

Comparison of sustainability criteria as of April, 2024

The sustainability criteria of UniCredit Bank Austria AG will be adjusted as of April 1, 2024. The table below compares the sustainability criteria valid until March 31, 2024 with the new sustainability criteria (valid from April 1, 2024).

Please note that the changes as of April 1, 2024 are marked in red in the table:

- These changes were necessary because Bank Austria will in future define the sustainability criteria for sustainable products based on the underlying investments. Depending on the financial instrument (shares/corporate bonds, government bonds, Schoellerbank funds and investment funds/ETFs of all other investment companies), different sustainability criteria are applied. The sustainability criteria apply to equities and corporate and government bonds, regardless of whether the equities or bonds are held directly (in the form of individual securities) or indirectly (e.g. in the form of investment funds, structured products, asset management).

Accordingly, from April 1, 2024, there will be no distinction in the sustainability criteria for products within the scope of investment advice and sustainable asset management. The criteria for green bonds and OTC derivatives are not used in asset management.

- Other significant changes relate to the wording of the criteria, adjustments to the thresholds and explanations of individual criteria.
- In addition, there are simple wording changes that do not affect the content but are intended to make the criteria easier to understand.

The changes are shown in the table using the old structure (section 1: criteria for products within the scope of investment advice and section 2: criteria for sustainable asset management “VermögensManagement 5Invest”) for better comparability.

Section 1: Criteria for products within the scope of investment advice (excluding sustainable asset management “VermögensManagement 5Invest”)

Sustainability criteria (valid until March 31, 2024)	Sustainability criteria (valid from April 1, 2024)
Criteria for shares and corporate bonds	Sustainability criteria for equities and corporate bonds
In the first stage, negative screening is carried out. This means that companies from controversial business areas are excluded as investments. Companies that generate a significant share of their sales in the following industries are generally excluded from the investment universe. Alternatively, the share of earnings can be used as a criterion.	In the first stage, a screening based on exclusion criteria ¹⁾ is carried out. This means that companies from controversial business areas are excluded as investments. Companies that generate a certain share of their sales in the listed sectors are generally excluded from the investment universe. Alternatively, the share of earnings can be used as a criterion.

Exclusion criteria	Exclusion criteria
Production and transportation of coal and energy generation from thermal coal (>10% of revenues).	<p>Production or mining of coal or energy generation from thermal coal</p> <ul style="list-style-type: none"> For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 2% of sales For investments in investment funds/ETFs of all other investment companies: more than 5% of sales
Production of or trade in controversial weapons (e.g. landmines, chemical weapons, >0% of sales).	<p>Production or distribution of controversial weapons such as anti-personnel mines, cluster munitions, chemical and biological weapons</p> <ul style="list-style-type: none"> when investing in individual securities and investment funds of Schoellerbank Invest AG: absolutely prohibited: more than 0% of revenues When investing in investment funds/ETFs of all other investment companies: absolutely prohibited: more than 0% of revenues
Controversial methods of extracting fossil fuels (e.g. fracking, Arctic oil, etc.) (>10% of revenues).	<p>Particularly problematic methods of extracting fossil fuels such as fracking, oil sands and Arctic oil</p> <ul style="list-style-type: none"> When investing in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of revenues When investing in investment funds/ETFs of all other investment companies: more than 5% of revenues
Production of tobacco (>15% of sales).	<p>Production or distribution of tobacco products</p> <ul style="list-style-type: none"> For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of revenues For investments in investment funds/ETFs of all other investment companies: more than 5% of revenues
Production of nuclear energy (>15% of sales).	<p>Generation of energy from nuclear fuel and extraction or processing of nuclear fuel</p> <ul style="list-style-type: none"> For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of revenue For investments in investment funds/ETFs of all other investment companies: more than 5% of revenue

Transparency criteria: Sustainable investment products that invest in companies that generate a significant proportion of their revenues in the following sectors are labeled:	Exclusion criteria
Production of alcohol (>15% of sales).	Production or distribution of spirits <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of sales • For investments in investment funds/ETFs of all other investment companies: not applied
Production of pornography (>15% of sales).	Production or distribution of pornography <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of revenues • For investments in investment funds/ETFs of all other investment companies: not applied
Games of chance (>15% of sales).	Production or distribution of games of chance <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of sales • For investments in investment funds/ETFs of all other investment companies: not applied
Weapon production (>5 % of sales).	Production or distribution of weapons and military-specific armaments <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of revenues • For investments in investment funds/ETFs of all other investment companies: not applied
Genetically modified organisms (>5 % of sales).	Production or distribution of genetically modified plants in agriculture <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of sales • For investments in investment funds/ETFs of all other investment companies: not applied

