

Overview

COUNTRY Austria ISIN AT0000831250 INDUSTRY Public & Regional Banks

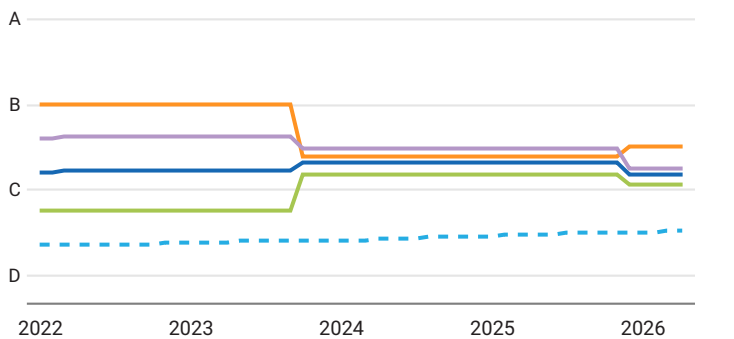
Rating Summary

Rating	Performance Score	Decile Rank	Trend	Transparency Level	Prime Status
C	53.23	2	■	Very High	Prime

ISS ESG Sustainability Opinion

Oberösterreichische Landesbank (Hypo Oberösterreich) provides several products and services promoting sustainable development including financing affordable housing. However, these services do not constitute the main business of the company. The bank has improved its performance in addressing risks related to business ethics. On the other hand, Hypo Oberösterreich has deteriorated its performance in managing risks related to labor standards and working conditions, however, overall these remain significantly above the industry average.

Rating History

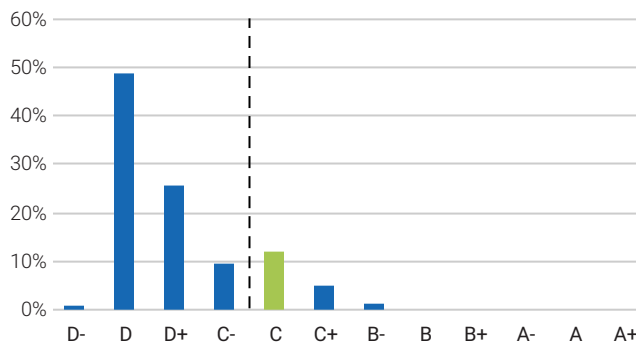


Legend: Overall (solid blue), Industry (dashed blue), Governance (solid orange), Environmental (solid green), Social (solid purple)

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.

Distribution of Ratings

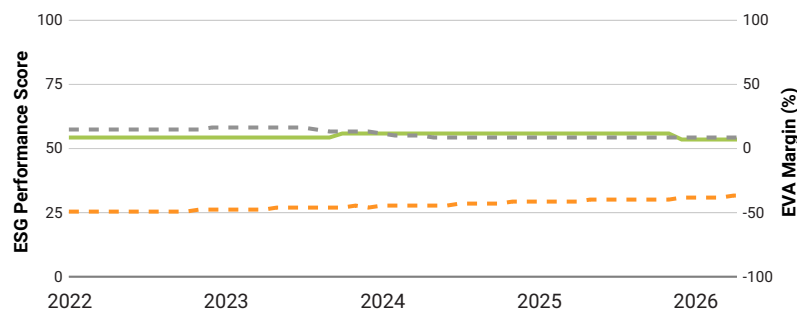
278 companies in the Industry



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

ESG Performance and Economic Value

ESGF Rating -



Legend: Company (blue/green), Industry (grey/orange). EVA Margin (solid), ESG Performance Score (dashed).

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-
CaixaBank SA	C+
Oberbank AG	C+
Sparkasse Oberösterreich Bank AG	C+

Industry leaders are listed alphabetically by grade.

Analyst Opinion

Product Portfolio Impact Commentary

Oberösterreichische Landesbank (Hypo Oberösterreich) 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 in Austria. A small part of the company's products and services have social and environmental benefits such as providing financing for affordable housing and financing of buildings certified to a relevant sustainable building standard which in turn contributes to mitigating climate change and providing basic services. However, these activities do not constitute the main business of the company.

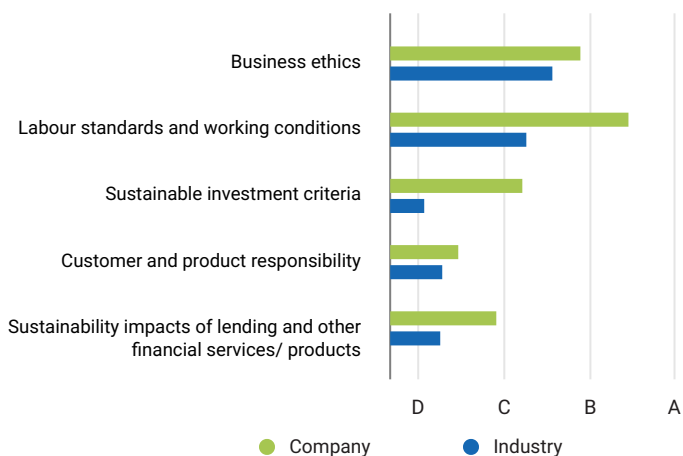
Contribution

Relevant Objectives	Products	Revenue
Ensuring Health	Financing of healthcare provision	1%
Providing Basic Services	Financing of affordable housing (for low- to median-income households), financing of healthcare provision	11%
Promoting Sustainable Buildings	Financing of buildings certified to a relevant sustainable building standard	5%

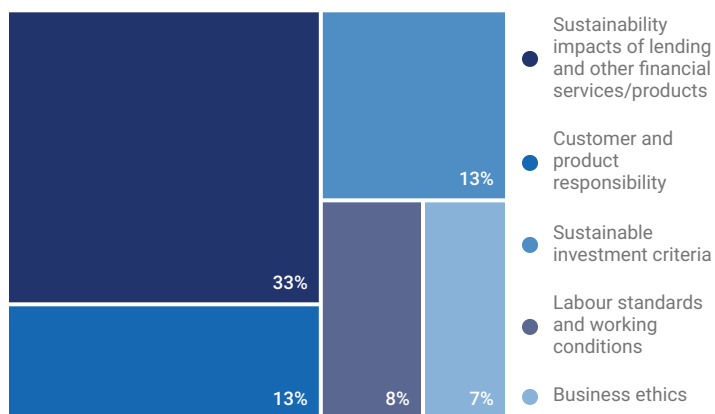
Key Issues Performance Commentary

One of the main risks public & regional banks face is managing the sustainability impacts of their lending and other financial services/products. Oberösterreichische Landesbank (Hypo Oberösterreich) addresses these risks by promoting green/social financial services for public and private customers. Additionally, the company discloses some basic environmental and social lending guidelines including exclusionary criteria. The company's performance is significantly above the industry average. Like many financial institutions, Hypo Oberösterreich provides socially responsible investments, however, the current volume of assets under management is not specified. Moreover, the company discloses information on their application procedures of environmental and social guidelines for asset management and Hypo Oberösterreich is committed to engagement with investee companies on various topics. As a result, it performs significantly better than its peers. Nonetheless, there is limited information on whether the company has environmental and social guidelines for its own investments. To account for the social risks facing Hypo Oberösterreich, the company addresses customer and product responsibility by establishing limited aspects of an information security management system alongside some measures to ensure responsible sales practices. There are also some basic commitments to ensure the equal access to financial services including basic banking accounts. However, there is limited information on a policy on responsible marketing, procedures to ensure information security in outsourced data processing, and measures for the responsible treatment of clients with debt repayment problems. Overall, the company addresses these risks on par to other public & regional banks. In terms of labor standards and working conditions, the company's performance is significantly above the industry average. Hypo Oberösterreich manages risks related to mental health, employee health and safety, and dependant care through various management systems and policies. Additionally, risks are somewhat mitigated as the company operates in Austria, where high standards are legally set. However, the company does not appear to provide its position on non-regular employment. Hypo Oberösterreich performs slightly above the industry average in terms of managing business ethics risks. The company discloses policies on bribery, gifts, anti-competitive practices, insider dealing, and money laundering. Additionally, the company has compliance procedures in place including anti-corruption training. However, the company does not disclose the requirement for employees to confirm comprehension of a code of conduct, corruption risk assessments, and third party anti-corruption due diligence.

