

Table 1:

Statement on the principle adverse impacts of investment decisions on sustainability factors

Financial market participant (UniCredit Bank Austria AG / LEI: D1HEB8VEU6D9M8ZUXG17)

Summary

UniCredit Bank Austria AG currently partially considers the principal adverse impacts on sustainability factors of its investment decisions. This statement is the consolidated statement on principal adverse impacts on sustainability factors of UniCredit Bank Austria AG. This statement on principal adverse impacts on sustainability factors covers the reference period from January 1, 2024, to December 31, 2024. The disclosures on sustainability factors are based on data as of the reference dates: March 31, June 30, September 30, and December 31, 2024.

Description of the principle adverse impacts on sustainability factors

For the calculation of the sustainability factors (Principle Adverse Impact (PAI) Indicators), all investments in UniCredit Bank Austria AG's asset management products for which plausible data on the sustainability factors was available as of the reporting date were considered. Investments include securities – i.e., shares, bonds, and fund units – but not deposits with credit institutions. Fund holdings that could not be calculated, as well as other investments for which no data was available, accounted for an average of 6.19% of total investments in 2024 (15.83% in 2023) and were not included in the calculation. When calculating the individual PAIs, the positions relevant to the respective indicator are used. For PAIs 1 to 14 in Table 1, as well as PAI 4 in Table 2, and PAI 9 in Table 3, equity and bond issues by companies, including banks, and international organizations, were relevant. For PAI 15 and 16 from Table 1, government bonds were included as relevant investments. PAI 17 and 18 from Table 1 were not considered due to the lack of real estate investments.

For all calculations, only those investments for which data were available as of the reporting dates were included. Thus, each PAI value was determined from the items relevant to the PAI and for which data were available. Data availability was still inadequate in some areas. For the factors emissions to water (PAI 8), hazardous and radioactive waste (PAI 9), and gender pay gap (PAI 12), data was only available for a small portion of the companies in asset management. Therefore, the aforementioned data fields are not meaningful for the assessment.

UniCredit Bank Austria AG's minimum standards (exclusion criteria include very serious violations of the UN Global Compact; extraction of hydrocarbons using controversial techniques or in areas with high environmental impact; controversial, nuclear, or morally unacceptable weapons; mining of thermal coal or generation of energy from thermal coal; countries that do not meet the requirements of the Financial Action Task Force (FATF) or that have not signed the 2015 Paris Agreement; some with turnover limits for companies or share limits for funds) apply to all asset management. Asset management products without a sustainable investment approach do not explicitly consider the most significant negative impacts on sustainability factors in order to avoid overly restricting the investment universe. Sustainable asset management mandates consider the most significant negative impacts on investment decisions based on sustainability factors. The following measures have been implemented to this end: Most indicators are considered in the investment process even before purchase. Furthermore, existing positions are monitored quarterly.

Description of policies to identify and prioritise principle adverse impacts on sustainability factors

UniCredit Bank Austria AG's Article 8 asset management products, launched at the end of 2024, incorporate those PAI indicators that are relevant to the respective asset class or issuer and for which a sufficient data basis is available. These indicators include ecological factors in the areas of climate protection and biodiversity, and social indicators in the areas of human rights, the principles of the UN Global Compact, and gender diversity in management bodies.

In addition, there are requirements that apply to all investments in the asset management products, such as the prohibition of controversial weapons and the avoidance of investments in thermal coal.

Engagement policies

UniCredit Bank Austria AG does not exercise the voting rights associated with the shares for its clients within the scope of asset management.

As part of the ISS ESG Collaborative Engagement, UniCredit Bank Austria AG, together with other investors, is committed to raising awareness among selected companies about key sustainability issues and engaging in constructive dialogue with them about potential improvement measures.

Implementation of internationally accepted standards

UniCredit Bank Austria AG incorporated the objectives and requirements of international standards into its exclusion criteria. These include the UN Global Compact, the Paris Climate Agreement, several international conventions on controversial and banned weapons, and the Financial Action Task Force's guidelines on combating money laundering and terrorist financing. The UniCredit Group adhered to the Global Reporting Initiative's reporting standards regarding sustainability reports.

Historical comparison

The statement on the most significant adverse impacts of investment decisions on sustainability factors was published for the first time for the calendar year 2022. In most areas, data availability in 2022 was still very patchy. Methodological adjustments were made in 2023 as a result of regulatory clarifications: The calculation basis no longer refers to individual asset classes, but to the total invested volume (excluding liquidity). Furthermore, data quality has improved, fund positions have been calculated more precisely, and the coverage ratio has been increased. In 2024, data availability in the relevant PAIs has hardly changed compared to 2023. The current coverage rate (abbreviated to "Cov." in the table) is listed separately for the 2024 figures.

The "Historical Comparison" section on page 19 provides a detailed assessment of the changes in the individual PAIs, which are presented on the following pages.

Description of the main adverse impacts on sustainability factors

In the asset management products without a sustainable investment approach, no explicit consideration is given to the most important negative impacts on sustainability factors in order not to restrict the investment universe too much. In the sustainable asset management mandates, the most important negative impacts on investment decisions on sustainability factors are taken into account. In asset management with a sustainable investment approach, the goal of improving the key figures was therefore formulated. The following measures were implemented to this end: Most indicators are already taken into account in the investment process before the purchase. In addition, portfolio positions are monitored on a quarterly basis. These explanations apply to all of the following indicators in this table.