	<p>Interventions in the human germline, cloning procedures in the human field or human embryonic stem cell research</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: absolute prohibition of more than 0% of sales • For investments in investment funds/ETFs of all other investment companies: not applied
Animal testing (>5% of sales, except for drug development).	<p>Conducting animal testing not required by law – outsourcing of animal testing to third parties is attributed to the outsourcing company</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of sales of products developed with the aid of animal testing • For investments in investment funds/ETFs of all other investment companies: not applied
	<p>Direct or indirect investments in food and agricultural commodities (e.g. commodity futures, certificates or commodity funds).</p> <p>Investments in companies that operate in this business area are not excluded.</p> <p>When investing in individual securities and investment funds of Schoellerbank Invest AG: no turnover limit</p> <ul style="list-style-type: none"> • When investing in investment funds/ETFs of all other investment companies: not applied
Compliance with the UN Global Compact	Compliance with the UN Global Compact¹⁾
Companies that seriously violate the principles of the UN Global Compact are excluded from the sustainable investment universe (e.g. disregard for human rights, child labor, forced labor, etc.)	<p>Companies that violate the principles of the UN Global Compact are excluded from the sustainable investment universe</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: serious and very serious violations²⁾ • For investments in investment funds/ETFs of all other investment companies: very serious violations²⁾

<p><u>In the second step</u>, the issuers remaining in the selection process are subjected to a “positive screening” with regard to their social and environmental standards. This second selection step excludes those companies from the remaining investment universe that perform worse than other companies in the same industry in terms of sustainability factors (= best-in-class approach).</p>	<p><u>In the second step</u>, the issuers remaining in the selection process are evaluated with regard to their social and environmental standards. This selection step excludes those issuers from the remaining investment universe that perform worse than issuers in the same industry in terms of sustainability factors.</p>
<p>Criteria for government bonds</p>	<p>Sustainability criteria for government bonds</p>
<p>A so-called “negative screening” (selection according to exclusion criteria) is carried out.</p>	<p>When it comes to the sustainability criteria for government bonds, a screening based on exclusion criteria¹⁾ is carried out. This means that government bonds with the following criteria are excluded as investments:</p>
<p>In order to fulfill the sustainability factors, issuers of government bonds must meet defined minimum standards with regard to money laundering regulations (measures of the global Financial Action Task Force – FATF).</p>	<p>Countries that do not meet the minimum standards for combating money laundering (measures defined by the Financial Action Task Force – FATF)</p> <ul style="list-style-type: none"> • Investments in individual securities and investment funds of Schoellerbank Invest AG • Investments in investment funds/ETFs of all other investment companies
<p>Furthermore, these government bonds must make a clear commitment to climate protection.</p>	<p>Countries with insufficient climate protection efforts (Climate Change Performance Index by German Watch e.V. lower than 40)</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies: a comparable indicator may also be used.
<p>Sovereign bonds must have signed the Paris Agreement.</p>	<p>Countries that have not signed the Paris Agreement</p> <ul style="list-style-type: none"> • Investments in individual securities and investment funds of Schoellerbank Invest AG • Investments in investment funds/ETFs of all other investment companies

	<p>Countries that apply the death penalty</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies
	<p>Countries with especially high military budgets</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 3% of the gross domestic product • For investments in investment funds/ETFs of all other investment companies: more than 4% of the gross domestic product
	<p>Countries with a primary nuclear power share of more than 10% that have no nuclear phase-out plan and no moratorium for nuclear power plants</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies
	<p>Countries that have not ratified the UN Convention on Biodiversity</p> <ul style="list-style-type: none"> • Investments in individual securities and investment funds of Schoellerbank Invest AG • Investments in investment funds/ETFs of all other investment companies
	<p>Countries in which corruption in the public sector is perceived to be widespread (Corruption Perception Index published by Transparency International with a score below 50)</p> <ul style="list-style-type: none"> • When investing in individual securities and investment funds of Schoellerbank Invest AG • When investing in investment funds/ETFs of all other investment companies