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	B	1.91%	
● Labour standards and working conditions	B+	8.10%	
A.1.1.5.1.2. Large-scale redundancies and significant job cuts	B-	1.80%	
A.1.1.3.1.1. Implementation of a health and safety management system	B-	1.35%	
A.1.1.3.2. Mental health management	A	1.35%	
● Business ethics	B-	6.66%	
A.3.2.2. Compliance procedures	C+	4.44%	
A.3.2.1. Code of business ethics	A-	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 Commentary

Regarding Oberösterreichische Landesbank governance structure, a small majority of board members are considered independent alongside a non-independent chair of the board (as at March 19, 2025). There is limited information on the board-level committees in charge of audit, remuneration and nomination as such independence of the members cannot be assessed. Additionally, there is no indications that elements for sustainable value creation such as long-term incentive components are integrated into the remuneration of the company's executive management team.

Regarding the company's governance of sustainability, there is no evidence of an independent board committee tasked with the supervision of sustainability issues. Sustainability performance objectives do not seem to be integrated into the variable remuneration of members of the executive management team. Oberösterreichische Landesbank has set up guidelines dealing with bribery, gifts, anti-competitive practices, insider dealing, and money laundering alongside compliance procedures including anti-corruption training. However, the company does not disclose the requirement for employees to confirm comprehension of a code of conduct, corruption risk assessments, and third party anti-corruption due diligence.

Corporate Governance Metrics

Board Independence	-
Independent Board Chair	NO
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.

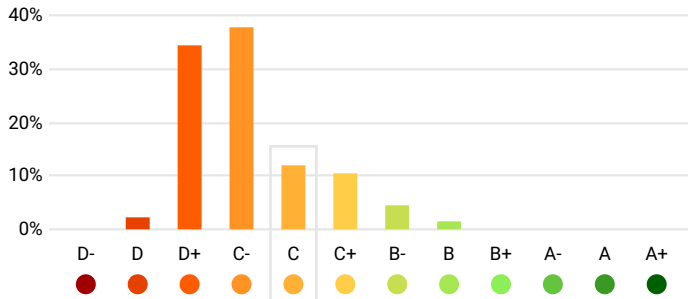
Norm and Key Theme	Event Title	Severity	Date
-	-	-	-

