

Overview

COUNTRY Austria ISIN AT0000831250 INDUSTRY Public & Regional Banks

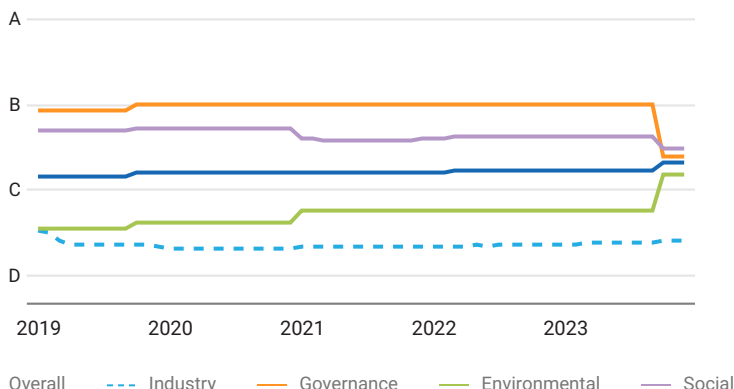
Rating Summary

Rating	Performance Score	Decile Rank	Trend	Transparency Level	Prime Status
C	55.78	1	■	Very High	Prime

ISS ESG Sustainability Opinion

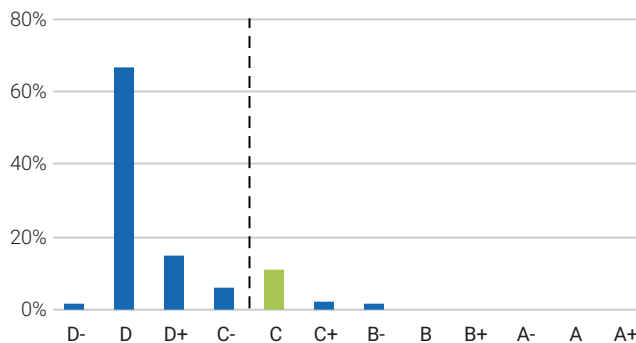
Oberösterreichische Landesbank (Hypo Oberösterreich) provides several products and services promoting sustainable development. However, these services do not constitute the main business of the company. There are some good steps in place to reduce lending and investment-related risks, and risks are somewhat reduced as the company is not significantly involved in some potentially controversial sectors. The company further shows an above-average performance on its human resources management.

Rating History



Distribution of Ratings

277 companies in the Industry

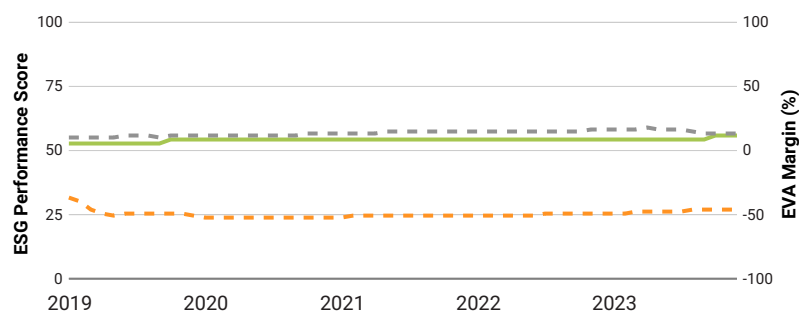


The Rating History indicates the company's development over the past five years in each ESG dimension as well as overall and compared to the industry.

The Distribution of Ratings indicates the company's performance relative to its industry peers.

ESG Performance and Economic Value

ESGF Rating -



Company: EVA Margin (blue), ESG Performance Score (green)
Industry: EVA Margin (grey), ESG Performance Score (orange)

EVA Margin expresses a company's true economic profit margin and combines operating and capital efficiency into one metric.

Industry Leaders

Company	Grade
Deutsche Kreditbank AG	B-
La Banque Postale SA	B-
BKS Bank AG	C+
DZ BANK AG Deutsche Zentral-Genossenschaftsbank	C+
Landesbank Baden-Wuerttemberg	C+

Industry leaders are listed alphabetically by grade.

Analyst Opinion

Sustainability Opportunities

Oberösterreichische Landesbank (Hypo Oberösterreich) provides banking services to different client groups. Its main opportunities are the provision of financial services with social and environmental benefits as well as the provision of equal access to financial services. The company offers several financial services with a high social benefit, with a specific focus on the financing of social housing and healthcare activities. The company further offers socially responsible investment products that use both an exclusionary screen and a best-in-class approach. In addition, the company offers a basic bank account subject to moderate terms and conditions, accessible banking services for clients with disabilities and it provides green loan and leasing products to its clients. However, the named products and services still could be expanded both in volume and scope.

Contribution

Relevant Objectives	Products	Revenue
Providing Basic Services	Financing of affordable housing (for low- to median-income households)	8%
Promoting Sustainable Buildings	Financing of buildings certified to a relevant sustainable building standard	3%

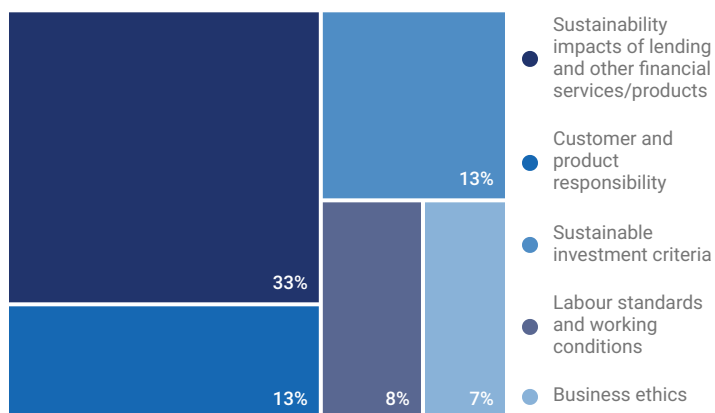
Sustainability Risks

The financial sector's main sustainability risks concern the integration of environmental and social aspects into its lending and investment businesses. Lending-related risks are reduced as the company is not significantly involved in international project finance or in potential controversial sectors (such as oil and gas, or resource extraction). Hypo Oberösterreich considers a broad range of social and environmental exclusion criteria in its lending business, such as gambling, tobacco and alcohol. In addition, the company assesses and discloses greenhouse gas emissions of the majority of its lending activities via the PCAF methodology. The company further distributes investment products by fund manager Kepler, which engages on sustainable issues and has established exclusion criteria for most of its assets under management. However, Hypo Oberösterreich does not present a comprehensive strategy to manage all relevant sustainability risks related to its lending and asset management activities. With regard to responsible client relations, Hypo Oberösterreich has taken only limited steps. The company has taken good measures with regard to the management of employee-related issues. In addition, as all employees work in Austria, they benefit from high legal employment standards on e.g. employment security. Finally, business ethics risks are managed through the implementation of a basic code of conduct supported by several compliance measures, such as compliance training, anonymous and confidential reporting channels and whistleblower protection.

Key Issue Performance



Key Issue Materiality



Key Issue Performance - Detail

	Grade	Weight	Change Y-o-Y
● Sustainability impacts of lending and other financial services/products	C-	33.25%	
B.2.2.2.1.1.1.1. General environmental guidelines for lending and/or investment banking	C-	6.31%	
B.2.2.2.1.1.1.2. General social guidelines for lending and/or investment banking	C-	6.31%	
B.2.1.1. Environmental impacts of the product portfolio	C	4.25%	
● Customer and product responsibility	D+	13.12%	
A.2.2.2.3.1. Measures to ensure responsible sales practices	D	2.81%	
A.2.2.2.4.2. Responsible treatment of clients with debt repayment problems	D-	2.81%	
A.2.2.2.1.1. Policy on responsible marketing	D-	1.87%	
● Sustainable investment criteria	C+	12.75%	
B.2.2.3.1. Environmental and social guidelines for mainstream asset management services,...	D	3.18%	
B.2.2.3.5. Engagement / Shareholder advocacy activities	B-	2.55%	
B.2.2.3.2.1. Socially responsible investment products and services	A-	1.91%	
● Labour standards and working conditions	A-	8.10%	
A.1.1.5.1.2. Large-scale redundancies and significant job cuts	A+	1.80%	
A.1.1.3.1.1. Implementation of a health and safety management system	A+	1.35%	
A.1.1.3.2. Mental health management	B-	1.35%	
● Business ethics	C+	6.66%	
A.3.2.2. Compliance procedures	C+	4.44%	
A.3.2.1. Code of business ethics	C-	2.22%	
A.3.2.3. Controversies relating to business ethics		0.00%	

*Key Issues: the three most highly weighted indicators per key issue are displayed

Analyst Opinions Continued

Governance Opinion

The company's governance structure is designed to ensure separation of managerial and supervisory functions as the chairman of the board is considered independent. In addition, there is a majority of independent members on the supervisory board (as at December 31, 2022). No information is publicly available on the independence of members in the company's board committees in charge of audit, remuneration and nomination. The company discloses the remuneration policy for its executives. It does not include long-term incentive components, which could otherwise incentivize sustainable value creation.

There is no indication of an independent board committee in charge of a sustainability strategy and it seems that ESG targets are not a part of the remuneration system for the company's executive management team. Business ethics risks are managed through the implementation of a basic code of conduct covering several relevant issues, including corruption. The code is supported by several compliance measures such as compliance training, anonymous and confidential reporting channels and whistleblower protection.

Corporate Governance Metrics

Board Independence	-
Independent Board Chair	YES
Gender Diversity: Women in Executive Management	-
Median Employee to CEO Pay Ratio	-
Audit and Accounting Risks Identified	-

Audit and Accounting Risks comprise Financial Restatements within Past 2 Years, Non-timely Financial Disclosure within Past 2 Years, Annual Report Late Filing, Director/Officer Enforcement Action Within Past 2 Years, Enforcement Action Taken Against Company in Past 2 Years, Material Weakness in Internal Controls in Past 2 Years, Regulator Currently Investigating Director/Officer/Company.

Controversies

ISS ESG Norm-Based Research (NBR) identifies and evaluates allegations that issuers fail to abide by global norms as set out in relevant international initiatives and guidelines. The controversy assessment in the ESG Corporate Rating is based on NBR but considers only the Severity factor in the assessment. The table below lists the controversies with the highest severity levels by date.

Norm and Key Theme	Event Title	Severity	Date
-	-	-	-

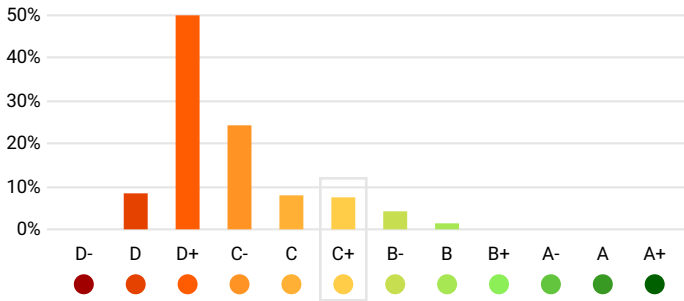
Rating Results Overview and Industry Distribution