	<p>Countries that violate democratic principles and fundamental/human rights.</p> <p>As soon as a country violates one criterion (controversy), no investments can be made in that country. Controversies are measured using the following indicators:</p> <ul style="list-style-type: none"> • Freedom House Index: If a country is classified as “not free” or “partly free” by the non-governmental organization Freedom House, this constitutes a controversy. • Child labor: The widespread employment of children in a country constitutes a controversy. • Discrimination: If the legal and social equality of, for example, women, people with disabilities, ethnic or racial minorities and people who identify as “LGBTQI” is severely restricted in a country, this constitutes a controversy. • Freedom of association: If freedom of association and the right to organize and to bargain collectively are severely restricted in a country, this constitutes a controversy. • Freedom of speech and freedom of the press: A massive restriction of freedom of speech and freedom of the press is considered a controversy. • Human rights: If fundamental human rights are severely restricted in a country, this constitutes a controversy. • Labor laws: If the labor conditions in a country are especially poor, especially with regard to minimum wages, working hours, and health and safety regulations, this is considered controversial. • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies
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Criteria for green bonds	Criteria for green bonds
<p>Green bonds are bonds that comply with the guidelines of the Green Bond Principles³⁾. They are also considered sustainability products in the advisory universe of UniCredit Bank Austria AG due to the financing purpose of the bonds. Green bonds are bonds that aim to finance projects with a positive impact on the environment and/or climate. The financing purpose of the bonds is in the foreground here, not the issuer. In this sense, issuers in green bonds may also include funds that do not meet the exclusion criteria of sustainable investment products. The Green Bond Principles promote integrity in the green bond market by providing guidelines on transparency, disclosure and reporting, and enable investors to invest in climate-friendly projects.</p>	<p>Green bonds are bonds that comply with the guidelines of the Green Bond Principles³⁾. They are also included in the sustainability products in the advisory universe due to the financing purpose of the bonds. Green bonds are bonds that aim to finance projects with a positive impact on the environment and/or climate. The financing purpose of the bonds is in the foreground here, and not the issuer. In this sense, issuers in green bonds may also include funds that do not meet the exclusion criteria of sustainable investment products. The Green Bond Principles promote integrity in the green bond market by providing guidelines on transparency, disclosure and reporting, and enable investors to invest in climate-friendly projects.</p>
Criteria for OTC derivatives	Criteria for OTC derivatives
<p>When advising on OTC derivatives, a distinction is made between two categories</p> <p>OTC derivatives on an underlying with ISIN: These products take into account the above exclusion criteria for equities and corporate bonds, together with the UniCredit Sustainability Policies, which can be found on the website www.unicreditgroup.eu under “Sustainability Governance”.</p>	<p>In the context of advice on OTC derivatives, a distinction is made between two categories:</p> <p>OTC derivatives on an underlying with an ISIN: The above sustainability criteria for equities and corporate bonds are taken into account for these products.</p>
<p>OTC derivatives on an underlying without ISIN: Only the above-mentioned UniCredit policies for sustainability are considered for these products.</p>	<p>OTC derivatives on an underlying without an ISIN: For these products, the UniCredit policies for sustainability are taken into account online on the website www.unicreditgroup.eu under the heading “ESG and Sustainability” in the sub-section “ESG Sustainability Policies and Ratings”.</p>

Item 2: Criteria for sustainable asset management “VermögensManagement 5Invest”

Sustainability criteria (valid until March 31, 2024)	Sustainability criteria (valid from April 1, 2024)
Criteria for equities and corporate bonds	Sustainability criteria for shares and corporate bonds
Exclusion criteria At the first stage, a so-called “negative screening” (selection according to exclusion criteria) is carried out. This means that companies from controversial business areas are excluded as investments. Companies that generate a significant share of their revenues in the following industries are generally excluded from the investment universe. Alternatively, the share of earnings can be used as a criterion.	Exclusion criteria At the first stage, a screening based on exclusion criteria ¹⁾ is carried out. This means that companies are excluded as investments if they operate in controversial business areas. Companies that generate a certain share of their sales in the listed sectors are generally excluded from the investment universe. Alternatively, the share of earnings can be used as a criterion.
Production and mining of coal and energy generation from thermal coal (more than 5% of revenues from investment in investment funds/ETFs, more than 2% of revenues from investments in funds of Schoellerbank Invest KAG).	Production or mining of coal or energy generation from thermal coal <ul style="list-style-type: none"> For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 2% of sales For investments in investment funds/ETFs of all other investment companies: more than 5% of sales
Companies involved in the production or distribution of controversial weapons such as anti-personnel mines, cluster munitions, chemical and biological weapons (absolutely prohibited, more than 0% of sales).	Production or distribution of controversial weapons such as anti-personnel mines, cluster munitions, chemical and biological weapons <ul style="list-style-type: none"> When investing in individual securities and investment funds of Schoellerbank Invest AG: absolutely no more than 0% of revenues When investing in investment funds/ETFs of all other investment companies: Absolutely no more than 0% of revenues