Rating Results Overview and Industry Distribution

A. Social & Governance Rating

Weight: 50% Trend: ■

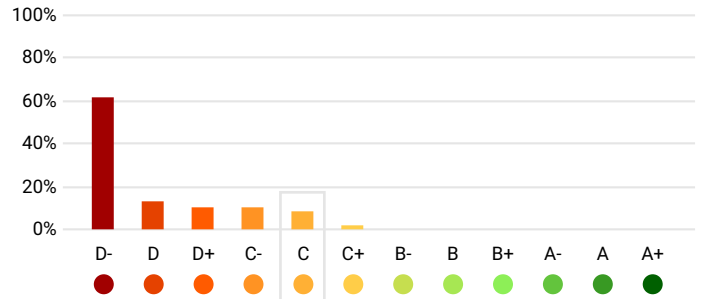
C



B. Environmental Rating

Weight: 50% Trend: ■

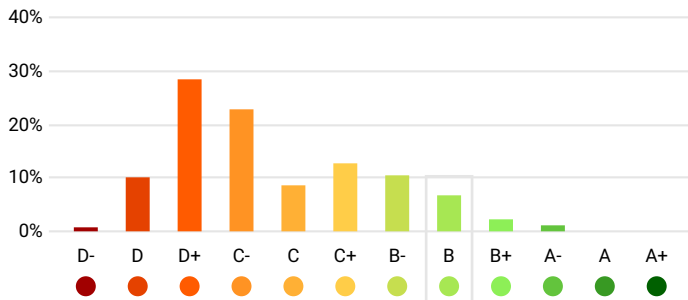
C



A.1 Staff & Suppliers

Weight: 15% Trend: ■

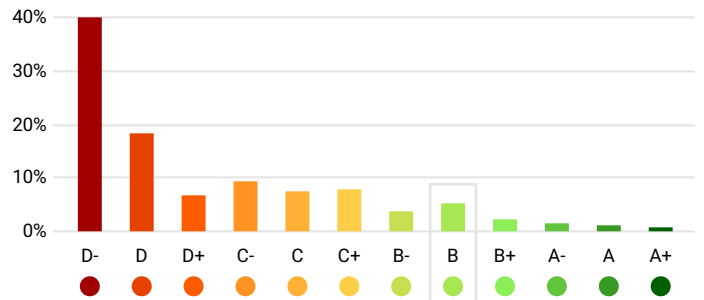
B



B.1 Environmental Management

Weight: 5% Trend: ■

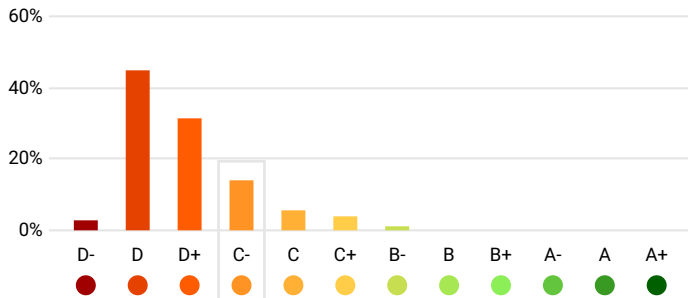
B



A.2 Society & Product Responsibility

Weight: 25% Trend: ■

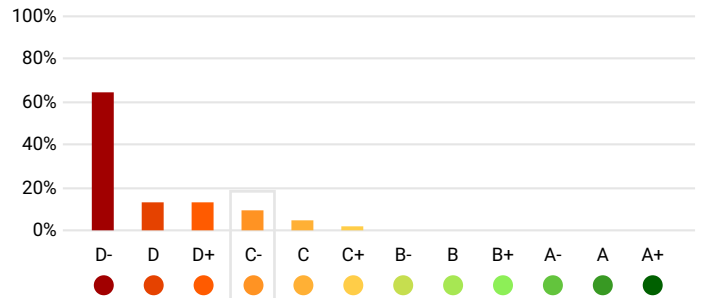
C-



B.2 Products & Services

Weight: 42.5% Trend: ■

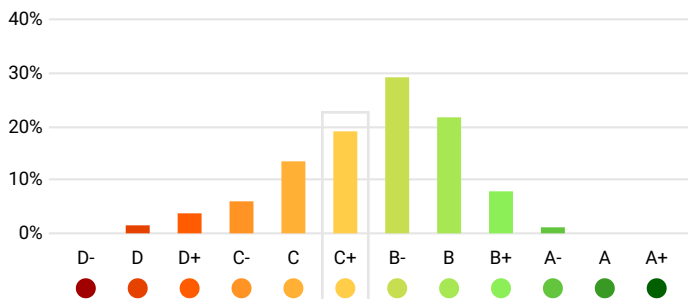
C-



A.3 Corporate Governance and Business Ethics

Weight: 10% Trend: ■

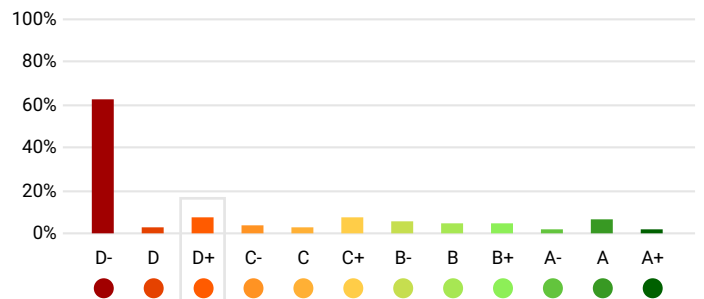
C+



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	A	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	A+	0.51%
A.1.1.2.2.	Measures to promote equal opportunities and diversity	B	0.51%
A.1.1.2.3.	Gender distribution	C	0.51%
A.1.1.2.4.	Gender pay gap	D-	0.51%
A.1.1.2.5.	Controversies relating to discrimination		0.00%
A.1.1.3.	Health and safety	B+	2.70%
A.1.1.3.1.	Health and safety management system	B-	1.35%
A.1.1.3.1.1.	Implementation of a health and safety management system	B-	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	A	1.35%
A.1.1.3.3.	Controversies relating to health and safety		0.00%
A.1.1.4.	Work-life balance	B+	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	C+	1.35%
A.1.1.5.	Employment security and types of employment	B+	2.70%
A.1.1.5.1.	Employment security and responsible workforce restructuring	B-	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	B-	1.80%
A.1.1.5.1.3.	Measures to ensure responsible workforce restructuring		0.00%
A.1.1.5.2.	Types of employment	A+	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	A+	0.90%
A.1.1.6.	Training and education	B+	1.35%
A.1.1.6.1.	Strategic training management	B+	1.35%

A.1.1.6.2.	Disclosure of average training time per employee by employee category		0.00%
A.1.1.7.	Additional controversies relating to staff issues		0.00%
A.1.2.	Suppliers	C-	1.50%
A.1.2.1.	Supplier standard with regard to labour rights and working conditions	B-	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	D+	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	C-	3.12%
A.2.1.4.1.	Sustainability reporting	C-	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	D+	1.87%
A.2.2.2.2.1.	Information security management system	D+	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	D-	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	B+	1.66%
B.1.1.1.	Implementation of an environmental management system	B+	1.66%
B.1.1.2.	Certification of the environmental management system to an international standard		0.00%
B.1.2.	Climate change strategy	B	3.33%
B.1.2.1.	Greenhouse gas emission inventories	B+	0.53%
B.1.2.2.	Greenhouse gas emission reduction targets and action plans	B	2.45%
B.1.2.3.	Disclosure of climate change risks and mitigation strategy	B-	0.35%
B.1.2.4.	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	D-	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	C+	3.82%
B.2.2.3.2.1.	Socially responsible investment products and services	B	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	D-	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%

B.3.	Eco-efficiency	D+	2.50%
B.3.1.	Energy efficiency	B+	0.78%
B.3.1.1.	Energy intensity	B+	0.78%
B.3.2.	Carbon intensity	D-	1.56%
B.3.2.1.	Greenhouse gas emission intensity	D-	1.56%
B.3.3.	Water efficiency	D-	0.16%
B.3.3.1.	Freshwater use intensity	D-	0.16%

	Grade	Weight
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	Governance Rating	C+	10.00%
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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	D+	1.66%
A.3.1.1.1.	Percentage of independent board members	B+	0.56%
A.3.1.1.2.	Independent board chair	D-	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	B-	6.66%
A.3.2.1.	Code of business ethics	A-	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	A	0.68%	▲▲
● a	Commitment to respecting union rights			
	Does the company disclose a commitment to respecting union rights?			
	Yes			
● b	Commitment to respecting workers' freedom of association			
	Does the company disclose a commitment to respecting workers' freedom of association?			
	Yes, in a policy			
● c	Commitment to respecting the right to collective bargaining			
	Does the company disclose a commitment to respecting the right to collective bargaining?			
	No			
	<i>Additional factor driving the assessment:</i>			
	Does the company almost exclusively operate in countries with high legal and/or factual standards on the right to collective bargaining?			
	Yes			
● A.1.1.1.2.	Measures to ensure freedom of association and facilitate collective bargaining	B	1.35%	■
● a	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. Coverage: 100% of employees (estimated).			
● b	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. Coverage: More than 80% of employees (estimated).			
● c	Measures in countries with severe legal/factual limitations:			

- i **Alternative worker participation in countries with severe legal limitations:**
 This factor is not applicable for this company.
Coverage:
 This factor is not applicable for this company.
- ii **Anti-union discrimination measures in countries with severe factual limitations:**
 This factor is not applicable for this company.
Coverage:
 This factor is not applicable for this company.

• 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	A+	0.51%	^^
• a	Prohibited grounds of discrimination			
	Does the company disclose a commitment to prohibiting workplace discrimination?			
	Yes			
	Does the company embed in a public policy a prohibition on discrimination?			
	Yes			
	Does the company disclose a commitment against workplace discrimination on the grounds of age?			
	Yes			
	Does the company disclose a commitment against workplace discrimination on the grounds of disability?			
	Yes			
	Does the company disclose a commitment against workplace discrimination on the grounds of ethnicity?			
	Yes			
	Does the company disclose a commitment against workplace discrimination on the grounds of family/marital status?			
	Yes			
	Does the company disclose a commitment against workplace discrimination on the grounds of gender?			
	Yes			
	Does the company disclose a commitment against workplace discrimination on the grounds of gender identity?			
	Yes			
	Does the company disclose a commitment against workplace discrimination on the grounds of nationality?			
	Yes			

Does the company disclose a commitment against workplace discrimination on the grounds of political opinion?

Yes

Does the company disclose a commitment against workplace discrimination on the grounds of race?

Yes

Does the company disclose a commitment against workplace discrimination on the grounds of religion?

Yes

Does the company disclose a commitment against workplace discrimination on the grounds of sexual orientation?

Yes

Does the company disclose a commitment against workplace discrimination on the grounds of social origin?

Yes

• **b Relevant aspects of employment**

Does the company specify career opportunities that should not be denied through discrimination?

Yes

• **c Prohibition of harassment and abusive behaviour**

Does the company disclose a commitment to prohibiting harassment?

Yes

Does the company embed in a public policy a prohibition on harassment?

Yes

Does the company disclose a commitment to prohibit harassment, detailing forms of abuse?

Yes

• **A.1.1.2.2. Measures to promote equal opportunities and diversity**

B

0.51%



• **a Diversity assessments**

Does the company disclose the existence of diversity assessments?

Yes

• **b Leadership accountability**

Does the company disclose leadership accountability for the implementation of a diversity strategy?

Yes

• **c Training on diversity and inclusion**

Does the company provide employee training on diversity and inclusion?

Yes

Does the company disclose function-specific training on diversity and inclusion?

No

• **d Actions to promote equal opportunity**

Does the company take action to promote equal opportunities in the workplace?