A. Social & Governance Rating

Weight: 50%

Trend: ■

C+

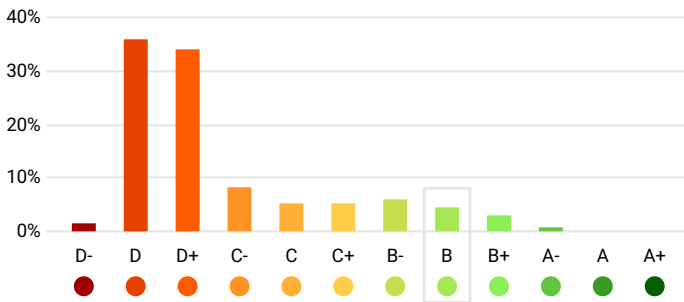


A.1 Staff & Suppliers

Weight: 15%

Trend: ■

B

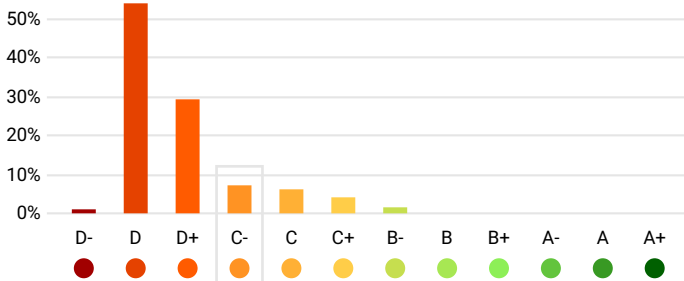


A.2 Society & Product Responsibility

Weight: 25%

Trend: ■

C-

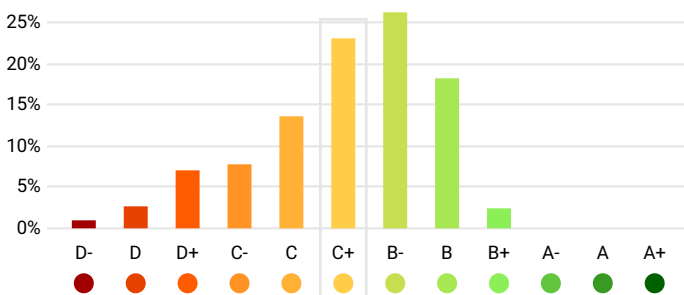


A.3 Corporate Governance and Business Ethics

Weight: 10%

Trend: ✓

C+

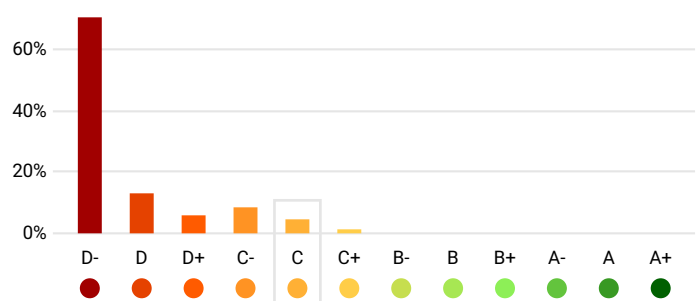


B. Environmental Rating

Weight: 50%

Trend: ▲

C

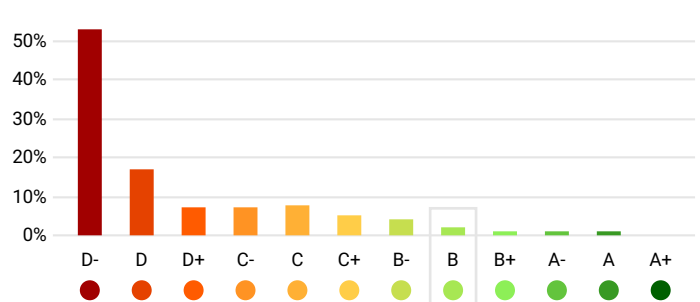


B.1 Environmental Management

Weight: 5%

Trend: ▲

B

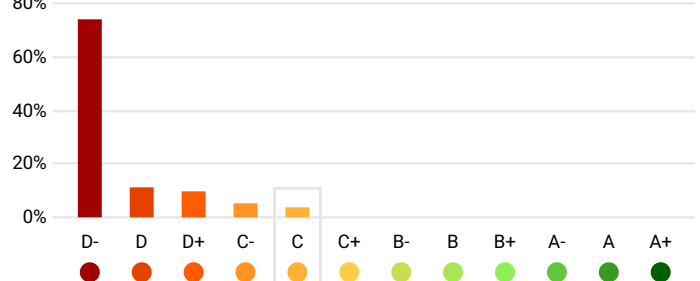


B.2 Products & Services

Weight: 42.5%

Trend: ▲

C

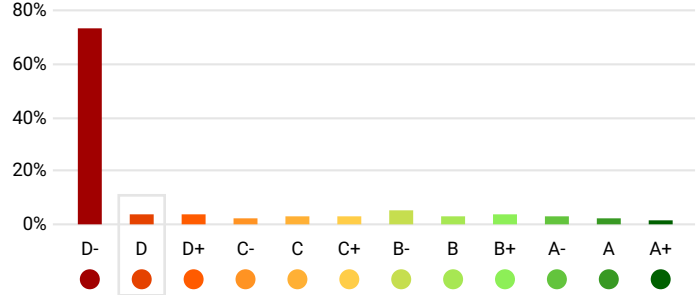


B.3 Eco-efficiency

Weight: 2.5%

Trend: ■

D



Rating Results Summary

		Grade	Weight
	Social Rating	C+	40.00%
A.1.	Staff and Suppliers	B	15.00%
A.1.1.	Staff	B+	13.50%
A.1.1.1.	Freedom of association and the right to collective bargaining	B	2.02%
A.1.1.1.1.	Policy on freedom of association and collective bargaining	B	0.68%
A.1.1.1.2.	Measures to ensure freedom of association and facilitate collective bargaining	B	1.35%
A.1.1.1.3.	Controversies relating to freedom of association		0.00%
A.1.1.2.	Equal opportunities and non-discrimination	C	2.02%
A.1.1.2.1.	Policy on non-discrimination	B	0.68%
A.1.1.2.2.	Measures to promote equal opportunities and diversity	C+	0.68%
A.1.1.2.3.	Gender distribution	D+	0.68%
A.1.1.2.4.	Controversies relating to discrimination		0.00%
A.1.1.3.	Health and safety	A-	2.70%
A.1.1.3.1.	Health and safety management system	A+	1.35%
A.1.1.3.1.1.	Implementation of a health and safety management system	A+	1.35%
A.1.1.3.1.2.	Certification of the health and safety management system to an international standard		0.00%
A.1.1.3.2.	Mental health management	B-	1.35%
A.1.1.3.3.	Controversies relating to health and safety		0.00%
A.1.1.4.	Work-life balance	A	2.70%
A.1.1.4.1.	Workplace flexibility and working time reduction	A+	1.35%
A.1.1.4.2.	Dependant care and special leave	A-	1.35%
A.1.1.5.	Employment security and types of employment	A-	2.70%
A.1.1.5.1.	Employment security and responsible workforce restructuring	A+	1.80%
A.1.1.5.1.1.	Policy on employment security and responsible workforce restructuring		0.00%
A.1.1.5.1.2.	Large-scale redundancies and significant job cuts	A+	1.80%
A.1.1.5.1.3.	Measures to ensure responsible workforce restructuring		0.00%
A.1.1.5.2.	Types of employment	C	0.90%
A.1.1.5.2.1.	Position on non-regular employment		0.00%
A.1.1.5.2.2.	Disclosure of different types of employment	C	0.90%
A.1.1.6.	Training and education	A+	1.35%
A.1.1.6.1.	Strategic training management	A+	1.35%
A.1.1.6.2.	Disclosure of average training time/expenses per employee by employee category		0.00%

A.1.1.7.	Additional controversies relating to staff issues		0.00%
A.1.2.	Suppliers	D-	1.50%
A.1.2.1.	Supplier standard with regard to labour rights and working conditions	D-	0.75%
A.1.2.2.	Procedures to ensure compliance with the supplier standard on labour rights and working conditions	D-	0.75%
A.1.2.3.	Social controversies relating to supplier activities		0.00%
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A.2.	Society and Product Responsibility	C-	25.00%
A.2.1.	Society	C	6.25%
A.2.1.1.	Human rights	D+	3.12%
A.2.1.1.1.	Human rights policies and standards	B	1.04%
A.2.1.1.1.1.	Policy on human rights	B	1.04%
A.2.1.1.2.	Human rights due diligence procedures	D-	2.08%
A.2.1.1.3.	Controversies relating to human rights		0.00%
A.2.1.2.	Community		0.00%
A.2.1.2.1.	Community involvement		0.00%
A.2.1.3.	Relations with governments and influence on public policy		0.00%
A.2.1.3.1.	Financial relations with governments		0.00%
A.2.1.3.1.1.	Tax base erosion and profit shifting		0.00%
A.2.1.3.1.2.	Payments to governments and economic activity		0.00%
A.2.1.3.1.2.1.	Public disclosure of payments to government		0.00%
A.2.1.3.1.2.2.	Public disclosure of economic activity		0.00%
A.2.1.3.1.3.	Public disclosure of financial assistance received from governments		0.00%
A.2.1.3.1.4.	Controversies relating to financial relations with governments		0.00%
A.2.1.3.2.	Political contributions		0.00%
A.2.1.3.3.	Transparency on participation in public policy making and lobbying activities		0.00%
A.2.1.4.	Stakeholder dialogue	B	3.12%
A.2.1.4.1.	Sustainability reporting	B	3.12%
A.2.2.	Customer and product responsibility	C-	18.75%
A.2.2.1.	Social impact of products and services	C	3.75%
A.2.2.1.1.	Social impacts of the product portfolio	C	3.75%
A.2.2.1.2.	Strategy shift towards a more socially beneficial product portfolio		0.00%
A.2.2.2.	Social aspects along the value chain	C-	15.00%
A.2.2.2.1.	Responsible marketing	D-	1.87%
A.2.2.2.1.1.	Policy on responsible marketing	D-	1.87%

A.2.2.2.1.2.	Controversies relating to responsible marketing		0.00%
A.2.2.2.2.	Data protection and information security	C+	1.87%
A.2.2.2.2.1.	Information security management system	C+	1.87%
A.2.2.2.2.1.1.	Implementation of an information security management system	C-	1.25%
A.2.2.2.2.1.2.	Certification of the information security management system to an international standard		0.00%
A.2.2.2.2.1.3.	Procedures to ensure information security in outsourced data processing	B	0.63%
A.2.2.2.2.2.	Controversies relating to data protection and information security		0.00%
A.2.2.2.3.	Responsible sales practices	D	2.81%
A.2.2.2.3.1.	Measures to ensure responsible sales practices	D	2.81%
A.2.2.2.3.2.	Controversies relating to responsible sales practices		0.00%
A.2.2.2.4.	Client relations	D+	4.68%
A.2.2.2.4.1.	Equal access to financial services	B	1.87%
A.2.2.2.4.2.	Responsible treatment of clients with debt repayment problems	D-	2.81%
A.2.2.2.4.3.	Controversies relating to client relations		0.00%
A.2.2.2.5.	Social financial services	B+	1.87%
A.2.2.2.6.	Client tax compliance	B-	1.87%
A.2.2.2.6.1.	Offshore banking and tax compliance	B-	1.87%
A.2.2.2.6.2.	Controversies relating to client tax compliance		0.00%
A.2.2.2.7.	Other major company-specific issues related to customer and product responsibility		0.00%
A.2.2.2.8.	Additional controversies relating to customer and product responsibility		0.00%
		Grade	Weight
	Environmental Rating	C	50.00%
B.1.	Environmental Management	B	5.00%
B.1.1.	Environmental management system	A+	1.66%
B.1.1.1.	Implementation of an environmental management system	A+	1.66%
B.1.1.2.	Certification of the environmental management system to an international standard		0.00%
B.1.2.	Climate change strategy	C+	3.33%
B.1.2.1.	Position on climate change	A-	0.17%
B.1.2.2.	Greenhouse gas emission inventories	C+	0.50%
B.1.2.3.	Greenhouse gas emission reduction targets and action plans	C+	2.33%
B.1.2.4.	Disclosure of climate change risks and mitigation strategy	B-	0.33%
B.1.2.5.	Controversies relating to climate change		0.00%
B.2.	Products and Services	C	42.50%

B.2.1.	Environmental impact of products and services	C	4.25%
B.2.1.1.	Environmental impacts of the product portfolio	C	4.25%
B.2.1.2.	Strategy shift towards a more environmentally beneficial product portfolio		0.00%
B.2.2.	Environmental aspects along the value chain	C	38.25%
B.2.2.1.	Climate impact of the corporate value chain	B	2.12%
B.2.2.1.1.	Carbon footprint of the portfolio	A	0.64%
B.2.2.1.2.	Portfolio decarbonisation strategy	B-	1.27%
B.2.2.1.3.	Monitoring and reporting	A	0.21%
B.2.2.2.	Lending and investment banking business	C-	23.37%
B.2.2.2.1.	Environmental and social aspects in the credit rating process with regard to corporate/public sector customers	C-	18.70%
B.2.2.2.1.1.	Environmental and social aspects in corporate / public sector lending and investment banking	D+	16.83%
B.2.2.2.1.1.1.	General environmental and social guidelines for lending and/or investment banking	C-	12.62%
B.2.2.2.1.1.1.1.	General environmental guidelines for lending and/or investment banking	C-	6.31%
B.2.2.2.1.1.1.2.	General social guidelines for lending and/or investment banking	C-	6.31%
B.2.2.2.1.1.2.	Guidelines covering sector-specific environmental and social requirements	D-	0.84%
B.2.2.2.1.1.2.1.	Forestry and paper guidelines	D-	0.84%
B.2.2.2.1.1.2.1.1.	Guidelines covering specific requirements for forestry		0.00%
B.2.2.2.1.1.2.1.2.	Guidelines covering specific requirements for pulp and paper	D-	0.84%
B.2.2.2.1.1.2.2.	Energy generation guidelines		0.00%
B.2.2.2.1.1.2.2.1.	Guidelines covering specific requirements for dams and hydropower		0.00%
B.2.2.2.1.1.2.2.2.	Guidelines covering specific requirements for coal-fired power plants		0.00%
B.2.2.2.1.1.2.2.3.	Guidelines covering specific requirements for nuclear power		0.00%
B.2.2.2.1.1.2.3.	Resource extraction and related infrastructure guidelines		0.00%
B.2.2.2.1.1.2.3.1.	Guidelines covering specific requirements for mining and related infrastructure		0.00%
B.2.2.2.1.1.2.3.2.	Guidelines covering specific requirements for oil, gas and related infrastructure		0.00%
B.2.2.2.1.1.2.4.	Agriculture, fisheries and aquaculture guidelines		0.00%
B.2.2.2.1.1.2.4.1.	Guidelines covering specific requirements for agriculture		0.00%
B.2.2.2.1.1.2.4.2.	Guidelines covering specific requirements for fisheries and aquaculture		0.00%
B.2.2.2.1.1.3.	Application procedures of environmental and social guidelines and transparency on implementation	D-	3.36%
B.2.2.2.1.1.4.	Controversies relating to environmental and social issues in the credit rating process with regard to corporate / public sector customers		0.00%
B.2.2.2.1.2.	Green financial services for corporate and public sector customers	B+	1.87%
B.2.2.2.2.	Environmental aspects in retail lending	C	4.67%