Particularly problematic fossil fuel extraction methods such as fracking, oil sands and Arctic oil (more than 5% of revenues).	Particularly problematic methods of extracting fossil fuels such as fracking, oil sands and Arctic oil <ul style="list-style-type: none"> • When investing in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of revenues • When investing in investment funds/ETFs of all other investment companies: more than 5% of revenues
Production and distribution of tobacco products (more than 5% of sales).	Production or distribution of tobacco products <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of sales • For investments in investment funds/ETFs of all other investment companies: more than 5% of sales
Generation of energy from nuclear fuel and the extraction and processing of nuclear fuel (more than 5% of sales).	Generation of energy from nuclear fuel materials and extraction or processing of nuclear fuel materials <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of revenues • For investments in investment funds/ETFs of all other investment companies: more than 5% of revenues
Exclusion criteria Companies that generate a significant portion of their sales in the following industries are also excluded from investment in funds of Schoellerbank Invest KAG:	Exclusion criteria
Production and distribution of spirits (more than 5% of sales).	Production or distribution of spirits <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of sales • For investments in investment funds/ETFs of all other investment companies: not applied
Production and distribution of pornography (more than 5% of sales).	Production or distribution of pornography <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of revenues • For investments in investment funds/ETFs of all other investment companies: not applied

<p>Production and distribution of gambling (more than 5% of sales).</p>	<p>Production or distribution of games of chance</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of revenues • For investments in investment funds/ETFs of all other investment companies: not applied
<p>Production and distribution of weapons and military-specific armaments (more than 5% of sales).</p>	<p>Production or distribution of weapons and military-specific armaments</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of revenues • For investments in investment funds/ETFs of all other investment companies: not applied
<p>Production and distribution of genetically modified plants in agriculture (more than 5% of sales).</p>	<p>Production or distribution of genetically modified plants in agriculture</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of sales • For investments in investment funds/ETFs of all other investment companies: not applied
<p>Excluded are interventions in human germ line therapy, cloning procedures in the human field and consumptive human embryonic stem cell research (absolute ban, more than 0% of sales).</p>	<p>Interventions in the human germline, cloning procedures in the human field or the human embryonic stem cell research</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: absolute prohibition of more than 0% of sales • For investments in investment funds/ETFs of all other investment companies: not applied
<p>Conducting animal testing that is not required by law – outsourcing of animal testing to third parties is attributed to the outsourcing company (more than 5% of sales of products developed with the help of animal testing).</p>	<p>Conducting animal testing not required by law – the outsourcing of animal testing to third parties is attributed to the outsourcing company</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 5% of sales of products developed with the aid of animal testing • For investments in investment funds/ETFs of all other investment companies: not applied

Direct and indirect investments in food and agricultural commodities (e.g. commodity futures, certificates or commodity funds); investments in companies operating in this business area are not excluded.	Direct or indirect investments in food and agricultural commodities (e.g. commodity futures, certificates or commodity funds). Investments in companies operating in this business segment are not excluded <ul style="list-style-type: none"> • When investing in individual securities and investment funds of Schoellerbank Invest AG: no turnover limit • When investing in investment funds/ETFs of all other investment companies: not applied
Compliance with the UN Global Compact	Compliance with the UN Global Compact¹⁾
Companies that have been found guilty of very serious violations (for funds of Schoellerbank Invest KAG, this already applies to a serious violation) of the principles of the UN Global Compact are excluded from the sustainable investment universe.	Companies that violate the principles of the UN Global Compact are excluded from the sustainable investment universe. <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: serious and very serious violations²⁾ • For investments in investment funds/ETFs of all other investment companies: very serious violations²⁾
<u>In a second step</u> , the issuers remaining in the selection process are subjected to a “positive screening” with regard to their social and environmental standards. This second selection step excludes those issuers from the remaining investment universe that perform worse than issuers in the same industry in terms of sustainability factors (= best-in-class approach).	<u>In the second step</u> , the issuers remaining in the selection process are evaluated with regard to their social and environmental standards. This selection step excludes those issuers from the remaining investment universe that perform worse than issuers in the same industry in terms of sustainability factors.
Exclusion criteria for government bonds	Sustainability criteria for government bonds
A so-called “negative screening” (selection according to exclusion criteria) is carried out.	The sustainability criteria for government bonds are screened on the basis of exclusion criteria ¹⁾ . This means that government bonds with the following criteria are excluded as investments.
Countries that do not meet the minimum standards of the money laundering regulations (catalog of measures of the global Financial Action Task Force - FATF).	Countries that do not meet the minimum standards of the money laundering regulations (catalog of measures of the global Financial Action Task Force – FATF) <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies

<p>Countries with insufficient efforts for climate protection (Climate Change Performance Index of German Watch e.V. less than 40; a comparable indicator can also be used for investment funds/ETFs with the exception of Schoellerbank Invest KAG funds).</p>	<p>Countries with insufficient efforts for climate protection (Climate Change Performance Index of German Watch e.V. less than 40)</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies
<p>Countries that have not signed the Paris Agreement.</p>	<p>Countries that have not signed the Paris Agreement</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies
<p>Countries in which the death penalty is applied.</p>	<p>Countries in which the death penalty is applied.</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies
<p>Countries with particularly high military budgets (more than 4% of GDP for investments in investment funds/ETFs; more than 3% of GDP for investments in Schoellerbank Invest KAG funds).</p>	<p>Countries with particularly high military budgets</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG: more than 3% of GDP • For investments in investment funds/ETFs of all other investment companies: more than 4% of GDP
<p>Countries with a primary nuclear power share of more than 10% and no scenario for a nuclear phase-out and no moratorium on nuclear power plants.</p>	<p>Countries with a primary nuclear power share of more than 10% and no scenario for a nuclear phase-out and no moratorium on nuclear power plants</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies

<p>Countries that have not ratified the UN Convention on Biological Diversity.</p>	<p>Countries that have not ratified the UN Convention on Biological Diversity</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies
<p>Countries in which corruption in the public sector is perceived to be too high (Corruption Perception Index of Transparency International less than 50).</p>	<p>Countries in which corruption in the public sector is perceived to be too high (Corruption Perception Index of Transparency International less than 50)</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies
<p>Countries that violate democratic principles and fundamental/human rights. As soon as a country violates a criterion (controversy), no investment can be made in that country. Controversies are measured using the following indicators:</p> <ul style="list-style-type: none"> ❖ Freedom House Index: if a country is classified as “not free” or “partly free” by the non-governmental organization Freedom House, this constitutes a controversy. ❖ Child labor: The widespread employment of children in a country is a controversy. ❖ Discrimination: If the legal and social equality of, for example, women, people with disabilities, ethnic or racial minorities and people who identify as “LGBTQI” is severely restricted in a country, this constitutes a controversy. ❖ Freedom of association: If freedom of association and the right to organize and bargain collectively are severely restricted in a country, this constitutes a controversy. ❖ Freedom of speech and the press: A massive restriction of freedom of speech and the press constitutes a controversy. ❖ Human rights: If fundamental human rights are severely restricted in a country, this constitutes a controversy. 	<p>Countries that violate democratic principles and fundamental/human rights. As soon as a country violates a criterion (controversy), no investment can be made in that country. Controversies are measured using the following indicators:</p> <ul style="list-style-type: none"> ❖ Freedom House Index: if a country is classified as “not free” or “partly free” by the non-governmental organization Freedom House, this constitutes a controversy. ❖ Child labor: The widespread employment of children in a country is a controversy. ❖ Discrimination: If the legal and social equality of, for example, women, people with disabilities, ethnic or racial minorities and people who identify as “LGBTQI” is severely restricted in a country, this constitutes a controversy. ❖ Freedom of association: If freedom of association and the right to organize and bargain collectively are severely restricted in a country, this constitutes a controversy. ❖ Freedom of speech and the press: A massive restriction of freedom of speech and the press constitutes a controversy. ❖ Human rights: If fundamental human rights are severely restricted in a country, this constitutes a controversy.

<p>❖ Labor rights: If working conditions in a country are particularly poor, especially in terms of minimum wages, working hours and health and safety regulations, this represents a controversy.</p>	<p>❖ Labor rights: If working conditions in a country are particularly poor, especially in terms of minimum wages, working hours and health and safety regulations, this represents a controversy</p> <ul style="list-style-type: none"> • For investments in individual securities and investment funds of Schoellerbank Invest AG • For investments in investment funds/ETFs of all other investment companies
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- 1) The assessment of potential investments in companies and countries according to sustainability criteria is based on data from research databases of an independent ESG research and ESG rating company.
- 2) The assessment of the degree of non-compliance is based on data from an independent ESG research and ESG rating company.
- 3) The Green Bond Principles are guidelines for the issuance of green bonds drawn up by the International Capital Markets Association.