Yes

Does the company disclose efforts to promote career opportunities for women?

Yes

Does the company disclose efforts to promote career opportunities for disabled employees?

No

Does the company disclose efforts to promote career opportunities for ethnic/racial minorities?

No

Does the company disclose the promotion of career opportunities for specific demographic groups outside of gender, disability, ethnic or racial minorities?

No

Gender diversity targets

Does the company disclose gender diversity targets at management level?

No

Does the company disclose gender diversity targets across its workforce?

No

● **A.1.1.2.3. Gender distribution** **C** 0.51%

The representation of women in management positions compared to the representation of women in the overall workforce is moderate.

	Unit	2023
Percentage of women in management position	%	28.00
Percentage of women across total workforce	%	59.58
Percentage of women in management position / Percentage of women across total workforce	% / %	0.47

● **A.1.1.2.4. Gender pay gap** **D-** 0.51%

Does the company disclose its gender pay gap?

No

Does the company provide a breakdown of gender pay gap figures?


No

● **A.1.1.2.5. Controversies relating to discrimination** 0.00%


Research did not reveal relevant controversies in recent years.

● **A.1.1.3. Health and safety** **B+** 2.70%

● **A.1.1.3.1. Health and safety management system** **B-** 1.35%

<ul style="list-style-type: none"> • A.1.1.3.1.1. Implementation of a health and safety management system • a Health and safety policy • b Worker participation in health and safety management • c Targets related to health and safety • d Measures to improve health and safety performance • e Health and safety training for employees • f Health and safety data compilation system 	<p>Does the company embed in a public policy a commitment to ensure a safe and healthy working environment for its workers?</p> <p>Yes</p> <p>Does the company disclose a process for worker participation in workplace health and safety management?</p> <p>Yes</p> <p>Does the company disclose quantitative targets in relation to its health and safety performance?</p> <p>No</p> <p>Does the company describe measures to improve its health and safety performance?</p> <p>No</p> <p>Does the company disclose the existence of occupational health and safety training?</p> <p>Yes</p> <p>Does the company disclose occupational health and safety accident metrics?</p> <p>No</p> <p><i>Additional factor driving the assessment:</i></p> <p>Does the company disclose its absenteeism rate?</p> <p>Yes, but information is incomplete</p>	<p>B-</p> <p>1.35%</p>	
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<ul style="list-style-type: none"> • A.1.1.3.1.2. Certification of the health and safety management system to an international standard 	<p>Not disclosed</p> <table border="1" style="width: 100%; background-color: #005a8c; color: white;"> <tr> <td style="padding: 5px;">Percentage of company certified to ISO 45001</td> <td style="text-align: right; padding: 5px;">2024</td> </tr> <tr> <td style="padding: 5px;">%</td> <td style="text-align: right; padding: 5px;">-</td> </tr> </table>	Percentage of company certified to ISO 45001	2024	%	-	<p>0.00%</p>	<p>--</p>
Percentage of company certified to ISO 45001	2024						
%	-						

<ul style="list-style-type: none"> • A.1.1.3.2. Mental health management • a Mental health risk assessment • b Efforts to promote mental health awareness 	<p>Does the company disclose the existence of mental health risk assessment?</p> <p>Yes</p> <p>Does the company disclose efforts to promote mental health awareness?</p> <p>Yes</p>	<p>A</p> <p>1.35%</p>	
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Does the company disclose manager training on mental health risks in the workplace?

No

Does the company take action to reduce stigma regarding mental health in the workplace?

No

c Prevention and alleviation of mental health risks

Does the company disclose measures to prevent mental health risks by managing workload and/or availability?

No

Does the company disclose the existence of stress management courses?

No

Does the company disclose the provision of psychological support for employees?

Yes

Does the company disclose the existence of return-to-work programmes for employees with mental health problems?

No

A.1.1.3.3.	Controversies relating to health and safety		0.00%	--
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Research did not reveal relevant controversies in recent years.

A.1.1.4.	Work-life balance	B+	2.70%	▼
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A.1.1.4.1.	Workplace flexibility and working time reduction	A+	1.35%	▲
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a Remote work options

Does the company disclose remote working options?

Yes

b Alternative flexible work arrangements

Does the company disclose that it offers flexitime to employees?

Yes

Does the company disclose that it offers compressed work week / time banking options to employees?

No

Does the company refer to an unspecified flexible working arrangement?

No

c Reduction and adjustment of working time

Does the company disclose that it enables employees to select different ranges of part-time working hours?

Yes

•	A.1.1.4.2.	Dependant care and special leave	C+	1.35%	▼
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•	a	Support for dependent care			
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Does the company disclose that it provides employees with access to childcare facilities?

No

Does the company disclose that it provides employees with direct financial support towards childcare?

No

Additional factor driving the assessment:

Does the company refer to unspecified provisions for dependant care?

Yes

•	b	Leave entitlements			
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Does the company disclose leave entitlements?

Yes

Do the company's entitlements include parental leave?

No

Do the company's entitlements include special leave?

Yes, but period is unclear

Do the company's entitlements include leave for dependant care?

Yes

•	A.1.1.5.	Employment security and types of employment	B+	2.70%	▼
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•	A.1.1.5.1.	Employment security and responsible workforce restructuring	B-	1.80%	▼
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•	A.1.1.5.1.1.	Policy on employment security and responsible workforce restructuring		0.00%	--
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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.

•	A.1.1.5.1.2.	Large-scale redundancies and significant job cuts	B-	1.80%	▼
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Although research did not reveal large-scale redundancies or significant job cuts affecting more than 1,000 employees or more than 5% of the total workforce during the past three years, the implementation of large-scale redundancies or significant job cuts cannot be fully excluded due to a lack of transparency.

- **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** **A+** 0.90%
- **A.1.1.5.2.1. Position on non-regular employment** 0.00% --
 - **a Position on the use of non-regular employment**
 Does the company disclose a commitment to limit the use of non-regular employment?
 No
 - **b Measures to mitigate the impact of non-regular employment**
 Does the company disclose measures to mitigate the impact of non-regular employment?
 No

- **A.1.1.5.2.2. Disclosure of different types of employment** **A+** 0.90%
 - **a Proportion of employees with part-time contracts**
 Does the company disclose the proportion of part-time workers?
 Yes

Percentage of part-time workers	2022	2023	2024	2025	2026
%	38.77	39.72	41.31	-	-
 - **b Proportion of employees with temporary contracts**
 Does the company disclose the proportion of employees with temporary contracts?
 Yes

Percentage of employees with a temporary contract	2022	2023	2024	2025	2026
%	5.67	6.93	6.09	-	-

- **A.1.1.6. Training and education** **B+** 1.35%
- **A.1.1.6.1. Strategic training management** **B+** 1.35%

- **a Identification of strategic training needs**
Does the company disclose the existence of a systematic approach to identify strategic training needs?
Yes
- **b Employees receiving career development reviews**
Does the company disclose metrics on employee career development reviews?
No
Not Disclosed

Percentage of employees receiving career development reviews	2024
%	-

- **c Evaluation of training programmes**
Does the company disclose the evaluation of training programmes?
Yes

- **A.1.1.6.2. Disclosure of average training time per employee by employee category** 0.00% --
Does the company disclose the average annual hours of development training by employee category?
No

Average annual development training hours per employee	2022	2023	2024	2025	2026
Hours	44.25	-	-	-	-

- **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** **C-** 1.50%
- **A.1.2.1. Supplier standard with regard to labour rights and working conditions** **B-** 0.75%
- **a Existence of a supplier labour policy**
Does the company disclose a supplier labour policy?