B.2.2.2.2.1.	Environmental aspects in the retail credit rating process	D-	2.33%
B.2.2.2.2.2.	Green financial services for private customers	B+	2.33%
B.2.2.3.	Asset management and own investments	C+	12.75%
B.2.2.3.1.	Environmental and social guidelines for mainstream asset management services, structured investment products and/or brokerage services	D	3.18%
B.2.2.3.2.	Socially responsible investment	B-	3.82%
B.2.2.3.2.1.	Socially responsible investment products and services	A-	1.91%
B.2.2.3.2.2.	Volume of strict and diligently selected socially responsible investments	C	1.91%
B.2.2.3.3.	Environmental and social guidelines for own investments	C-	1.27%
B.2.2.3.4.	Application procedures of environmental and social guidelines for asset management and own investments	B+	1.91%
B.2.2.3.5.	Engagement / Shareholder advocacy activities	B-	2.55%
B.2.2.3.6.	Controversies relating to environmental and social issues in asset management and own investments		0.00%
B.2.2.4.	Other major company-specific issues related to the integration of environmental considerations into products and services		0.00%
B.2.2.5.	Additional controversies relating to environmental issues		0.00%
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B.3.	Eco-efficiency	D	2.50%
B.3.1.	Energy efficiency	C+	0.63%
B.3.1.1.	Energy intensity	C+	0.63%
B.3.2.	Carbon intensity	D-	1.25%
B.3.2.1.	Greenhouse gas emission intensity	D-	1.25%
B.3.3.	Water efficiency	D+	0.13%
B.3.3.1.	Freshwater use intensity	D+	0.13%
B.3.4.	Operating and raw material efficiency	D-	0.50%
B.3.4.1.	Paper use intensity	D-	0.50%
		Grade	Weight
	Governance Rating	C+	10.00%
A.3.	Corporate Governance and Business Ethics	C+	10.00%
A.3.1.	Corporate governance	C+	3.33%
A.3.1.1.	Independence of the board and its governance of sustainability	B-	1.66%
A.3.1.1.1.	Percentage of independent board members	B+	0.56%
A.3.1.1.2.	Independent board chair	A+	0.56%
A.3.1.1.3.	Independent committees in charge of audit, remuneration, nomination, and sustainability	D-	0.56%
A.3.1.2.	Shareholder democracy		0.00%

A.3.1.2.1.	Voting rights		0.00%
A.3.1.2.2.	Size of shareholding necessary to introduce a new resolution		0.00%
A.3.1.2.3.	Facilitation of shareholder participation		0.00%
A.3.1.3.	Remuneration of members of the executive management team	C	1.66%
A.3.1.3.1.	Public disclosure of compensation schemes for members of the executive management team	C	1.66%
A.3.1.3.2.	Integration of sustainability performance objectives into the variable remuneration of members of the executive management team		0.00%
A.3.1.3.3.	Public disclosure of CEO to employee compensation ratio		0.00%
A.3.1.4.	Irregularities in audit and accounting practices		0.00%
A.3.2.	Business ethics	C+	6.66%
A.3.2.1.	Code of business ethics	C-	2.22%
A.3.2.2.	Compliance procedures	C+	4.44%
A.3.2.3.	Controversies relating to business ethics		0.00%

Social Rating

Summary

Social Rating	Weight	Trend
C+	40.00%	■

Assessment

		Grade	Weight	Change Y-o-Y
● A.1.	Staff and Suppliers	B	15.00%	■
● A.1.1.	Staff	B+	13.50%	■
● A.1.1.1.	Freedom of association and the right to collective bargaining	B	2.02%	✓
● A.1.1.1.1.	Policy on freedom of association and collective bargaining	B	0.68%	■

The company is committed to ensuring freedom of association. No or only very limited information is available on a commitment to ensure the right to collective bargaining.

Formality: All commitments are formal.

Coverage: 100% of employees.

● A.1.1.1.2.	Measures to ensure freedom of association and facilitate collective bargaining	B	1.35%	✓
● a	<p>Communication of rights: No or only very limited information is available on the active communication of the right to associate freely and bargain collectively on the local level. However, collective bargaining agreements are implemented and/or the company cooperates with trade unions. Thus, it is assumed that employees are aware of their rights.</p> <p>Coverage: More than 80% of employees.</p>			
● b	<p>Grievance procedures: No or only very limited information is available on confidential channels (e.g. hotlines or ombudsperson), communication of procedures to employees and regular progress reports regarding individual grievance cases. However, collective bargaining agreements are implemented and/or the company cooperates with trade unions. Thus, it is assumed that grievance procedures are in place.</p> <p>Coverage: More than 80% of employees.</p>			
● c	Measures in countries with severe legal/factual limitations:			
● j	<p>Alternative worker participation in countries with severe legal limitations:</p> <p>This factor is not applicable for this company.</p> <p>Coverage:</p> <p>This factor is not applicable for this company.</p>			
● ii	<p>Anti-union discrimination measures in countries with severe factual limitations:</p> <p>This factor is not applicable for this company.</p> <p>Coverage:</p> <p>This factor is not applicable for this company.</p>			

- **A.1.1.1.3. Controversies relating to freedom of association** 0.00% --

Research did not reveal relevant controversies in recent years.

- **A.1.1.2. Equal opportunities and non-discrimination** C 2.02%

- **A.1.1.2.1. Policy on non-discrimination** B 0.68%

- **a Prohibited grounds of discrimination:** The company prohibits and/or will not tolerate discrimination on the grounds of some personal characteristics e.g. age, disability, ethnic origin, family status, race, religion, gender, sexual orientation or social origin. Not all relevant characteristics are explicitly covered.

- **b Relevant aspects of employment:** The company (almost) exclusively operates in countries with high legal and/or factual standards on non-discrimination. No or only limited information is available on a company commitment on non-discrimination in different aspects of employment such as recruitment, job assignment, promotion, remuneration, training and benefits.

- **c Prohibition of harassment and abusive behaviour:** The company refers to the prohibition and/or non-tolerance of harassment and/or abusive behaviour in general terms.

Formality: All commitments are formal.

Coverage: 100% of employees.

- **A.1.1.2.2. Measures to promote equal opportunities and diversity** C+ 0.68%

Some measures to promote equal opportunities and diversity are implemented. In general, relevant measures include clear assignment of responsibilities, strategic targets, action plans and/or programmes, trainings, grievance procedures, and audits and evaluations.

Coverage: 100% of employees.

- **A.1.1.2.3. Gender distribution** D+ 0.68%

- **a Proportional representation of women in management:**

	Unit	2022
Women in management positions	%	25.00
Women in the overall workforce	%	59.80
Women in management positions / Women in the overall workforce	%/%	0.42

Coverage: 100% of employees.

- **b Gender parity in the executive management team:**

	Unit	2019	2020	2021	2022	2023
Women in the executive management team	number	1.00	-	-	-	0.00
Members of the executive management team	number	3.00	-	-	-	2.00
Women in the executive management team / Members of the executive management team	number/number	0.33	-	-	-	0.00

Comment: Data as at 2023-05-10

- **A.1.1.2.4. Controversies relating to discrimination** 0.00% --

Research did not reveal relevant controversies in recent years.

- **A.1.1.3. Health and safety** A- 2.70% ✓

- **A.1.1.3.1. Health and safety management system** A+ 1.35% □

- **A.1.1.3.1.1. Implementation of a health and safety management system** A+ 1.35% □

	Yes	No	No information / Not applicable
Formal health and safety policy	✓		
Structure and responsibilities	✓		
Targets and objectives	✓		
Programmes to achieve targets	✓		
Training and awareness-raising	✓		
Data compilation system	✓		
Emergency response	✓		
Audits	✓		

Coverage: 100% of employees.

- **A.1.1.3.1.2. Certification of the health and safety management system to an international standard** 0.00% --

This factor is not applicable for this company.

- **A.1.1.3.2. Mental health management** B- 1.35% ✓

- **a Prevention of mental health problems:** Some measures to prevent mental health problems are implemented. In general, relevant measures include identification of risk factors in operations, monitoring of mental health, awareness-raising on risk factors and mental health issues, and concrete prevention activities (e.g. stress management courses, general adjustments regarding work load and availability, adapting organisational structure and culture).

Coverage: More than 20% of employees (estimated).

•	b	Alleviation of mental health problems: The company provides psychological support and adjusts work load, content and hours for affected employees. No or only very limited information is available on return-to-work programmes. Coverage: 100% of relevant employees.			
•	A.1.1.3.3.	Controversies relating to health and safety Research did not reveal relevant controversies in recent years.		0.00%	--
•	A.1.1.4.	Work-life balance	A	2.70%	✓
•	A.1.1.4.1.	Workplace flexibility and working time reduction	A+	1.35%	■
•	a	Workplace flexibility: The company offers telecommuting and flexibility with respect to daily working hours (flexi-time). No or only very limited information is available on work schedules that allow for the flexible distribution of working hours over longer periods (e.g. banking of hours, compressed workweek).			
•	b	Working time reduction: The company offers its employees several alternatives to full-time work schedules. Coverage: 100% of relevant employees.			
•	A.1.1.4.2.	Dependant care and special leave	A-	1.35%	✗
•	a	Support for dependant care: The company offers basic support for child and/or dependant care such as referral services, lactation rooms, backup care, emergency care, holiday care and flexible spending accounts. No or only very limited information is available on the provision of access to childcare facilities (e.g. on-site childcare, cooperation with nearby childcare facilities) or direct financial support.			
•	b	Special leave: The company offers long-term and short-term leave options for education, family or personal reasons, including maternity/paternity leave beyond legal requirements and/or elderly care leave. Coverage: 100% of relevant employees (estimated).			
•	A.1.1.5.	Employment security and types of employment	A-	2.70%	↑
•	A.1.1.5.1.	Employment security and responsible workforce restructuring	A+	1.80%	↑↑
•	A.1.1.5.1.1.	Policy on employment security and responsible workforce restructuring This factor is not applicable for this company. Formality: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.		0.00%	--
•	A.1.1.5.1.2.	Large-scale redundancies and significant job cuts According to the company, there have been no large-scale redundancies or significant job cuts affecting	A+	1.80%	↑↑

more than 1,000 employees or more than 5% of the total workforce in recent years.

•	A.1.1.5.1.3.	Measures to ensure responsible workforce restructuring		0.00%	--
•	a	Avoidance of compulsory redundancies: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.			
•	b	Assistance for employees affected by compulsory redundancies: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.			
•	c	Responsible redundancy procedures: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.			

•	A.1.1.5.2.	Types of employment	C	0.90%	∨
•	A.1.1.5.2.1.	Position on non-regular employment This factor is not applicable for this company. Coverage: This factor is not applicable for this company.		0.00%	--

•	A.1.1.5.2.2.	Disclosure of different types of employment	C	0.90%	∨
•	a	Ratio of permanent to temporary contracts: The company discloses the ratio of permanent to temporary contracts.			
		Employees with a permanent contract		2022	
		%		94.30	
		Employees with a temporary contract		2022	
		%		5.70	
		Coverage: 100% of employees.			
•	b	Not directly employed workforce:			

i **Ratio of directly employed to not directly employed workforce:**

The company discloses the ratio of directly to externally and not directly employed workforce (e.g. on-site contractors, temp agency workers, consultants and freelancers).

Directly employed workforce	2022
-----------------------------	------

%

-

Not directly employed workforce	2022
---------------------------------	------

%

-

Coverage: The percentage of the workforce covered is considered if sufficient content-related information is available to assess the indicator.

ii **Types of not directly employed workforce:** Types of externally and not directly employed workforce (e.g. on-site contractors, temp agency workers, consultants and freelancers) are assessed only in case the ratio of directly employed to externally and not directly employed workforce is disclosed.

● A.1.1.6. **Training and education** **A+** 1.35%

● A.1.1.6.1. **Strategic training management** **A+** 1.35%

● a **Needs analysis:** The company identifies strategic training needs.

● b **Individual training plans:** The company designs individual training plans together with employees.

● c **Training targets:**

This factor is not applicable for this company.

● d **Training evaluation and follow-up:**

This factor is not applicable for this company.

Coverage: 100% of employees.

● A.1.1.6.2. **Disclosure of average training time/expenses per employee by employee category** 0.00%

This factor is not applicable for this company.




Coverage:

This factor is not applicable for this company.

● A.1.1.7. **Additional controversies relating to staff issues** 0.00%

Research did not reveal relevant controversies in recent years.

● A.1.2. **Suppliers** **D-** 1.50%

●	A.1.2.1.	Supplier standard with regard to labour rights and working conditions	D-	0.75%	
●	a	Content of supplier standard:			
●	i	Child labour: No or only very limited information is available on a supplier standard covering the prohibition of child labour in accordance with the ILO Minimum Age Convention.			
●	ii	Forced labour: No or only very limited information is available on a supplier standard covering the prohibition of forced labour in detail or referring to the ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105).			
●	iii	Freedom of association: No or only very limited information is available on a supplier standard covering freedom of association and collective bargaining, including a requirement to establish means to facilitate these rights in situations where they are restricted under law (e.g. works councils).			
●	iv	Discrimination: No or only very limited information is available on a supplier standard covering the prohibition of discrimination with regard to grounds of discrimination (e.g. age, gender and ethnic origin) and aspects of employment (e.g. recruitment, promotion and remuneration).			
●	v	Health and safety: No or only very limited information is available on a supplier standard covering health and safety.			
●	vi	Wages: No or only very limited information is available on a supplier standard covering wages.			
●	vii	Working time: No or only very limited information is available on a supplier standard covering working time in accordance with internationally recognised minimum standards of 48 regular hours of work per week, a rest period of at least 24 hours every seven days and maximum of 12 hours of voluntary overtime per week.			
●	viii	Harassment and abusive behaviour: No or only very limited information is available on a supplier standard covering the prohibition of harassment and abusive behaviour.			
		Bindingness of supplier standard: No or only very limited information is available on a supplier standard whose wording is binding that has to be signed by suppliers.			
		Inclusion of extended supply chain: No or only very limited information is available on a supplier standard which requires suppliers to extend the standard further down their supply chain.			
		Coverage: The percentage of suppliers covered is considered if sufficient content-related information is available to assess the indicator.			
●	A.1.2.2.	Procedures to ensure compliance with the supplier standard on labour rights and working conditions	D-	0.75%	
●	a	Supplier risk assessments: No or only very limited information is available on supplier risk assessments.			
●	b	Supplier audits: This factor is not applicable for this company.			
●	c	Facilitation of non-compliance reporting: This factor is not applicable for this company.			
●	d	Procedures in case of non-compliance: This factor is not applicable for this company.			
●	e	Training of employees in purchasing departments: No or only very limited information is available on training of employees in purchasing departments on the company's supplier standard on labour rights and working conditions.			
		Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.			
●	A.1.2.3.	Social controversies relating to supplier activities		0.00%	

Research did not reveal relevant controversies in recent years.

