auditor Opinion		Bloomberg Score	100.0	10.0		25	64.0	9.9		152
Independence			58.0			25	53.8			244
Insider ownership		%	60.2	14.9		25	52.7	12.8		244
Government ownership		%	52.9	5.7		25	56.4	3.5		244
Governance Rating - Bloomberg			The higher, the better	62.0		24	37.4			173
Governance Rating - Refinitiv			The higher, the better	67.0		24	35.2			173
ENVIRONMENTAL			the higher, the better (0 to 100)	69.8			38.6			
SOCIAL			the higher, the better (0 to 100)	35.7			15.7			
GOVERNANCE			the higher, the better (0 to 100)	59.3			39.0			
ESG Rating - Sustainalytics			The higher, the better	71.5		25	42.0			167
ESG Rating - MSCI			The higher, the better	56.8		19	14.1			49
ESG Rating by ICG			the higher, the better (0 to 100)	60.1			35.0			