Yes

Does the company disclose a contractually binding supplier labour policy?

No

• b

Inclusion of the extended supply chain in the management of labour rights**Does the company disclose a supplier labour policy that extends beyond the first tier of the supply chain?**

No

• c

Child labour**Does the company disclose a supplier policy that prohibits the use of child labour?**

Yes

Does the company disclose a supplier policy prohibiting child labour in accordance with the relevant ILO Core Conventions?

No

*Additional factor driving the assessment:***Does the company express an expectation on suppliers to adhere to the UN Global Compact?**

Yes

• d

Forced labour**Does the company disclose a supplier policy that prohibits the use of forced labour?**

No

Does the company disclose a supplier policy that includes detailed information on forced labour?

No

*Additional factor driving the assessment:***Does the company express an expectation on suppliers to adhere to the UN Global Compact?**

Yes

• e

Freedom of association**Does the company disclose a supplier policy that requires the respect of union rights?**

Yes

Does the company disclose a supplier policy that requires the respect of freedom of association?

Yes

Does the company disclose a supplier policy that requires the respect of the right to collective bargaining?

No

*Additional factor driving the assessment:***Does the company express an expectation on suppliers to adhere to the UN Global Compact?**

Yes

• f

Discrimination**Does the company disclose a supplier policy that prohibits discrimination?**

Yes

Does the company disclose a supplier policy that identifies the demographic groups for which discrimination is prohibited?

Yes

Does the company disclose a supplier policy that specifies opportunities that should not be denied through discrimination?

Yes

g **Harassment and abusive behavior**

Does the company disclose a supplier policy that prohibits harassment?

Yes

Does the company disclose a supplier policy that includes detailed information on abusive behaviour?

Yes

h **Health and safety**

Does the company disclose a supplier policy that includes provisions on occupational health and safety?

Yes

Does the company disclose a supplier policy that includes a provision to implement an occupational health and safety management strategy?

No

i **Wages**

Does the company disclose a supplier policy that includes a provision on providing employees with documentation on wages?

No

Does the company disclose a supplier policy that includes a provision to pay overtime at a premium rate?

No

Does the company disclose a supplier policy prohibiting disciplinary wage deduction?

No

j **Working time**

Does the company disclose a supplier policy that includes provisions on working time?

No

Does the company disclose a supplier policy that includes a provision on maximum weekly working time in accordance with the ILO Hours of Work Conventions?

No

Does the company disclose a supplier policy that includes a provision on a weekly rest period in accordance with the ILO Weekly Rest Conventions?

No

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**

Does the company disclose the existence of social supplier risk assessments?

No

Does the company disclose information on factors taken into account for supplier risk assessments?

No

b Supplier audits

Does the company disclose the existence of supplier social audits?

This factor is not applicable for this company.

Does the company disclose the existence of follow-up supplier audits?

This factor is not applicable for this company.

Does the company disclose social metrics on audited suppliers?

This factor is not applicable for this company.

Additional factor driving the assessment:

Is the company a member of the Roundtable on Sustainable Palm Oil?

No

c Procedures in case of non-compliance by suppliers

Does the company have supplier non-compliance procedures that include corrective action plans?

This factor is not applicable for this company.

Does the company have supplier non-compliance procedures that include renewed audits?

This factor is not applicable for this company.

Additional factor driving the assessment:

Is the company a member of the Roundtable on Sustainable Palm Oil?

No

● 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	D+	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 Commitment to respecting internationally recognised human rights

Does the company express a commitment to respecting internationally recognised human rights?

No

Does the company embed in a public policy a commitment to adhere to internationally recognised human rights?

No


b Commitment not to be complicit in human rights violations

Does the company express a commitment to ensuring not to be complicit in the violation of internationally recognised human rights?

Yes

Does the company embed in a public policy a commitment not to be complicit in human rights violations?

Yes

● **A.2.1.1.2. Human rights due diligence procedures** **D-** 2.08% 

● **a Human rights impact assessments**

Does the company disclose the existence of human rights impact assessments?

No

Does the company disclose that its human rights impact assessments are conducted on an ongoing basis?

No

● **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 Objectives of community activities**

Does the company describe the objective of its community investment?

No

● **b Community involvement programmes**

Does the company disclose its participation in any ongoing community investment programme?

No

● **c Monitoring and evaluation of community involvement**

Does the company monitor its community investment?

No

Does the company regularly monitor the progress of its community investment?

No

Does the company disclose evaluation systems for its community investment?

No

Does the company disclose the scope of monitoring of its community investment?

No

- d **Disclosure of community spending**

Does the company disclose the monetary value of its community investment?

No

Does the company disclose the amount disbursed in donations?

No

Does the company disclose disaggregated donations?

No

Does the company disclose the monetary value of employee volunteering?

No


Does the company disclose the monetary value of in-kind donations?

No

Does the company disclose the management costs of community investment?

No

<ul style="list-style-type: none">•	A.2.1.3.	Relations with governments and influence on public policy	0.00%	
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<ul style="list-style-type: none">•	A.2.1.3.1.	Financial relations with governments	0.00%	
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<ul style="list-style-type: none">•	A.2.1.3.1.1.	Tax base erosion and profit shifting	0.00%	--
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- a **Position on transfer pricing**

Does the company disclose a commitment to prohibit tax avoidance through transfer pricing?

This factor is not applicable for this company.

- b **Commitment not to pursue advantages in tax havens**

Does the company disclose a commitment not to pursue advantages in tax havens?

This factor is not applicable for this company.

<ul style="list-style-type: none">•	A.2.1.3.1.2.	Payments to governments and economic activity	0.00%	
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<ul style="list-style-type: none">•	A.2.1.3.1.2.1.	Public disclosure of payments to government	0.00%	--
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Countries for which the company discloses figures on payments to governments

This factor is not applicable for this company.

Does the company provide country-by-country tax figures?

This factor is not applicable for this company.

Does the company provide country-by-country payment to government figures outside of tax and royalties figures?

This factor is not applicable for this company.

<ul style="list-style-type: none">•	A.2.1.3.1.2.2.	Public disclosure of economic activity	0.00%	--
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- a **Employees by country**

Countries for which the company discloses the number of employees

This factor is not applicable for this company.

• **b Revenues by country**

Countries for which the company discloses revenue figures

This factor is not applicable for this company.

• **c Profits by country**

Does the company disclose country-by-country profit/loss figures?

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 received from governments by country**

Countries for which the company discloses figures on financial assistance from the government

This factor is not applicable for this company.

• **b Value of financial assistance received from governments**

Does the company disclose the monetary value of government financial assistance?

Yes, disaggregated financial assistance

Does the company declare that it disclosed the totality of financial assistance from governments?

No

• **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**

Does the company expressly prohibit political donations?

No

• **b Public disclosure of the monetary value of political contributions**

Does the company disclose the monetary value of its political contributions?

No

Not disclosed.

Total political contribution	2024
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USD -

• **c Public disclosure of details about political contributions**

Does the company disclose the monetary value of its political contributions by recipient?

No

Does the company disclose the monetary value of its political contributions by country?