●	A.2.	Society and Product Responsibility	C-	25.00%	■
●	A.2.1.	Society	C	6.25%	▲
●	A.2.1.1.	Human rights	D+	3.12%	■
●	A.2.1.1.1.	Human rights policies and standards	B	1.04%	■
●	A.2.1.1.1.1.	Policy on human rights	B	1.04%	■
●	a	<p>Respect for internationally recognised human rights: The company is committed to ensuring that it is not complicit in the violation of internationally recognised human rights or some specific human rights. However, there is no commitment to respect internationally recognised human rights.</p> <p>Formality: (Almost) all commitments are formal.</p> <p>Coverage: 100% of relevant activities.</p>			
●	A.2.1.1.2.	Human rights due diligence procedures	D-	2.08%	■
●	a	General procedures			
●	j	<p>Human rights risk and impact assessment: No information is available on whether the company assesses its potential and actual impacts on human rights on a regular basis.</p> <p>Coverage: The percentage of relevant activities covered is considered if sufficient content-related information is available to assess the indicator.</p>			
●	A.2.1.1.3.	Controversies relating to human rights		0.00%	— —
		Research did not reveal relevant controversies in recent years.			
●	A.2.1.2.	Community		0.00%	▼
●	A.2.1.2.1.	Community involvement		0.00%	— —
●	a	<p>Objectives of community activities:</p> <p>This factor is not applicable for this company.</p>			
●	b	<p>Community involvement programmes:</p> <p>This factor is not applicable for this company.</p>			
●	c	<p>Monitoring and evaluation of community projects:</p> <p>This factor is not applicable for this company.</p>			
●	d	<p>Disclosure of community spending:</p> <p>This factor is not applicable for this company.</p>			

●	A.2.1.3.	Relations with governments and influence on public policy	0.00%	∨
●	A.2.1.3.1.	Financial relations with governments	0.00%	∨
●	A.2.1.3.1.1.	Tax base erosion and profit shifting	0.00%	--
●	a	Transfer pricing: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.		
●	b	Presence in jurisdictions enabling tax base erosion and profit shifting:		
●	i	Position on presence in jurisdictions enabling tax base erosion and profit shifting: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.		
●	A.2.1.3.1.2.	Payments to governments and economic activity	0.00%	∨
●	A.2.1.3.1.2.1.	Public disclosure of payments to government	0.00%	--
●	a	Payments by country: This factor is not applicable for this company.		
●	b	Types of payments: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.		
●	A.2.1.3.1.2.2.	Public disclosure of economic activity	0.00%	--
●	a	Employees by country: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.		
●	b	Revenues by country: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.		
●	c	Profits by country: This factor is not applicable for this company.		

Coverage:

This factor is not applicable for this company.

•	A.2.1.3.1.3.	Public disclosure of financial assistance received from governments	0.00%	--
•	a	Financial assistance by country: This factor is not applicable for this company.		
•	b	Types of financial assistance: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.		
•	A.2.1.3.1.4.	Controversies relating to financial relations with governments	0.00%	--
		Research did not reveal relevant controversies in recent years.		
•	A.2.1.3.2.	Political contributions	0.00%	--
•	a	Policy on political contributions: This factor is not applicable for this company. Formality: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.		
•	b	Political contributions made: This factor is not applicable for this company.		
•	c	Public disclosure of political contributions and recipients: This factor is not applicable for this company. Coverage: This factor is not applicable for this company.		
•	A.2.1.3.3.	Transparency on participation in public policy making and lobbying activities	0.00%	--
•	a	Lobbying expenditures: This factor is not applicable for this company.		
•	b	Channels used for lobbying purposes: This factor is not applicable for this company.		
•	c	Lobbying positions: This factor is not applicable for this company.		

●	A.2.1.4.	Stakeholder dialogue	B	3.12%	↑↑										
●	A.2.1.4.1.	Sustainability reporting	B	3.12%	↑↑										
●	a	Reporting topics: Reporting covers various relevant sustainability issues such as staff related topics, supply chain management, society, business ethics, customer and product responsibility, environmental management, or industry-specific environmental and social impacts in varying degrees of detail.													
●	b	Reporting quality: The quality of the company's sustainability reporting in terms of balance, comparability, accuracy, timeliness and clarity is fairly good.													
●	c	Assurance of reporting:													
●	i	<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:30%;"></th> <th style="width:20%;">Not applicable / no information / no assurance</th> <th style="width:20%;">Limited assurance</th> <th style="width:20%;">Partly limited, partly reasonable assurance</th> <th style="width:20%;">Reasonable assurance</th> </tr> </thead> <tbody> <tr> <td>Level of assurance:</td> <td style="text-align:center;">✓</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Not applicable / no information / no assurance	Limited assurance	Partly limited, partly reasonable assurance	Reasonable assurance	Level of assurance:	✓			
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Level of assurance:	✓														
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Assurance scope:	✓														

●	A.2.2.	Customer and product responsibility	C-	18.75%	✓												
●	A.2.2.1.	Social impact of products and services	C	3.75%	■												
●	A.2.2.1.1.	Social impacts of the product portfolio	C	3.75%	■												
●	a	<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:60%;"></th> <th style="width:20%;">Share of net sales</th> <th style="width:20%;">2022</th> </tr> </thead> <tbody> <tr> <td colspan="3">Alleviating poverty:</td> </tr> <tr> <td>Contribution: no products or services with a direct and substantial impact</td> <td></td> <td style="text-align:right;">0%</td> </tr> <tr> <td>Obstruction: no products or services with a direct and substantial impact</td> <td></td> <td style="text-align:right;">0%</td> </tr> </tbody> </table>					Share of net sales	2022	Alleviating poverty:			Contribution: no products or services with a direct and substantial impact		0%	Obstruction: no products or services with a direct and substantial impact		0%
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	Share of net sales	2022															
Ensuring health:																	
Contribution: no products or services with a direct and substantial impact		0%															
Obstruction: no products or services with a direct and substantial impact		0%															
●	d	<table border="1" style="width:100%; border-collapse: collapse;"> <tbody> <tr> <td colspan="3">Delivering education:</td> </tr> <tr> <td>Contribution: no products or services with a direct and substantial impact</td> <td></td> <td style="text-align:right;">0%</td> </tr> </tbody> </table>				Delivering education:			Contribution: no products or services with a direct and substantial impact		0%						
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	Delivering education:	Share of net sales	2022
	Obstruction: no products or services with a direct and substantial impact		0%
e	Attaining gender equality:	Share of net sales	2022
	Contribution: no products or services with a direct and substantial impact		0%
	Obstruction: no products or services with a direct and substantial impact		0%
f	Providing basic services:	Share of net sales	2022
	Contribution: financing of affordable housing (for low- to median-income households)		8.2%
	Obstruction: no products or services with a direct and substantial impact		0%
g	Safeguarding peace:	Share of net sales	2022
	Contribution: no products or services with a direct and substantial impact		0%
	Obstruction: no products or services with a direct and substantial impact		0%
h	Other (Social):	Share of net sales	2022
	Contribution: no products or services with a direct and substantial impact		0%
	Obstruction: no products or services with a direct and substantial impact		0%

Comment: For companies in the financial sector, the total business volume (including e.g. loan volume, assets under management, underwriting volume) is used as a reference value to calculate the percentages above.

The company's product portfolio includes single products/services with direct and substantial negative impacts on the achievement of global social objectives (e.g. it cannot be excluded that the company offers financial services for companies involved in the military sector). However, these constitute a negligible share (estimated < 1%) of the total business volume.

●	A.2.2.1.2.	Strategy shift towards a more socially beneficial product portfolio		0.00%	--
		This factor is not applicable for this company.			
●	A.2.2.2.	Social aspects along the value chain	C-	15.00%	✓
●	A.2.2.2.1.	Responsible marketing	D-	1.87%	✓
●	A.2.2.2.1.1.	Policy on responsible marketing	D-	1.87%	✓
●	a	Basic commitments on responsible marketing: No or only very limited information is available on a commitment to marketing and product information that is easily understandable, not misleading, comprehensive, accurate and balanced.			
●	b	Pricing: No or only very limited information is available on a commitment to transparency regarding costs and conditions (e.g. premiums, administrative costs, commission payments, exclusion clauses).			
●	c	Information on risks: No or only very limited information is available on a commitment to transparency regarding product risks.			

- d **Non-use of small print:** No or only very limited information is available on a commitment to refrain from using small print.
- e **Rejection of customer applications:** No information is available on a commitment to inform customers about the reasons leading to rejection of e.g. a loan or insurance application.

Formality: Formality is considered if sufficient content-related information is available to assess the indicator.

Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

• A.2.2.2.1.2. **Controversies relating to responsible marketing** 0.00% --

Research did not reveal relevant controversies in recent years.

- A.2.2.2.2. **Data protection and information security** C+ 1.87%
- A.2.2.2.2.1. **Information security management system** C+ 1.87%
- A.2.2.2.2.1.1. **Implementation of an information security management system** C- 1.25%

	Yes	No	No information / Not applicable
Risk assessments			✓
Structure and responsibilities	✓		
Targets and objectives			✓
Training and awareness-raising	✓		
Physical and technical safeguards			✓
Information security incident management			✓
Audits			✓

Coverage: 100% of relevant operations (estimated).

• A.2.2.2.2.1.2. **Certification of the information security management system to an international standard** 0.00% --

This factor is not applicable for this company.






- A.2.2.2.2.1.3. **Procedures to ensure information security in outsourced data processing** B 0.63%
- a **Due diligence in selection processes:** The company implements some elements of third-party due diligence, such as risk assessments, checks on integrity, examination of track record, identification of red flags or definition of requirements such as ISO 27001 certification.
- b **Contract requirements:** Third-party data processors are required to implement adequate measures to ensure information security. No or only very limited information is available on whether contracts require third-party data processors to extend the contract requirements to other third-party data processors (sixth-party risk).
- c **Monitoring and review:** The company monitors and reviews third-party data processors. Details (e.g. on

frequency and methods) are available.

Coverage: 100% of relevant operations (estimated).

•	A.2.2.2.2.	Controversies relating to data protection and information security		0.00%	--
		Research did not reveal relevant controversies in recent years.			
•	A.2.2.2.3.	Responsible sales practices	D	2.81%	✓
•	A.2.2.2.3.1.	Measures to ensure responsible sales practices	D	2.81%	✓
•	a	Reward system:			
•	i	Commission payments: No information is available on whether the company refrains from paying commissions.			
•	ii	Sales targets: No information is available on whether the company refrains from setting sales targets.			
•	iii	Ethical considerations in bonus payments: No or only limited information is available on ethical considerations in the calculation of bonus payments (e.g. ethical sales, quality of service, customer satisfaction).			
		Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.			
•	b	Staff training: No or only limited information is available on staff training regarding responsible sales practices.			
		Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.			
•	c	Monitoring: The company implements some measures to monitor responsible sales practices, including monitoring and assessment of complaints received. No or only limited information is available on further measures (e.g. designation of clear responsibilities, evaluation of agents' competences and sales practices, mystery shopping and audits assessing responsible sales practices, regular screening of client risk profiles against the risk profile of the investment), and customer surveys focusing on their post-sale understanding of products and services.			
		Coverage: 100% of relevant operations (estimated).			
•	A.2.2.2.3.2.	Controversies relating to responsible sales practices		0.00%	--
		Research did not reveal relevant controversies in recent years.			
•	A.2.2.2.4.	Client relations	D+	4.68%	✓
•	A.2.2.2.4.1.	Equal access to financial services	B	1.87%	■
•	a	Basic banking account: The company offers a basic banking account subject to moderate terms and conditions. No or only very limited information is available on active targeting of unbanked client groups.			
		Coverage: 100% of relevant operations.			
•	b	Inclusive financial services: The company offers some inclusive financial services, including accessible banking services for clients with disabilities. No or only very limited information is available on further services, including banking services in the language of major immigrant groups, and banking activities in remote and/or deprived regions.			

Coverage: 100% of relevant operations (estimated).

•	A.2.2.2.4.2.	Responsible treatment of clients with debt repayment problems	D-	2.81%	
•	a	Pre-emptive action: No or only limited information is available on pre-emptive actions taken by the company to prevent client debt repayment problems, such as educational programmes for clients, covenants limiting indebtedness, pro-actively approaching customers potentially at risk, or use of responsible lending performance indicators and targets to reduce the number of clients with debt repayment problems.			
•	b	Debt counselling and ombudsperson: No or only limited information is available on internal debt counselling services, support for external debt counselling services and access to an ombudsperson for clients with debt repayment problems.			
•	c	Debt restructuring under non-detrimental conditions: No or only limited information is available on debt management options provided to clients with debt repayment problems under conditions that are not detrimental to clients, i.e. with regard to interest rates, contractual terms and additional costs.			
•	d	Mortgage sale and foreclosure: No or only very limited information is available on responsible handling of mortgage repayment difficulties, such as requiring customer consent in case of mortgage sale, only selling mortgages under conditions that are not detrimental to clients, guaranteeing that all alternative options are examined before undertaking foreclosure as a last resort, and providing support to clients in finding adequate housing prior to foreclosure.			
		Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.			
•	A.2.2.2.4.3.	Controversies relating to client relations		0.00%	
		Research did not reveal relevant controversies in recent years.			
•	A.2.2.2.5.	Social financial services	B+	1.87%	
•	a	Provision of social financial services: The company provides some social financial services, including community lending with a focus on disadvantaged regions and/or social infrastructure, and financing of social housing programmes for vulnerable or disadvantaged groups. No or only very limited information is available on further social financial services including ;/ programmes for social entrepreneurship and enterprises with social goals;/ affordable services for charitable organisations and/or NGOs;/ microfinance and social loan programmes (e.g. beneficial lending programmes for vulnerable or disadvantaged groups).			
•	b	Volume of relevant financial services: The relevant business volume is high (estimated).			
•	A.2.2.2.6.	Client tax compliance	B-	1.87%	
•	A.2.2.2.6.1.	Offshore banking and tax compliance	B-	1.87%	
•	a	Policy on tax evasion and tax avoidance of clients: No information is available on a policy including a clear commitment prohibiting support for clients in tax evasion and tax avoidance.			
		Formality: Formality is considered if sufficient content-related information is available to assess the indicator.			
		Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.			
•	b	Position on offshore banking services: The company does not offer offshore banking services and is not present in jurisdictions enabling tax base erosion and profit shifting.			
		Coverage: 100% of relevant operations.			