No

●	A.2.1.3.3.	Transparency on participation in public policy making and lobbying activities		0.00%	--
		Does the company disclose the monetary value of lobbying activity?			
		No			
		Does the company disclose its membership in associations?			
		Yes			
		Does the company disclose objectives related to political advocacy?			
		Yes			
●	A.2.1.4.	Stakeholder dialogue	C-	3.12%	⚠
●	A.2.1.4.1.	Sustainability reporting	C-	3.12%	⚠
●	a	Level of assurance for sustainability disclosures			
		Does the company disclose the level of external assurance of its sustainability disclosures?			
		No			
●	b	Scope of assurance for sustainability disclosures			
		Does the company disclose external assurance for climate-related disclosures?			
		No			
		Does the company disclose external assurance for environmental disclosures (outside of climate data)?			
		No			
		Does the company disclose external assurance for labour-related disclosures?			
		No			
		Does the company disclose external assurance for social disclosures (outside of labour)?			
		No			
●	c	Sustainability reporting frameworks			
		Is the company's sustainability reporting informed by GRI Standards?			
		No			
●	d	Materiality assessments			
		Does the company disclose an evaluation of the materiality of sustainability topics?			
		Yes			
		Does the company disclose a stakeholder-informed evaluation of material topics?			
		Yes			
●	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	Alleviating poverty:	Share of net sales	2024
	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	Combating hunger and malnutrition:	Share of net sales	2024
	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	Ensuring health:	Share of net sales	2024
	Contribution: financing of healthcare provision		1%
	Obstruction: no products or services with a direct and substantial impact		0%
d	Delivering education:	Share of net sales	2024
	Contribution: no products or services with a direct and substantial impact		0%
	Obstruction: no products or services with a direct and substantial impact		0%
e	Attaining gender equality:	Share of net sales	2024
	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	2024
	Contribution: financing of affordable housing (for low- to median-income households), financing of healthcare provision		11%
	Obstruction: no products or services with a direct and substantial impact		0%
g	Safeguarding peace:	Share of net sales	2024
	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	2024
	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 social objectives (e.g. financing educational institutions, but it cannot be excluded that the company also 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	D+	1.87%	∨
● A.2.2.2.2.1.	Information security management system	D+	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			✓

	Yes	No	No information / Not applicable
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Audits			✓
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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	D-	0.63%	⚠
• a	Due diligence in selection processes: No or only very limited information is available on third-party due diligence including e.g. 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: No or only very limited information is available on whether third-party data processors are required to implement adequate measures to ensure information security and 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: No or only very limited information is available on whether the company monitors and reviews third-party data processors.			
	Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.			

• A.2.2.2.2.2.	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. Details are available on moderate terms and conditions. The account is actively targeted at unbanked client groups. Coverage: 100% of relevant operations (estimated).			
●	b	Inclusive financial services: No or only very limited information is available on the provision of inclusive financial services, such as accessible banking services for clients with disabilities, banking services in the language of major immigrant groups, or banking activities in remote and/or deprived regions. Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.			
●	A.2.2.2.4.2.	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%	■
●		Provision of social financial services: The company provides some social financial services, including			

a	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	<p>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.</p> <p>Formality: Formality is considered if sufficient content-related information is available to assess the indicator.</p> <p>Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p>			
b	<p>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.</p> <p>Coverage: 100% of relevant operations (estimated).</p>			
c	<p>Measures to ensure tax compliance of wealth management clients:</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.2.2.2.6.2.	Controversies relating to client tax compliance		0.00%	--
	Research did not reveal relevant controversies in recent years.			
A.2.2.2.7.	Other major company-specific issues related to customer and product responsibility		0.00%	--
	This factor is not applicable for this company.			
A.2.2.2.8.	Additional controversies relating to customer and product responsibility		0.00%	--
	Research did not reveal relevant controversies in recent years.			

Environmental Rating

Summary

Environmental Rating	Weight	Trend
C	50.00%	■

Assessment

		Grade	Weight	Change Y-o-Y
● B.1.	Environmental Management	B	5.00%	■
● B.1.1.	Environmental management system	B+	1.66%	∨
● B.1.1.1.	Implementation of an environmental management system	B+	1.66%	∨
● a	Environmental management strategy			
	Does the company disclose the existence of an environmental management strategy?			
	Yes			
● b	Environmental policy			
	Does the company embed in a public policy a commitment to environmental management?			
	Yes			
● c	Measures to improve environmental performance			
	Does the company disclose the use of green vehicles in its fleet?			
	This factor is not applicable for this company.			
	Does the company describe GHG emissions reduction measures?			
	Yes			
	Does the company describe energy use reduction measures?			
	Yes			
● d	Targets related to environmental management			
	Does the company disclose clear quantitative GHG emissions reduction targets?			
	Yes			
	Does the company disclose clear quantitative energy consumption reduction targets?			
	No			
	Does the company disclose water reduction goals?			
	No			
	Does the company disclose clear quantitative water reduction targets?			
	No			
● e	Environmental data compilation system			

Does the company disclose metrics on its GHG emissions?

Yes

Does the company disclose metrics on its energy consumption?

Yes

Does the company publicly report metrics on water use?

No

Does the company disclose metrics on its waste generated?

No

●	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	B	3.33%	
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●	B.1.2.1.	Greenhouse gas emission inventories	B+	0.53%	
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●	a	Scope 1 and 2 emissions			
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Does the company disclose its scope 1 (direct) GHG emissions?

Yes

Does the company disclose its market-based scope 2 emissions?

Yes

●	b	Scope 3 emissions			
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Does the company disclose its aggregated scope 3 GHG emissions?

Yes

Does the company disclose its scope 3 emissions for Category 15 - Investments?

Yes

●	c	Disclosure of calculation method			
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Does the company disclose the use of a recognised international GHG emissions accounting standard?

Yes, both GHG Protocol and ISO 14064

●	d	Third-party verification			
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Does the company disclose that it has obtained independent third-party verification for its GHG emissions?

No

Does the company disclose assurance levels of independent third-party verification for its GHG emissions?

No

●	B.1.2.2.	Greenhouse gas emission reduction targets and action plans	B	2.45%	
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●	a	Greenhouse gas emission reduction targets: The company has set 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.			
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	Conserving water:	Share of net sales	2024
	Obstruction: no products or services with a direct and substantial impact		0%
c	Contributing to sustainable energy use:	Share of net sales	2024
	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	2024
	Contribution: financing of buildings certified to a relevant sustainable building standard		4.9%
	Obstruction: no products or services with a direct and substantial impact		0%
e	Optimising material use:	Share of net sales	2024
	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	2024
	Contribution: no products or services with a direct and substantial impact		0%
	Obstruction: no products or services with a direct and substantial impact		0%
g	Preserving marine ecosystems:	Share of net sales	2024
	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	Preserving terrestrial ecosystems:	Share of net sales	2024
	Contribution: no products or services with a direct and substantial impact		0%
	Obstruction: no products or services with a direct and substantial impact		0%
i	Other (Environmental):	Share of net sales	2024
	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. financing renewable energy, but it cannot be excluded that the company also offers financial services for companies involved in the coal and oil industry). 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	D-	0.21%	▼
●	a	Disclosure of carbon emission reduction: No or only very limited information is available on the amount of carbon emissions reduced in the financial value chain (e.g., investments, lending, underwriting).			
		Coverage: The percentage of the portfolio covered is considered if sufficient content-related information is available to assess the indicator.			
●	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%
 - **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's environmental lending and investment banking guidelines cover ecosystem and biodiversity aspects only in general terms. No details are available on relevant aspects such as biodiversity mapping; biodiversity targets; biodiversity monitoring; degradation of ecosystems and/or habitats; fragmentation of ecosystems and/or habitats; protection of critically endangered species; protection of endangered species; protection of vulnerable 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; pharmaceuticals, chemical compounds and other harmful substances subject to international phase-outs or bans (e.g. pesticides classified as extremely hazardous or highly hazardous); ozone-depleting substances subject to international phase-out; 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:** Information is available on some additional topics, including furs, and genetically modified organisms. No or only very limited information is available on further topics such as pesticides; chlorinated hydrocarbons; animal testing.
- 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.2.2.2.1.1.1.2. 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), illegal child labour, forced labour, human rights violations (e.g. gross disregard of internationally acknowledged standards, activities negatively affecting indigenous people and their livelihoods), banned or controversial weapons, animal testing, tobacco, alcohol, pornography, gambling, unbonded asbestos fibres or other products with bonded asbestos as dominant material.
- 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%	<input type="checkbox"/>
• B.2.2.2.1.1.2.1.	Forestry and paper guidelines	D-	0.84%	<input type="checkbox"/>
• B.2.2.2.1.1.2.1.1.	Guidelines covering specific requirements for forestry		0.00%	--
• a	Content of forestry guidelines:			
• i	Sustainable forest 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	Corruption: This factor is not applicable for this company.			
• vii	Conflict and security: This factor is not applicable for this company.			
• viii	Exclusion of controversial practices:			

This factor is not applicable for this company.

Bindingness of forestry guidelines:

This factor is not applicable for this company.

Coverage:

This factor is not applicable for this company.

● **B.2.2.2.1.1.2.1.2. Guidelines covering specific requirements for pulp and paper** **D-** 0.84%

- a **Content of pulp and paper guidelines:**
 - 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.
 - 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.
 - 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.
 - 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:** No or only very limited information is available on environmental and social guidelines for the dams and hydropower industry, which cover the examination and implementation of alternatives to large dams/projects by the client including prioritising the optimisation of existing dams as well as preference for decentralised, small-scale energy options (e.g. micro hydro, home-scale solar electric systems, wind and biomass systems).
- ii **Social and environmental risk, impact and cost assessments:** No or only very limited information is available on environmental and social guidelines for the dams and hydropower industry, which cover client-related aspects relating to social and environmental risk, impact and cost assessments, including

impacts on communities and livelihoods; upstream and downstream impacts; river-basin-wide impacts; life-cycle and cumulative impacts; sedimentation; erosion; water quality; greenhouse gas emissions; impacts on fish stock; biodiversity areas; vulnerable, endangered, and critically endangered species; improved project cost predictions through frequency distribution of the cost overruns for similar projects; and independent social and environmental risk assessments and monitoring.

- **iii Ecosystems and biodiversity:** No or only very limited information is available on environmental and social guidelines for the dams and hydropower industry, which cover client-related ecosystem and biodiversity aspects including avoiding dams on the main stem of rivers; maintenance of rivers with high ecosystem function; environmental flow requirements to maintain downstream species and ecosystems; biodiversity management (including mapping and monitoring); fish passes and lifts adapted to fish species; sediment management plans; mitigation or compensation of unavoidable ecosystem impacts; provisions for emergency drawdown and decommissioning (e.g. ecosystem needs and ecosystem restoration); and minimal and responsible road construction during dam construction.
- **iv Working conditions:** No or only very limited information is available on environmental and social guidelines for the dams and hydropower 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; accommodation; and occupational health and safety (including physical hazards; noise and vibration; emissions, dust and/or hazardous materials) of own staff as well as on-site contractors.
- **v Human rights and livelihoods:** No or only very limited information is available on environmental and social guidelines for the dams and hydropower industry, which cover client-related human rights and livelihood aspects such as respect of internationally acknowledged human rights; non-complicity in human rights violations; effective stakeholder engagement and grievance mechanisms; free, prior and informed consent (FPIC) of stakeholders; adequacy and timeliness of resettlement compensation and livelihood restoration; monitoring and audits of resettlement and livelihood restoration; adequate resettlement sites and/or resettlement sites in compliance with UN criteria for adequate housing; environmental flow releases and minimum technical releases to maintain downstream livelihoods; maintenance of productive fisheries; and benefit sharing mechanisms for affected stakeholders.
- **vi Community health and safety:**

This factor is not applicable for this company.
- **vii Corruption:** No or only very limited information is available on environmental and social guidelines for the dams and hydropower industry, which cover corruption and facilitation payments by the client (e.g. relating to construction permits, operating licences, contracting, certifications, environmental damage).
- **viii Conflict and security:** No or only very limited information is available on environmental and social guidelines for the dams and hydropower industry, which cover client-related aspects relating to authoritarian regimes, conflict regions, and security issues, including a clear position on cooperation with authoritarian regimes; conflict-sensitive due diligence; a clear commitment to avoid complicity in human rights violations by public security forces; and specific reference to clients' security personnel (including risk assessment; screening of past abuses; rules of conduct; training; monitoring; and investigation and reporting of abusive acts).
- **ix Exclusion of controversial practices:** No or only very limited information is available on excluded controversial practices such as activities resulting in the degradation, fragmentation and/or conversion of high conservation value areas; activities resulting in a significant negative impact on the health and safety of affected communities and/or indigenous people; activities resulting in a significant negative impact on the livelihoods of affected communities and/or indigenous people; forced displacement of indigenous people; and activities breaching internationally acknowledged labour rights standards.

Bindingness of dams and hydropower guidelines: No information is available on relevant environmental 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.2.2.2.1.1.2.2.2. Guidelines covering specific requirements for coal-fired power plants** 0.00% --
- **a Content of coal-fired power plant guidelines:**
- **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.
- **ix** **Exclusion of controversial practices:**
This factor is not applicable for this company.

Bindingness of oil, gas and related infrastructure guidelines:
This factor is not applicable for this company.

Coverage:
This factor is not applicable for this company.

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

<ul style="list-style-type: none"> ● B.2.2.2.1.1.2.4.2. Guidelines covering specific requirements for fisheries and aquaculture 	0.00%	--
<ul style="list-style-type: none"> ● a Content of fisheries and aquaculture guidelines: 		
<ul style="list-style-type: none"> ● i Sustainable management of fisheries: This factor is not applicable for this company. 		
<ul style="list-style-type: none"> ● ii Sustainable management of aquaculture: This factor is not applicable for this company. 		
<ul style="list-style-type: none"> ● iii Ecosystems and biodiversity: This factor is not applicable for this company. 		
<ul style="list-style-type: none"> ● 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:** No or only very limited information is available on social and environmental risk and impact assessments covering 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: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.

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.

Client-specific: The company does not publicly disclose client/project-specific information such as

ii client name; purpose; sector; location; type of financial service; total volume; risk category and scope of review; date of approval, signature and/or disbursement; 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%	--
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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%	
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• a **Provision of green financial services:** The company offers green financial services/programmes, including financing of sustainable buildings according to internationally recognised standards. No or only very limited information is available on further services (e.g. financing of solar and/or wind power, financing of energy efficiency technologies, and/or relevant green bond underwriting).

• 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%	
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●	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 several green financial services/programmes (e.g. loans for eco-efficient houses, eco-efficient household appliances or eco-friendly cars). No information is available on whether 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%	
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●	B.2.2.3.1. Environmental and social guidelines for mainstream asset management services, structured investment products and/or brokerage services	D	3.18%	
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• a **Positive screening:**

• j **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.