• c	<p>Measures to ensure tax compliance of wealth management clients: This factor is not applicable for this company.</p> <p>Coverage: This factor is not applicable for this company.</p>		
• A.2.2.2.6.2.	<p>Controversies relating to client tax compliance</p> <p>Research did not reveal relevant controversies in recent years.</p>	0.00%	--
• A.2.2.2.7.	<p>Other major company-specific issues related to customer and product responsibility</p> <p>This factor is not applicable for this company.</p>	0.00%	--
• A.2.2.2.8.	<p>Additional controversies relating to customer and product responsibility</p> <p>Research did not reveal relevant controversies in recent years.</p>	0.00%	--

Environmental Rating

Summary

Environmental Rating

C

Weight

50.00%

Trend

^

Assessment

		Grade	Weight	Change Y-o-Y
● B.1.	Environmental Management	B	5.00%	^
● B.1.1.	Environmental management system	A+	1.66%	^^
● B.1.1.1.	Implementation of an environmental management system	A+	1.66%	^^

	Yes	No	No information / Not applicable
Formal environmental management policy	✓		
Structure and responsibilities	✓		
Environmental programmes	✓		
Targets and objectives	✓		
Environmental training and awareness	✓		
Data compilation system	✓		
Environmental audits	✓		

Coverage: 100% of relevant operations (estimated).

● B.1.1.2.	Certification of the environmental management system to an international standard		0.00%	--
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This factor is not applicable for this company.

● B.1.2.	Climate change strategy	C+	3.33%	^^
● B.1.2.1.	Position on climate change	A-	0.17%	^^

The company clearly acknowledges climate change, addresses its own responsibility in this context and is committed to reducing a major share of its total greenhouse gas emissions (which include direct, indirect and relevant scope 3 emissions).

Coverage: 100% of operations.

● B.1.2.2.	Greenhouse gas emission inventories	C+	0.50%	^^
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- a **Scopes covered by inventories:** The company's greenhouse gas emission inventories cover the majority of its total greenhouse gas emissions, including relevant greenhouse gas emissions in the corporate value chain (scope 3). The inventories do not include direct emissions (scope 1), indirect emissions from purchased electricity (scope 2), and some further relevant greenhouse gas emissions in the corporate value chain (scope 3).
- b **Greenhouse gases included:** The company's emission inventories cover all relevant greenhouse gases of the corporate value chain (CO2e). No information is available on emission inventories also covering all relevant greenhouse gases of its own operations (CO2e).
- c **Disclosure of calculation method:** Comprehensive information is available on the methodology used to calculate greenhouse gas emission inventories.

d **External verification:**

	Not applicable / no information	Not verified	Less than 20% of relevant emissions verified	More than 20% of relevant emissions verified	More than 80% of relevant emissions verified						
i	<table border="1"> <tr> <td>Scope of verification:</td> <td style="text-align: center;">✓</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>					Scope of verification:	✓				
Scope of verification:	✓										
ii	<table border="1"> <tr> <td>Level of assurance:</td> <td style="text-align: center;">✓</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>					Level of assurance:	✓				
Level of assurance:	✓										

Coverage: 100% of operations (estimated).

● B.1.2.3. Greenhouse gas emission reduction targets and action plans C+ 2.33%

- a **Greenhouse gas emission reduction targets:** No information is available on whether the company has set clearly defined greenhouse gas emissions reduction targets. However, the company is committed to setting a science-based target in line with the emission reductions required to limit the global temperature increase to well below 2°C compared to pre-industrial levels.

Reference	Target specification	Unit	Base year	Target year	Reduction from base year in %	Scope
n/a	n/a	n/a	n/a	n/a	n/a	n/a
n/a	n/a	n/a	n/a	n/a	n/a	n/a
n/a	n/a	n/a	n/a	n/a	n/a	n/a

Coverage: 100% of operations (estimated).

- b **Action plans to achieve reduction targets:** The company has planned measures to achieve greenhouse gas emission reductions in its corporate value chain. However, as no reduction target has been set for these emissions, further elements of an action plan (e.g. subgoals and/or progress reports) cannot be assessed.

Coverage: 100% of operations (estimated).

● B.1.2.4. Disclosure of climate change risks and mitigation strategy B- 0.33%

- a **Exposure to climate change risks:** Information on several risks is provided. Some relevant risks are not referred to (e.g. physical, regulatory, market, cost or legal risks related to climate change).

- b **Mitigation/adaptation strategies:** The company reports on some mitigation/adaptation measures with regard to climate change risks. No detailed information is provided and the mitigation/adaptation measures do not cover all relevant risks.

Comment: Relevant risks include direct and indirect (i.e. client-related) risks such as physical risks (damage to own and/or financed objects and assets invested in affected industries due to weather

extremes, e.g. floods, droughts, hurricanes, resource scarcity), regulatory risks (changes in environmental regulation, emission caps, carbon tax, regulation affecting clients in emission intensive sectors) and other risks (reputational and legal risks related to financing controversial projects; market risks related to changes in client behaviour due to e.g. rising lending costs related to climate change, increasing climate change awareness). Relevant adaptation and mitigation measures include a business continuity plan, energy efficiency measures, climate-related research and product development, integration of climate related criteria for lending and investment business, engagement with NGOs and experts.

● **B.1.2.5. Controversies relating to climate change** 0.00% --

Research did not reveal relevant controversies in recent years.

● **B.2. Products and Services** C 42.50% ^

● **B.2.1. Environmental impact of products and services** C 4.25% ■

● **B.2.1.1. Environmental impacts of the product portfolio** C 4.25% ■

a	Achieving sustainable agriculture and forestry:	Share of net sales	2022
	Contribution: no products or services with a direct and substantial impact		0%
	Obstruction: no products or services with a direct and substantial impact		0%
b	Conserving water:	Share of net sales	2022
	Contribution: no products or services with a direct and substantial impact		0%
	Obstruction: no products or services with a direct and substantial impact		0%
c	Contributing to sustainable energy use:	Share of net sales	2022
	Contribution: no products or services with a direct and substantial impact		0%
	Obstruction: no products or services with a direct and substantial impact		0%
d	Promoting sustainable buildings:	Share of net sales	2022
	Contribution: financing of buildings certified to a relevant sustainable building standard		2.5%
	Obstruction: no products or services with a direct and substantial impact		0%
e	Optimising material use:	Share of net sales	2022
	Contribution: no products or services with a direct and substantial impact		0%
	Obstruction: no products or services with a direct and substantial impact		0%
f	Mitigating climate change:	Share of net sales	2022
	Contribution: no products or services with a direct and substantial impact		0%

Mitigating climate change:	Share of net sales	2022
Obstruction: no products or services with a direct and substantial impact		0%

Preserving marine ecosystems:	Share of net sales	2022
Contribution: no products or services with a direct and substantial impact		0%
Obstruction: no products or services with a direct and substantial impact		0%

Preserving terrestrial ecosystems:	Share of net sales	2022
Contribution: no products or services with a direct and substantial impact		0%
Obstruction: no products or services with a direct and substantial impact		0%

Other (Environmental):	Share of net sales	2022
Contribution: no products or services with a direct and substantial impact		0%
Obstruction: no products or services with a direct and substantial impact		0%

Comment: For companies in the financial sector, the total business volume (including e.g. loan volume, assets under management, underwriting volume) is used as a reference value to calculate the percentages above. The company's product portfolio includes single products/services with direct and substantial positive impacts on the achievement of global environmental objectives (e.g. green leasing and loan products). However, these constitute a negligible share (estimated < 1%) of the total business volume.


● B.2.1.2.	Strategy shift towards a more environmentally beneficial product portfolio		0.00%	--
	This factor is not applicable for this company.			
● B.2.2.	Environmental aspects along the value chain	C	38.25%	^
● B.2.2.1.	Climate impact of the corporate value chain	B	2.12%	^^
● B.2.2.1.1.	Carbon footprint of the portfolio	A	0.64%	^^
● a	Calculation of carbon footprint: The company measures the carbon footprint of its product portfolio. The footprint covers direct emissions (scope 1), indirect emissions from consumption of purchased electricity, heat or steam (scope 2), and further relevant indirect greenhouse gas emissions (scope 3).			
● b	Transparency on calculation method: Detailed information is available on the methodology used to measure the carbon footprint of the company's product portfolio.			
	Coverage: More than 50% of the product portfolio (estimated).			
● B.2.2.1.2.	Portfolio decarbonisation strategy	B-	1.27%	^^
● a	Climate mainstreaming: There is an approach to mainstream climate considerations into the company's product portfolio. Details are available on corresponding strategies and action plans.			
	Coverage: More than 50% of the product portfolio (estimated).			

- **b** **Exclusion of carbon intensive activities:** The company excludes some carbon intensive sectors and/or activities. However, exceptions are defined.

Coverage: More than 20% of the product portfolio (estimated).

- **c** **Transition to low-carbon economy:** The company finances and/or invests in renewable energies or energy-efficiency solutions. No information is available on the relative importance of these endorsements in relation to the company's overall product portfolio, nor on a commitment to increase their share in the product portfolio.

Coverage: Some business areas are covered.

•	B.2.2.1.3.	Monitoring and reporting	A	0.21%	
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- **a** **Disclosure of carbon emission reduction:** The company discloses the amount of carbon emissions reduced in the financial value chain (e.g., investments, lending, underwriting).

Coverage: More than 50% of the product portfolio (estimated).

•	B.2.2.2.	Lending and investment banking business	C-	23.37%	
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•	B.2.2.2.1.	Environmental and social aspects in the credit rating process with regard to corporate/public sector customers	C-	18.70%	
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•	B.2.2.2.1.1.	Environmental and social aspects in corporate / public sector lending and investment banking	D+	16.83%	
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•	B.2.2.2.1.1.1.	General environmental and social guidelines for lending and/or investment banking	C-	12.62%	
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•	B.2.2.2.1.1.1.1.	General environmental guidelines for lending and/or investment banking	C-	6.31%	
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- **a** **Content of general environmental guidelines:**

- **i** **Environmental risk and impact management:** No or only very limited information is available on environmental lending and investment banking guidelines covering client-related environmental risk and impact management aspects such as responsibilities; independent risk and impact assessments; programmes; independent performance monitoring and audits; and effective stakeholder engagement and grievance mechanisms.

- **ii** **Resource efficiency:** No or only very limited information is available on environmental lending and investment banking guidelines covering client-related resource efficiency aspects relating to water; energy; solid materials; and the concepts of reduce, reuse, recycle or cradle to cradle.

- **iii** **Pollution prevention and management:** No or only very limited information is available on environmental lending and investment banking guidelines covering client-related pollution prevention and management aspects relating to water; air; soil; best available technology; waste management; hazardous materials; and de-contamination and clean-up.

- **iv** **Ecosystems and biodiversity:** The company excludes activities involving the use of genetically modified plants and animals. No information is available on environmental lending and investment banking guidelines covering client-related ecosystem and biodiversity aspects, such as biodiversity management (e.g. biodiversity mapping by relevant experts, biodiversity targets, monitoring); habitat loss; degradation and fragmentation; protection of vulnerable, endangered, and critically endangered species; invasive alien species; setting aside of biodiversity areas; biodiversity corridors; and restoration.

- **v** **Climate change:** The company's environmental lending and investment banking guidelines cover client-related climate change aspects. No details are available on relevant aspects such as analysis of climate friendly alternatives; targets; programmes; and data compilation and monitoring.

- **vi** **Exclusion of controversial business sectors and/or practices:** The company excludes various relevant controversial business sectors and/or practices, such as products or activities deemed illegal under host country laws or regulations or international conventions and agreements; countries that are expanding nuclear energy; countries that have not ratified the Paris Agreement and the UN Convention on Biological Diversity as well as the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES); chemical industry; radioactive materials, with the exception of medical materials and quality-

control equipment for which the radioactive source is trivial and adequately shielded; genetically modified organism; fur; controversial environmental practices (e.g. systematic behaviour resulting in contamination or pollution); degradation, fragmentation and/or conversion of high conservation value areas; trade in wildlife or wildlife products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES); and activities affecting vulnerable, endangered, critically endangered, and/or protected species.

vii **Additional topics:**

This factor is not applicable for this company.

Bindingness of general environmental guidelines: Some but not all relevant aspects are formulated as clear requirements. It remains unclear whether these are covenanted.

Coverage: More than 80% of relevant operations (estimated).