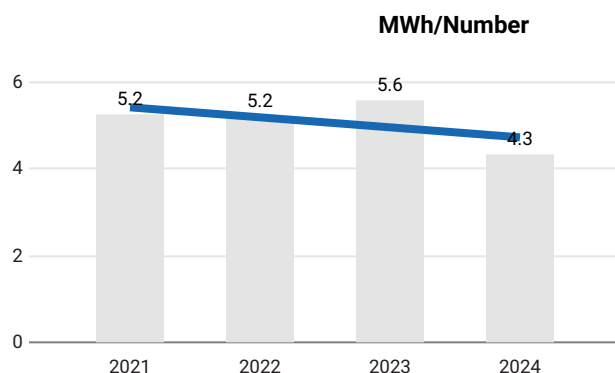
b	Negative screening:			
i	Scope of criteria: Guidelines cover single exclusion criteria (e.g. controversial environmental practices; violations regarding human rights, labour rights, business ethics and customer responsibility; controversial sectors such as weapons, nuclear energy, GMOs, tobacco, and 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	C+	3.82%	✓
B.2.2.3.2.1.	Socially responsible investment products and services	B	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: Only some of the products/services offered apply the scope of criteria cited above. Other products/services apply a more limited scope of sustainability criteria.			
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 limited 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%	■
	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	D-	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	<p>Scope of criteria: No information is available on the scope 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).</p> <p>Strictness: No or only limited information is available on environmental and social guidelines for own investments.</p> <p>Coverage: The percentage of relevant operations covered is considered if sufficient content-related information is available to assess the indicator.</p>			
• B.2.2.3.4.	Application procedures of environmental and social guidelines for asset management and own investments	B+	1.91%	<input type="checkbox"/>
	<p>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.</p> <p>Coverage: More than 50% of assets and/or investments (estimated).</p>			
• B.2.2.3.5.	Engagement / Shareholder advocacy activities	B-	2.55%	<input type="checkbox"/>
• 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.			
• 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** **B+** 0.78%
- **B.3.1.1.** **Energy intensity** **B+** 0.78%

The intensity has decreased in recent years.
The intensity is in line with the industry benchmark.

	UNIT	2021	2022	2023	2024
Total energy consumption	MWh	2105.08	2100.62	2300.00	1826.72
Employees	Number	403.00	407.00	414.00	426.00
Total energy consumption per Employees	MWh/Number	5.22	5.16	5.56	4.29



- **B.3.2.** **Carbon intensity** **D-** 1.56%
- **B.3.2.1.** **Greenhouse gas emission intensity** **D-** 1.56%

The calculation of the intensity relative to an industry benchmark was not possible due to insufficient data for recent reporting years

	UNIT	2024
Total scope 1+2 GHG emissions (market-based)	t CO2e	313.19
Employees	Number	426.00
Total scope 1+2 GHG emissions (market-based) per Employees	t CO2e/Number	-

- **B.3.3.** **Water efficiency** **D-** 0.16%
- **B.3.3.1.** **Freshwater use intensity** **D-** 0.16%

- **a** **Freshwater withdrawn**
This factor is not applicable for this company.

- **b** **Water consumption**

The calculation of the intensity relative to an industry benchmark was not possible due to insufficient data for recent reporting years.

	UNIT	2024
Total water consumption	l	-
Employees	Number	426.00
Total water consumption per Employees	l/Number	-

Governance Rating

Summary

Governance Rating

C+

Weight

10.00%

Trend



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	D+	1.66%	∨
● A.3.1.1.1.	Percentage of independent board members	B+	0.56%	■

Independent board members	2024
%	60.00

Comment: Data as at 2025-03-19

● A.3.1.1.2.	Independent board chair	D-	0.56%	∨
	The chair of the board is not independent.			
	Comment: Data as at 2025-03-19			

● 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	2024
%	-

Comment: Data as at 2025-10-01

● b	Remuneration committee:			
	Independent board members in the remuneration committee	2024		
	%			-

Comment: Data as at 2025-10-01

c	Nomination committee:		
	Independent board members in the nomination committee	2024	
	%		-

Comment: Data as at 2025-10-01

d	Sustainability committee:		
	Independent board members in the sustainability committee	2024	
	%		-

Comment: Data as at 2025-10-01

●	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	B-	6.66%	^
●	A.3.2.1.	Code of business ethics	A-	2.22%	^^
●	a	Policy on bribery and corruption			
		Does the company disclose a commitment to prohibiting bribery?			
		Yes			
		Does the company embed in a public policy a prohibition on bribery?			
		Yes			
		Does the company embed in a public policy a prohibition on facilitation payments?			
		No			
●	b	Policy on gifts, favours, and entertainment			
		Does the company disclose rules on gifts and/or entertainment?			
		Yes			
		Does the company embed in a public policy rules on gifts and/or entertainment?			
		Yes			
		Does the company embed in a public policy restrictions on offering gifts and/or entertainment?			
		No			
		Does the company embed in a public policy restrictions on receiving gifts and/or entertainment?			
		Yes			
●	c	Policy on anti-competitive practices			
		Does the company disclose a commitment to prohibiting anti-competitive practices?			
		Yes			
		Does the company embed in a public policy a prohibition on anti-competitive practices?			
		Yes			
●	d	Policy on insider dealing			
		Does the company disclose rules on insider trading?			
		Yes			

Does the company embed in a public policy a prohibition on insider trading?

Yes

• e

Policy on conflicts of interest**Does the company disclose rules on conflict of interest?**

Yes

Does the company embed in a public policy procedures to manage conflicts of interest?

Yes

• f

Money laundering

The company commitments refer to the prohibition of money laundering in general terms.

More than 80% of relevant operations (estimated).

• A.3.2.2.

Compliance procedures

C+

4.44%



• a

Employee recognition of the code of business ethics**Does the company disclose a requirement on employees to confirm comprehension of a code of conduct?**

No

• b

Anti-corruption training**Does the company disclose anti-corruption training?**

Yes

• c

Compliance training on business ethics**Does the company disclose compliance training on business ethics beyond anti-corruption?**

Yes, but not for entire company

• d

Corruption risk assessments**Does the company disclose the existence of corruption risk assessments?**

No

• e

Third party anti-corruption due diligence**Does the company disclose an anti-corruption due diligence process for third parties?**

No

• f

Whistleblower mechanisms**Does the company disclose the existence of a whistleblower mechanism for employees?**

Yes

Does the company disclose the existence of an anonymous whistleblower mechanism for employees?

Yes

Does the company disclose the existence of a confidential whistleblower mechanism for employees?

Yes

Does the company disclose an express commitment to not retaliate against whistleblowers?

Yes

Does the company publicly disclose the reporting channel (phone number, e-mail address, link to reporting platform) to a whistleblower mechanism for employees?

Yes

● A.3.2.3.	Controversies relating to business ethics	0.00%	--
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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) Product Portfolio Impact Commentary – 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) Key Issues Performance Commentary – 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 Commentary – 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.

Legend

-  Significantly Improving (numerical grade change ≥ 0.5)
-  Improving (numerical grade change ≥ 0.25 and ≤ 0.5)
-  Deteriorating (numerical grade change ≤ -0.25 and ≥ -0.5)
-  Significantly Deteriorating (numerical grade change ≤ -0.5)
-  Stable (numerical grade change > -0.25 and < 0.25)
-  Blank, no historical data 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

05 NOV 2025

Date of Last Modification

05 NOV 2025

Contact ISS ESG

Industry Specialist: Dietrich Wild

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