• **B.2.2.2.1.1.2. General social guidelines for lending and/or investment banking**

C-

6.31%



a **Content of general social guidelines:**

i **Social risk and impact management:** No or only very limited information is available on social lending and investment banking guidelines covering client-related social risk and impact management aspects such as responsibilities; independent risk and impact assessments; programmes; independent performance monitoring and audits; and effective stakeholder engagement and grievance mechanisms.

ii **Human rights and livelihoods:** No or only very limited information is available on social lending and investment banking guidelines including human rights and livelihoods aspects such as respect of internationally recognised human rights; non-complicity in human rights violations; free, prior and informed consent (FPIC) of affected stakeholders; adequacy of resettlement compensation and livelihood restoration; timeliness of resettlement compensation and livelihood restoration; monitoring and/or audits of resettlement and livelihood restoration; adequate resettlement sites and/or resettlement sites in compliance with UN criteria for adequate housing; and benefit sharing mechanisms for affected stakeholders.

iii **Labour rights and working conditions:** The company's social lending and investment banking guidelines cover client-related labour rights aspects, including freedom of association, equality and non-discrimination, child labour. No or only limited information is available on further aspects such as collective bargaining;/ internationally recognised minimum standards regarding hours of work, rest period, and voluntary overtime;/ wages;/ occupational health and safety;/ migrant workers;/ and contractors.

iv **Community health and safety:** No or only very limited information is available on social lending and investment banking guidelines covering community health and safety aspects such as infrastructure and equipment design and safety; hazardous materials management; traffic safety; exposure to noise, emissions and/or pollutants; and community emergency preparedness and response.

v **Vulnerable and/or disadvantaged populations:** No or only very limited information is available on social lending and investment banking guidelines covering client-related aspects relating to vulnerable and/or disadvantaged populations such as identification of vulnerable and/or disadvantaged groups; special risk and impact assessments; and implementation of differentiated measures that avoid disproportionate negative impacts.

vi **Exclusion of controversial business sectors and/or practices:** The company excludes various relevant controversial business sectors and/or practices, such as labour rights violations (e.g. gross disregard of internationally acknowledged standards), countries that are systematically violating human rights, countries with high military budgets, countries at war, illegal child labour, forced labour, human trafficking, banned or controversial weapons, tobacco, alcohol, pornography, prostitution, and gambling.

vii **Additional topics:**

This factor is not applicable for this company.

Bindingness of general social guidelines: All relevant aspects are formulated as clear requirements. However, it remains unclear whether these are covenanted.

Coverage: More than 80% of relevant operations (estimated).

• **B.2.2.2.1.1.2. Guidelines covering sector-specific environmental and social requirements**

D-

0.84%



<ul style="list-style-type: none"> • B.2.2.2.1.1.2.1. Forestry and paper guidelines 	<p>D-</p> <p>0.84%</p>	<p></p>
<ul style="list-style-type: none"> • B.2.2.2.1.1.2.1.1. Guidelines covering specific requirements for forestry 	<p>0.00%</p>	<p></p>
<ul style="list-style-type: none"> • a Content of forestry guidelines: 		
<ul style="list-style-type: none"> • i Sustainable forest management: 		
<ul style="list-style-type: none"> • i This factor is not applicable for this company. 		
<ul style="list-style-type: none"> • ii Ecosystems and biodiversity: 		
<ul style="list-style-type: none"> • ii This factor is not applicable for this company. 		
<ul style="list-style-type: none"> • iii Working conditions: 		
<ul style="list-style-type: none"> • iii This factor is not applicable for this company. 		
<ul style="list-style-type: none"> • iv Human rights and livelihoods: 		
<ul style="list-style-type: none"> • iv This factor is not applicable for this company. 		
<ul style="list-style-type: none"> • v Community health and safety: 		
<ul style="list-style-type: none"> • v This factor is not applicable for this company. 		
<ul style="list-style-type: none"> • vi Corruption: 		
<ul style="list-style-type: none"> • vi This factor is not applicable for this company. 		
<ul style="list-style-type: none"> • vii Conflict and security: 		
<ul style="list-style-type: none"> • vii This factor is not applicable for this company. 		
<ul style="list-style-type: none"> • viii Exclusion of controversial practices: 		
<ul style="list-style-type: none"> • viii This factor is not applicable for this company. 		
<ul style="list-style-type: none"> • Bindingness of forestry guidelines: 		
<ul style="list-style-type: none"> • This factor is not applicable for this company. 		
<ul style="list-style-type: none"> • Coverage: 		
<ul style="list-style-type: none"> • This factor is not applicable for this company. 		

<ul style="list-style-type: none"> • B.2.2.2.1.1.2.1.2. Guidelines covering specific requirements for pulp and paper 	<p>D-</p> <p>0.84%</p>	<p></p>
<ul style="list-style-type: none"> • a Content of pulp and paper guidelines: 		
<ul style="list-style-type: none"> • i Sustainable management: No or only very limited information is available on environmental and social guidelines for the pulp and paper industry, which cover client-related sustainable management aspects such as independent social and environmental risk assessments and monitoring; energy efficiency; use of chemicals; water resources; waste water management; air emissions; noise emissions; and waste. 		
<ul style="list-style-type: none"> • ii Responsible sourcing: No or only very limited information is available on environmental and social guidelines for the pulp and paper industry, which cover client-related responsible sourcing aspects such as environmental and social supplier risk assessments; a traceability system; fibre testing; supplier monitoring; supplier training and support; procurement of certified wood and fibre; and use of recycled wood and fibre. 		
<ul style="list-style-type: none"> • iii Working conditions: No or only very limited information is available on environmental and social guidelines for the pulp and paper industry, which cover client-related labour rights aspects such as freedom of association; collective bargaining; internationally recognised minimum standards regarding hours of work, rest period, and voluntary overtime; remuneration; and occupational health and safety (including chemical hazards; physical hazards; noise; wood dust; biological agents; heat and explosions; confined spaces; and radiation) of own staff and on-site contractors. 		
<ul style="list-style-type: none"> • iv Community health and safety: No or only very limited information is available on environmental and 		

social guidelines for the paper and pulp industry, which cover client-related community health and safety aspects relating to transportation, use and storage of chemicals; odors; water resources; and traffic.

- v **Exclusion of controversial practices:** No or only very limited information is available on excluded controversial practices such as the use of wood from unknown sources; use of wood from primary forests; use of wood from non-certified high conservation value forests; use of illegally sourced wood (e.g. without concession); procurement of vulnerable, endangered, critically endangered, and protected tree species; procurement of genetically modified trees and fibre; use of wood from suppliers using illegal slash and burn practices; use of wood from suppliers using clear-cutting; use of elementary chlorine (Cl); use of wood from suppliers severely affecting the health and safety of communities and/or indigenous people; use of wood from suppliers severely affecting the livelihood of communities and/or indigenous people; use of wood from suppliers engaged in forced displacement of indigenous people; and use of wood from suppliers breaching internationally acknowledged labour rights standards.

Bindingness of pulp and paper guidelines: No information is available on relevant environmental and social lending and investment banking guidelines.

Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

•	B.2.2.2.1.1.2.2. Energy generation guidelines	0.00%	∨
•	B.2.2.2.1.1.2.2.1. Guidelines covering specific requirements for dams and hydropower	0.00%	--
•	a Content of dams and hydropower guidelines:		
•	i Alternatives to large dams:		
	This factor is not applicable for this company.		
•	ii Social and environmental risk, impact and cost assessments:		
	This factor is not applicable for this company.		
•	iii Ecosystems and biodiversity:		
	This factor is not applicable for this company.		
•	iv Working conditions:		
	This factor is not applicable for this company.		
•	v Human rights and livelihoods:		
	This factor is not applicable for this company.		
•	vi Community health and safety:		
	This factor is not applicable for this company.		
•	vii Corruption:		
	This factor is not applicable for this company.		
•	viii Conflict and security:		
	This factor is not applicable for this company.		
•	ix Exclusion of controversial practices:		
	This factor is not applicable for this company.		
	Bindingness of dams and hydropower guidelines:		
	This factor is not applicable for this company.		
	Coverage:		
	This factor is not applicable for this company.		

•	B.2.2.2.1.1.2.2.2. Guidelines covering specific requirements for coal-fired power plants	0.00%	--
•	a	Content of coal-fired power plant guidelines:	
		This factor is not applicable for this company.	
•	i	Sustainable management:	
		This factor is not applicable for this company.	
•	ii	Responsible sourcing:	
		This factor is not applicable for this company.	
•	iii	Working conditions:	
		This factor is not applicable for this company.	
•	iv	Communities and livelihoods:	
		This factor is not applicable for this company.	
•	v	Corruption:	
		This factor is not applicable for this company.	
•	vi	Exclusion of controversial practices:	
		This factor is not applicable for this company.	
		Bindingness of coal-fired power plants guidelines:	
		This factor is not applicable for this company.	
		Coverage:	
		This factor is not applicable for this company.	
•	B.2.2.2.1.1.2.2.3. Guidelines covering specific requirements for nuclear power	0.00%	--
•	a	Content of nuclear power guidelines:	
		This factor is not applicable for this company.	
		Bindingness of nuclear power guidelines:	
		This factor is not applicable for this company.	
		Coverage:	
		This factor is not applicable for this company.	
•	B.2.2.2.1.1.2.3. Resource extraction and related infrastructure guidelines	0.00%	∨
•	B.2.2.2.1.1.2.3.1. Guidelines covering specific requirements for mining and related infrastructure	0.00%	--
•	a	Content of mining and related infrastructure guidelines:	
•	i	Sustainable management:	
		This factor is not applicable for this company.	
•	ii	Ecosystems and biodiversity:	
		This factor is not applicable for this company.	


- iii **Working conditions:**
This factor is not applicable for this company.
- iv **Human rights and livelihoods:**
This factor is not applicable for this company.
- v **Community health and safety:**
This factor is not applicable for this company.
- vi **Transparency, tax and sovereignty:**
This factor is not applicable for this company.
- vii **Corruption:**
This factor is not applicable for this company.
- viii **Conflict and security:**
This factor is not applicable for this company.
- ix **Exclusion of controversial practices:**
This factor is not applicable for this company.
Bindingness of mining and related infrastructure guidelines:
This factor is not applicable for this company.
Coverage:
This factor is not applicable for this company.

- **B.2.2.2.1.1.2.3.2. Guidelines covering specific requirements for oil, gas and related infrastructure**

0.00%

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- a **Content of oil, gas and related infrastructure guidelines:**
- i **Sustainable management:**
This factor is not applicable for this company.
- ii **Ecosystems and biodiversity:**
This factor is not applicable for this company.
- iii **Working conditions:**
This factor is not applicable for this company.
- iv **Human rights and livelihoods:**
This factor is not applicable for this company.
- v **Community health and safety:**
This factor is not applicable for this company.
- vi **Transparency, tax and sovereignty:**
This factor is not applicable for this company.
- vii **Corruption:**
This factor is not applicable for this company.
- viii **Conflict and security:**
This factor is not applicable for this company.

<ul style="list-style-type: none"> ix 	<p>Exclusion of controversial practices:</p> <p>This factor is not applicable for this company.</p> <p>Bindingness of oil, gas and related infrastructure guidelines:</p> <p>This factor is not applicable for this company.</p> <p>Coverage:</p> <p>This factor is not applicable for this company.</p>		
<hr/>			
<ul style="list-style-type: none"> • B.2.2.2.1.1.2.4. 	<p>Agriculture, fisheries and aquaculture guidelines</p>	<p>0.00%</p>	
<ul style="list-style-type: none"> • B.2.2.2.1.1.2.4.1. 	<p>Guidelines covering specific requirements for agriculture</p>	<p>0.00%</p>	<p>--</p>
<ul style="list-style-type: none"> a i ii iii iv v vi vii viii ix 	<p>Content of agriculture guidelines:</p> <p>Sustainable management of crop cultivation:</p> <p>This factor is not applicable for this company.</p> <p>Sustainable management of animal husbandry:</p> <p>This factor is not applicable for this company.</p> <p>Ecosystems and biodiversity:</p> <p>This factor is not applicable for this company.</p> <p>Working conditions:</p> <p>This factor is not applicable for this company.</p> <p>Human rights and livelihoods:</p> <p>This factor is not applicable for this company.</p> <p>Community health and safety:</p> <p>This factor is not applicable for this company.</p> <p>Corruption:</p> <p>This factor is not applicable for this company.</p> <p>Conflict and security:</p> <p>This factor is not applicable for this company.</p> <p>Exclusion of controversial practices:</p> <p>This factor is not applicable for this company.</p> <p>Bindingness of agriculture guidelines:</p> <p>This factor is not applicable for this company.</p> <p>Coverage:</p> <p>This factor is not applicable for this company.</p>		
<hr/>			
<ul style="list-style-type: none"> • B.2.2.2.1.1.2.4.2. 	<p>Guidelines covering specific requirements for fisheries and aquaculture</p>	<p>0.00%</p>	<p>--</p>
<ul style="list-style-type: none"> a 	<p>Content of fisheries and aquaculture guidelines:</p>		

- i **Sustainable management of fisheries:**
This factor is not applicable for this company.
- ii **Sustainable management of aquaculture:**
This factor is not applicable for this company.
- iii **Ecosystems and biodiversity:**
This factor is not applicable for this company.
- iv **Working conditions:**
This factor is not applicable for this company.
- v **Human rights and livelihoods:**
This factor is not applicable for this company.
- vi **Community health and safety:**
This factor is not applicable for this company.
- vii **Corruption:**
This factor is not applicable for this company.
- viii **Conflict and security:**
This factor is not applicable for this company.
- ix **Exclusion of controversial practices:**
This factor is not applicable for this company.
- **Bindingness of fisheries and aquaculture guidelines:**
This factor is not applicable for this company.
- **Coverage:**
This factor is not applicable for this company.

- B.2.2.2.1.1.3. **Application procedures of environmental and social guidelines and transparency on implementation** D- 3.36%
- a **Application procedures:**
- i **Risk and impact assessment:** The company conducts environmental and social risk and impact assessments. No details are provided on whether the risk and impact assessments cover all key stages of the project cycle; the client's environmental and social risk management capacity; relevant stakeholders; reassessment in case of significant changes and whether independent social and environmental risk and impact assessments always serve as input.
- ii **Action plans:** No or only very limited information is available on company requirements for clients to provide detailed action plans in case of social and environmental deficiencies (including clear performance indicators and targets, a defined time period, a baseline).
- iii **Approval process and responsibilities:** No or only limited information is available on project/loan approval processes and responsibilities.
- iv **Monitoring and supervision:** No or only limited information is available on project/loan monitoring and supervision processes, including information on regularity and content of client reporting as well as independence of reports (based on relevant information and site visits).
- v **Disengagement in case of non-compliance with environmental and social guidelines:** No or only very limited information is available on clear procedures for disengagement in case of non-compliance with environmental and social guidelines.
- vi **Training:** No or only very limited information is available on training conducted on environmental and social guidelines and their application.

- vii **Grievance and accountability mechanism:** No or only very limited information is available on a grievance and accountability mechanism at institutional level.
Coverage: More than 80% of relevant operations (estimated).
- b **Transparency:**
- i **Aggregated:** The company does not publicly disclose aggregated information on projects/loans it has approved and/or rejected, including information on number of transactions, volume, environmental and social risk category, sector, and region.
- ii **Client-specific:** The company does not publicly disclose client/project-specific information such as client name; purpose; sector; location; type of financial service; total volume; risk category and scope of review; date of approval, signature and/or disbursement or service; and current status.
Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

• B.2.2.2.1.1.4.	Controversies relating to environmental and social issues in the credit rating process with regard to corporate / public sector customers		0.00%	--
	Research did not reveal relevant controversies in recent years.			
• B.2.2.2.1.2.	Green financial services for corporate and public sector customers	B+	1.87%	↑
• a	Provision of green financial services: The company offers a broad range of green financial services/programmes such as financing of solar and/or wind power, financing of energy efficiency technologies, financing of sustainable buildings according to internationally recognised standards, and/or relevant green bond underwriting. No information is available on whether the services/programmes are subject to favourable terms and conditions.			
• b	Volume of relevant financial services: More than 3% of relevant business volume (estimated).			
• B.2.2.2.2.	Environmental aspects in retail lending	C	4.67%	■
• B.2.2.2.2.1.	Environmental aspects in the retail credit rating process	D-	2.33%	↓
	No or only very limited information is available on environmental lending guidelines covering client-related aspects regarding resource efficiency, best available technology, environmentally-sound materials and construction processes, waste management, emission levels and climate-friendly alternatives. Coverage: The percentage of operations covered is considered if sufficient content-related information is available to assess the indicator.			
• B.2.2.2.2.2.	Green financial services for private customers	B+	2.33%	↑
• a	Provision of green financial services: The company offers a broad range of green financial services/programmes (e.g. loans for eco-efficient houses, eco-efficient household appliances or eco-friendly cars). The services/programmes are subject to favourable terms and conditions.			
• b	Volume of relevant financial services: More than 1% of relevant business volume (estimated).			
• B.2.2.3.	Asset management and own investments	C+	12.75%	↑
• B.2.2.3.1.	Environmental and social guidelines for mainstream asset management services, structured investment products and/or brokerage services	D	3.18%	↑

- a **Positive screening:**
- i **Scope of criteria:** No or only limited information is available on environmental and social guidelines for mainstream asset management.
Strictness: No information is available on environmental and social guidelines for mainstream asset management.
Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.
- b **Negative screening:**
- i **Scope of criteria:** Guidelines cover single exclusion criteria (e.g. controversial environmental practices; violations regarding human rights, labour rights, business ethics and customer responsibility; controversial sectors such as weapons, nuclear energy, GMOs, tobacco, and pornography; countries ranked poorly with regard to human and civil rights).
Strictness: Exclusions are clearly defined but significantly restricted.
Coverage: More than 20% of relevant operations (estimated).

• B.2.2.3.2.	Socially responsible investment	B-	3.82%	■
• B.2.2.3.2.1.	Socially responsible investment products and services	A-	1.91%	▲

- a **Positive and negative screening:**
- i **Scope of criteria:** A broad range of best-in-class and exclusion criteria (e.g. human and labour rights, environmental protection, business ethics, CSR-related corporate governance, customer responsibility, product sustainability, controversial sectors) are applied to socially responsible investment products and services.
Strictness: Criteria are based on internationally accepted standards, a high threshold is set on a clearly defined rating scale, exclusion cases are clearly defined and there are no significant restrictions.
- ii **Application of criteria:** Various products/services offered apply the scope of criteria cited above.
- b **Sustainability-themed investment and impact investment:**
- i **Scale of social and/or environmental benefit:** The business areas/activities supported by theme funds and/or impact investment engender substantial social and/or environmental benefits (e.g. poverty reduction, climate and environmental protection, better working conditions).
Selection criteria: The company applies relevant selection criteria (clear sustainability criteria and exclusions).
- ii **Application of criteria:** The social and/or environmental benefits referred to above are only valid for one theme fund or impact investment. No or only limited information is available on further theme funds or impact investments.
- c **Range of products and services:** The company offers a reasonable range of socially responsible investment products/services for retail and/or institutional customers.

• B.2.2.3.2.2.	Volume of strict and diligently selected socially responsible investments	C	1.91%	■
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The company did not specify the current volume of assets under management assessed for outstanding environmental or social performance (on the basis of strict criteria). It was estimated at less than 1% of total assets under management.

• B.2.2.3.3.	Environmental and social guidelines for own investments	C-	1.27%	▲▲
--------------	--	----	-------	----

- a **Positive screening:**

- i **Scope of criteria:** No or only limited information is available on environmental and social guidelines for own investments.
Strictness: No or only limited information is available on environmental and social guidelines for own investments.
Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.
- b **Negative screening:**
- i **Scope of criteria:** Guidelines cover a broad range of exclusion criteria (e.g. controversial environmental practices; violations regarding human rights, labour rights, business ethics and customer responsibility; controversial sectors such as weapons, nuclear energy, GMOs, tobacco, and pornography; countries ranked poorly with regard to human and civil rights).
Strictness: Exclusions are based on internationally accepted standards, however, they are not clearly defined. It remains unclear whether restrictions apply.
Coverage: More than 20% of relevant operations (estimated).


• B.2.2.3.4. **Application procedures of environmental and social guidelines for asset management and own investments** B+ 1.91% 

The company has various procedures in place. In general, relevant procedures include clear responsibilities, training for relevant staff, extensive external and/or internal research, evaluation tools, cooperation with external experts, portfolio monitoring, and a defined divestment process.

Coverage: More than 50% of assets and/or investments (estimated).

• B.2.2.3.5. **Engagement / Shareholder advocacy activities** B- 2.55% 

- a **Commitment:**
- i **Scope of topics:** The company is committed to engagement with investee companies on various topics (e.g. human and labour rights, climate change, environmental protection, business ethics, sustainability-related corporate governance, customer responsibility, product sustainability).
- ii **Applicability:** The company is committed to undertaking engagement activities in all cases of controversies/violations regarding relevant topics.
- iii **Divestment:** The company divests from investee companies in case engagement activities do not lead to a satisfactory outcome.
- b **Tools:** The company reports on several engagement tools used (e.g. proxy voting, direct company dialogue, shareholder resolutions, investor engagement initiatives).
- c **Reporting on engagement outcomes:** The company reports on the outcomes of several engagement activities undertaken.
Coverage: The company only undertakes engagement activities for some relevant assets.
Comment: The company offers investment products of Kepler Fonds. Thus, assessment relates to engagement activities conducted by Kepler for these products.

• B.2.2.3.6. **Controversies relating to environmental and social issues in asset management and own investments** 0.00% 

Research did not reveal relevant controversies in recent years.

• B.2.2.4. **Other major company-specific issues related to the integration of environmental considerations into products and services** 0.00% 

This factor is not applicable for this company.

- **B.2.2.5. Additional controversies relating to environmental issues** 0.00% --

Research did not reveal relevant controversies in recent years.

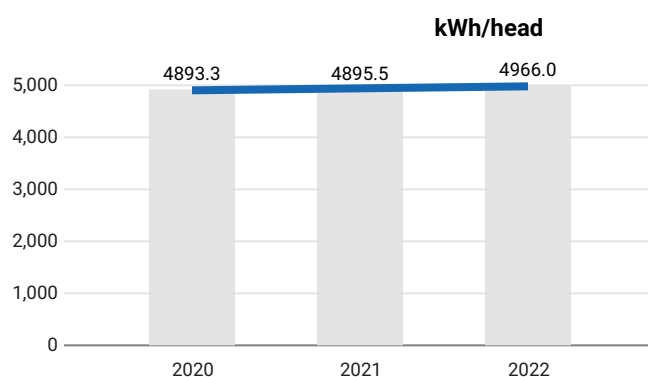
- **B.3. Eco-efficiency** **D** 2.50%

- **B.3.1. Energy efficiency** **C+** 0.63%

- **B.3.1.1. Energy intensity** **C+** 0.63%

The energy intensity has remained stable at a common industry level in recent years.

	UNIT	2020	2021	2022
Energy use	kWh	2 M	2 M	2 M
Employees	head	425.00	430.00	423.00
Energy use per Employees	kWh/head	4893.28	4895.54	4966.00



Coverage: 100% of relevant operations (estimated).

- **B.3.2. Carbon intensity** **D-** 1.25%

- **B.3.2.1. Greenhouse gas emission intensity** **D-** 1.25%

No information is available on the greenhouse gas emission intensity for at least three recent consecutive years.

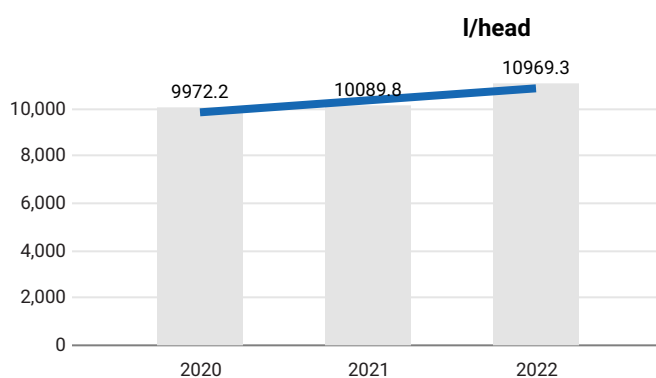
	UNIT	2019	2020	2021	2022	2023
GHG emissions		-	-	-	-	-
Employees	head	-	425.00	430.00	423.00	-
GHG emissions per Employees		-	-	-	-	-

Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

● B.3.3.	Water efficiency	D+	0.13%	∨
● B.3.3.1.	Freshwater use intensity	D+	0.13%	∨

The freshwater use intensity is at a common industry level and has increased in recent years.

	UNIT	2020	2021	2022
Freshwater use	l	4 M	4 M	5 M
Employees	head	425.00	430.00	423.00
Freshwater use per Employees	l/head	9972.19	10 k	11 k



Coverage: 100% of relevant operations (estimated).

● B.3.4.	Operating and raw material efficiency	D-	0.50%	∨
● B.3.4.1.	Paper use intensity	D-	0.50%	∨

No information is available on the paper use intensity for at least three recent consecutive years.

	UNIT	2022
Paper use	kg	-
Employees	head	423.00
Paper use per Employees	kg/head	-

Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

Governance Rating

Summary

Governance Rating	Weight	Trend
C+	10.00%	↓

Assessment

		Grade	Weight	Change Y-o-Y
A.3.	Corporate Governance and Business Ethics	C+	10.00%	↓
A.3.1.	Corporate governance	C+	3.33%	↑
A.3.1.1.	Independence of the board and its governance of sustainability	B-	1.66%	■
A.3.1.1.1.	Percentage of independent board members	B+	0.56%	↑↑

Independent board members	2022
%	57.14

Comment: Data as at 2022-12-31

A.3.1.1.2.	Independent board chair	A+	0.56%	■
	The chair of the board is independent.			
	Comment: Data as at 2022-12-31			

A.3.1.1.3.	Independent committees in charge of audit, remuneration, nomination, and sustainability	D-	0.56%	↓
a	Audit committee:			

Independent board members in the audit committee	2022
%	-

Comment: Data as at 2022-12-31

b	Remuneration committee:			
	Independent board members in the remuneration committee	2022		
	%	-		

Comment: Data as at 2022-12-31

• c	Nomination committee:			
		Independent board members in the nomination committee	2022	
		%	-	

Comment: Data as at 2022-12-31

• d	Sustainability committee:			
		Independent board members in the sustainability committee	2022	
		%	-	

Comment: Data as at 2022-12-31

● A.3.1.2.	Shareholder democracy		0.00%	∨
● A.3.1.2.1.	Voting rights		0.00%	--
• a	Voting rights for common shares:	This factor is not applicable for this company.		
• b	Restrictions on voting rights:	This factor is not applicable for this company.		
● A.3.1.2.2.	Size of shareholding necessary to introduce a new resolution		0.00%	--
	This factor is not applicable for this company.			
● A.3.1.2.3.	Facilitation of shareholder participation		0.00%	--
	This factor is not applicable for this company.			
	Comment: Not applicable for non-listed companies. Not applicable for small and medium sized enterprises with less than 500 employees.			
● A.3.1.3.	Remuneration of members of the executive management team	C	1.66%	∧
● A.3.1.3.1.	Public disclosure of compensation schemes for members of the executive management team	C	1.66%	■
	Compensation is publicly disclosed for members of the executive management team as a whole. No information is available on individual compensation schemes.			
● A.3.1.3.2.	Integration of sustainability performance objectives into the variable remuneration of members of the executive management team		0.00%	--
	This factor is not applicable for this company.			

●	A.3.1.3.3.	Public disclosure of CEO to employee compensation ratio		0.00%	--
		This factor is not applicable for this company.			
		Coverage:			
		This factor is not applicable for this company.			
●	A.3.1.4.	Irregularities in audit and accounting practices		0.00%	--
		This factor is not applicable for this company.			
●	A.3.2.	Business ethics	C+	6.66%	∨
●	A.3.2.1.	Code of business ethics	C-	2.22%	∨
●	a	Corruption: The company commitments refer to the prohibition of corruption in general terms.			
●	b	Antitrust violations: No or only very limited information is available on company commitments prohibiting anti-competitive practices such as cartels and abuse of dominant market power.			
●	c	Insider dealings: The company commitments refer to insider dealings in general terms.			
●	d	Gifts, favours and entertainment: No or only very limited information is available on company commitments that set out clear rules regarding gifts, favours and entertainment.			
●	e	Conflicts of interest: No or only very limited information is available on a clear definition of (potential) conflicts of interest and procedures to deal with them.			
●	f	Validity of financial information: The company commitments require financial information to be accurate, valid, reliable, timely, relevant and complete.			
●	g	Money laundering: The company commitments refer to the prohibition of money laundering in general terms.			
		Formality: (Almost) all commitments are formal.			
		Coverage: 100% of relevant operations.			
●	A.3.2.2.	Compliance procedures	C+	4.44%	∨
●	a	Business ethics awareness: No or only very limited information is available on awareness-raising measures including written confirmation of employees that they have read and understood the code.			
●	b	Compliance training: The company conducts compliance training on relevant aspects of business ethics. Details (e.g. on frequency and methods) are not available and/or not all relevant aspects are covered.			
●	c	Compliance risk assessments and audits:			
		This factor is not applicable for this company.			
●	d	Third party anti-corruption due diligence: No information is available on whether the company conducts due diligence on third parties it works with (e.g. agents, consultants, advisors, joint venture partners), including regular screenings, risk assessments, compliance health checks, identification of red flags, structured approval processes and documentation, as well as checks on necessity, proper retention, expertise, integrity and method of payment.			
●	e	Facilitation of non-compliance reporting: Anonymous and confidential reporting channels are provided for employees.			

- f **Whistleblower protection:** The company has implemented procedures to ensure protection of whistleblowers' employment status or to ensure protection of whistleblowers from harassment in the workplace.

Coverage: 100% of relevant operations.

● A.3.2.3. Controversies relating to business ethics 0.00% — —

Research did not reveal relevant controversies in recent years.

ESG Corporate Rating Methodology 1 of 3

Introduction

The ESG Corporate Rating provides relevant and forward-looking environmental, social and governance (ESG) data and performance assessments. Drawing on an overall pool of about 700 standard and industry-specific indicators, ISS ESG applies approximately 100 environmental, social and governance-related indicators per rating. Differentiated weighting scenarios ensure adequate reflection of most material topics for each business model. All indicators are evaluated independently based on clearly defined performance expectations and the results are aggregated, taking into account the respective weight, to yield an overall score (rating).

All indicator assessments are accompanied by explanations or other supporting details (e.g., tables). Descriptions of company practices observed or missing that are relevant to each assessment help to ensure transparency and facilitate understanding of our ratings. To provide additional insight, many indicators evaluated across several industries display companies' performance of best-practice requirements in a question-and-answer format. For such indicators, factors deemed equivalent to best-practice requirements that determine the indicator grade will also be displayed under the heading "Additional factor driving the assessment:".

Glossary

Analyst Opinion – Qualitative summary and explanation of the central rating results:

- (1) Sustainability Opportunities – assessment of the quality and the share of revenue from a company's products and services that contribute to or obstruct the achievement of sustainable development objectives.
- (2) Sustainability Risks – assessment of how proactively and successfully the company addresses material sustainability challenges in its own business activities and value chain, thus reducing its individual risks, in particular regarding its industry's key issues.
- (3) Governance Opinion – overview of the company's governance structures and measures as well as of the quality and efficacy of policies regarding its ethical business conduct.

Controversies

ISS ESG Norm-Based Research (NBR) identifies corporate controversies and assesses how companies manage these controversies. The scope covers controversial practices that have adverse impacts on society and the environment in line with established expectations for Responsible Business Conduct. The core normative framework consists of the Principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles for Business and Human Rights, and is embedded in the Sustainable Development Goals. The ESG Corporate Rating leverages the NBR Severity indicator, a measure of the reported impact on society or the environment, taking into account corporate responsibility, on a scale of Potential, Moderate, Severe and Very Severe. Controversies are fully integrated in the ESG Corporate Rating. The degree of downgrading of affected rating topics reflects the severity of the most severe controversy.

Decile Rank

The Decile Rank indicates in which decile (tenth part of total) the issuer's Corporate Rating ranks within its industry from 1 (best – within first decile) to 10 (lowest – within tenth decile). The Decile Rank is determined based on the underlying numerical score of the rating. If the total number of companies within an industry cannot be evenly divided by ten, the surplus company ratings are distributed from the top (1 decile) to the bottom. If there are Corporate Ratings with identical absolute scores that span a division in decile ranks, all ratings with an equal decile score are classified in the higher decile, resulting in a smaller number of Corporate Ratings in the decile below.

ESG Performance and Economic Value

Development of the ESG Performance Score (see below) and EVA margin expressing a company's true economic profit margin according to ISS ESG proprietary EVA methodology over time. The EVA margin does not constitute an integral element of the ESG Corporate Rating assessment.

ESGF Rating

The ESGF Rating provides additional insight regarding companies' financial performance alongside ESG performance. It is derived from the ESG Corporate Rating and the Financial Rating, which leverages risk and profitability metrics from the ISS Economic Value Added (EVA) framework. The ISS EVA framework is an established standard in measuring, analyzing, projecting, valuing, and discounting a firm's underlying economic profit rather than its accounting profit. The ESGF Rating helps investors determine which issuers have both strong financial performance and a positive ESG profile. The ESGF Rating aligns with the triple bottom line business concept of people, planet, and profits. As a derived signal, the ESGF Rating does not inform the ESG Corporate Rating.

ESG Corporate Rating Methodology 2 of 3

Industry

The ESG Corporate Rating applies a proprietary industry classification based on business models and related ESG risks and opportunities.

Industry Leaders

List (in alphabetical order by grade) of the top five companies in an industry from the ESG Corporate Rating universe at the time of generation of this report.

ISS ESG Sustainability Opinion

High-level summary of the Analyst Opinion.

Key Issue Performance

Overview of the company's performance regarding the key social and environmental issues in the industry, compared to the industry average, on the twelve-level letter scale.

Key Issue Performance - Detail

Display of detailed information regarding the three most highly weighted indicators for each key issue: Enumeration, indicator name, letter grade, indicator weight, trend year-on-year.

Key Issue Materiality

Graphic representation of the relative ESG materiality and weight of the individual Key Issues.

Performance Score

The ESG Performance Score is the normalized numerical representation of the alphabetic ratings (D- to A+) on a scale of 0 to 100. A Performance Score of 50 represents the Prime threshold across all industries:

≥50: Prime

<50: Not Prime

Prime Status & Threshold

Companies are awarded Prime Status if the overall ESG Corporate Rating letter grade meets or exceeds the industry-specific Prime threshold defined by ISS ESG's Industry Classification Matrix. The Prime threshold reflects the overall magnitude of an industry's risk exposure and footprint, and is C+ for the majority of industries, B- for high ESG risk industries and C for industries with a lower ESG risk profile.

Rating

Companies are rated on a twelve-point scale from A+ to D-:

A+: the company shows excellent performance.

D-: the company shows poor performance (or fails to demonstrate any commitment to appropriately address the topic).

Underlying these letter grades, there is a numerical scale ranging from 1 to 4 (best rating score). The letter grades are thus equivalent to intervals of 0.25:

D-	D	D+	C-	C	C+	B-	B	B+	A-	A	A+
1.00 -	1.25 -	1.50 -	1.75 -	2.00 -	2.25 -	2.50 -	2.75 -	3.00 -	3.25 -	3.50 -	3.75 -
<1.25	<1.50	<1.75	<2.00	<2.25	<2.50	<2.75	<3.00	<3.25	<3.50	<3.75	<4.00



ESG Corporate Rating Methodology 3 of 3

Transparency Level

The Transparency Level indicates the materiality-adjusted extent to which the ESG Corporate Rating bases on available information in the form of company disclosures, information shared during company dialogues, and alternative data sources. The calculated percentage is classified in five transparency levels following the scale below.

- 0% - < 20%: very low
- 20% - < 40%: low
- 40% - < 60%: medium
- 60% - < 80%: high
- 80% - < 100%: very high

A company's failure to disclose, or lack of transparency, will impact a company's ESG Transparency Level and performance rating negatively.

Trend

The trend indicates the year-on-year change in five categories: significantly improving (improvement by two letter grades), improving (improvement by one letter grade), stable, deteriorating (deterioration by one letter grade), significantly deteriorating (deterioration by two letter grades). The field is blank if no historical rating is available.

Methodology - Additional Company Scores and Metrics

SDG Impact Rating and SDG Solutions Assessment

The SDG Impact Rating provides a holistic metric of impact using the United Nations (UN) Sustainable Development Goals (SDGs) as a reference framework. The rating measures the extent to which companies are managing negative externalities in their operations across the entire value chain to minimize negative impacts, while at the same time making use of existing and emerging opportunities in their products and services to contribute to the achievement of the Sustainable Development Goals. A company's impact is measured thematically, following the SDG framework, as well as at an aggregate level. For each of the 17 SDGs, a company's impact is determined by three pillars: (1) the company's products and services; (2) the company's operational management; (3) the involvement in and responsiveness to controversies.

Products and Services Score

Based on the SDG Solutions Assessment, the Products and Services Score assesses the overall impact of a company's product portfolio on the achievement of a given SDG. Scores are calculated by multiplying the (estimated) net sales shares generated with relevant products/services with the numeric scores assigned to them (-10, -5, 0, 5, 10). All scores range on a scale from -10.0 (i.e. 100% of net sales are generated with products/services classified as having a significant obstructing impact) to 10.0 (i.e. 100% of net sales are generated with products/services classified as having a significant contributing impact).

Operations Score

The assessment of a company's operational impact is based on standard and industry-specific indicators from the ISS ESG Corporate Rating that are mapped based on their thematic relevance to the individual SDGs. For each industry, a certain subset of indicators is selected and assessed. This assessment takes into account the industry's particular exposure to negative externalities. As the absolute impact of a company's operations varies strongly by industry and SDG, scores will range on a scale from 0 to +5, -5 to +5, or -10 to +10 depending on an impact industry classification (low, medium, high) assigned to each industry and each SDG.

Controversy Score

Leveraging Norm-Based Research (NBR), the Controversy Score accounts for situations in which companies may act in conflict with established norms on responsible business conduct and through their actions may impede or obstruct the goals set under the SDG framework. A negative score is derived based on the NBR signal and score and whether remediation measures have been adopted by the company to address and mitigate the negative impacts generated through the controversial behavior. If a company is involved in multiple controversies affecting one SDG, negative scores are cumulated up to a minimum score of -10.

Scoring and Aggregation Model

At the goal level, the three pillar scores (products and services, operations, and controversies) are combined in a two-step approach to measure a company's holistic impact on a specific SDG. In a first step, the company's Operations Score and Controversy Score are added. In a second step, the Goal Rating is determined by evaluating the Combined Operations and Controversy Score against the Products and Services Score following a 'most distinct' logic (i.e. the highest positive and/or the lowest negative score). For companies with both contributing and obstructing impacts in the different pillars, the Goal Rating is calculated as the sum of the positive and the negative scores.

At the aggregate level, the SDG Impact Rating is determined by the most distinct Goal Rating (i.e. the highest and/or the lowest Goal Rating). For companies with both positive and negative Goal Ratings, the SDG Impact Rating is calculated as the sum of the highest positive and the lowest negative Goal Rating.

Annex

Company Profile

Oberösterreichische Landesbank AG provides banking and financial services to private and corporate clients. Its products and services include current accounts and credit cards, savings and investments, loans and home financing, real estate financing, pension and insurance, and vehicle and real estate leasing. The company is headquartered in Linz, Austria.

Company Sources

Publicly available company documentation, such as online reporting and corporate filings (Annual reports, Sustainability reports, Integrated reports), company policies as well as company ESG disclosures to national authorities (e.g., modern slavery statement required under Section 54 of the United Kingdom Modern Slavery Act 2015) or recognized initiatives (e.g., the Science Based Targets initiative). ISS ESG accepts and uses supplementary non-public information which is considered non-material but is relevant for ESG performance assessments.

Alternative Sources

ISS ESG carries out data mining, through the use of frontier technology (AI/Machine Learning), for ESG controversies from a wide range of alternative sources, including the following: media sources (international, local), social media, NGOs, government agencies, inter-governmental agencies. Data from these sources triggers and feeds into in-depth analysis under ISS ESG's Norm-Based Research which in turn feeds into ISS ESG's Corporate Rating.

Participation in Rating Process

The company used the opportunity to review the rating report, actively participated in the rating process, and received the final report for consideration.

Date of Last Review

20 SEP 2023

Date of Last Modification

28 SEP 2023

Contact ISS ESG

Industry Specialist: Dietrich Wild

For questions, please visit the [ISS Help Center](#).

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