Indicators for investments in companies in which investments are made

CLIMATE INDICATORS AND OTHER ENVIRONMENTAL INDIKATORS

Sustainability indicator for adverse impacts		Measured variable	Effects 2024	Effects 2023	Effects 2022	Erläuterung	Measures taken and planned and targets for the next reference period
Greenhouse gas emissions	1. GHG-Emissions	Scope-1- Greenhouse gas emissions	41,797.39 (t) Cov.: 58.22%	47,343.64 (t) Cov.: 60.74 %	1,760.42 (t)	Measured in tons of CO2 equivalents	In order to reduce greenhouse gas emissions in sustainable asset management mandates, investments are not made in companies that have a particularly negative impact on greenhouse gas emissions due to their business activities. In accordance with the groupwide minimum protection requirements, the selection of financial instruments is subject to minimum criteria which exclude investments in companies which generate more than 25% of their turnover through the production or haulage of coal or through energy generation from thermal coal. As from 2024, companies engaged in controversial production methods of oil and gas (e.g. fracking, oil sands, Arctic oil) which account for over 25% of their turnover, will also be excluded.
		Scope-2- Greenhouse gas emissions	10,928.94 (t) Cov. 58,22 %	13.259,65 (t) Cov.: 60,74 %	831.25 (t)	Measured in tons of CO2 equivalents	
		Scope-3- Greenhouse gas emissions	658,668.77 (t) Cov.: 58.22%	589,536.55 (t) Cov.: 60.74 %	26,079.39 (t)	Measured in tons of CO2 equivalents	
		Total GHG emissions	711,335.10 (t) Cov.: 58.22%	650,139.85 (t) Cov.: 60.74 %	28,671.06 (t)	Measured in tons of CO2 equivalents	
	2. CO2-Footprint	CO2-Footprint	297.88 (t/million EUR) Cov.: 58.22%	263.58 (t/million EUR) Cov.: 60.74 %	340.37 (t/million EUR)	Weighted average of Scope 1, 2 and 3 emissions in tons per EUR 1 million Enterprise value	
	3. GHG emission intensity of the companies in which investments are made	GHG emission intensity of the companies in which investments are made	647.59 (t/million EUR) Cov.: 59.63%	622.06 (t/million EUR) Cov.: 60.74 %	807.98 (t/Mio. EUR)	Weighted average of Scope 1, 2 and 3 emissions in tons per EUR 1 million Total sales	

Greenhouse gas emissions	4. Investments in companies operating in the fossil fuels sector	Share of investments in companies operating in the fossil fuels sector	6.27% Cov.: 59.17%	6.43 % Cov.: 60.44 %	6.00 %	Expressed as a percentage of the portfolio value of all companies included in the calculation	In sustainable asset management mandates, the aim is to reduce exposure to companies operating in the fossil fuel sector. These mandates do not invest in companies that are involved in the production of thermal coal or that use controversial extraction methods for fossil fuels. The groupwide minimum protection requirements (see the above item) are taken into account in non-sustainable asset management mandates.
	5. Share of energy consumption and generation from non-renewable energy sources	Share of energy consumption and energy production of the companies invested in from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of the total energy sources	Non-renewable energy consumption 5.21 % Cov. 14.61 %	Non-renewable energy consumption 16.04 % Cov. 31.65 %	55.42 %	Expressed as the weighted average of all companies included in the calculation	This indicator is not yet taken into account in the investment process.
			Non-renewable energy-production 1.88 % Cov. 59.52 %	Non-renewable energy-production 2.10 % Cov. 60.60 %			
	6. Intensity of energy consumption by climate-intensive sectors	Total intensity of energy consumption	0.05 (GWh/mEUR)	0.36 (GWh/mEUR)	0.34 (GWh/mEUR)	Energy consumption in GWh per one million EUR turnover of the companies in which investments are made	These indicators are not yet taken into account in the investment process.
		Agriculture, forestry and fishing NACE code A	0.00 (GWh/mEUR) Cov. 31.48 %	0.00 (GWh/mEUR) Cov. 42.65 %	No data available	Energy consumption in GWh per one million EUR turnover of the companies in which investments are made	
		Mining and quarrying NACE code B	0.01 (GWh/mEUR) Cov. 31.76 %	0.02 (GWh/mEUR) Cov. 42.92 %	No data available	Energy consumption in GWh per one million EUR turnover of the companies in which investments are made	
		Manufacturing, production of goods NACE code C	0.02 (GWh/mEUR) Cov. 32.90 %	0.30 (GWh/mEUR) Cov. 44.37 %	No data available	Energy consumption in GWh per one million EUR turnover of companies in which investments are made	

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	Energy supply NACE code D	0.01 (GWh/mEUR) Cov. 31.53 %	0.03 (GWh/mEUR) Cov. 42.65 %	No data available	Energy consumption in GWh per one million EUR turnover of companies in which investments are made	
	Water supply; wastewater and waste disposal and removal from environmental pollution NACE code E	0.00 (GWh/mEUR) Cov. 31.48 %	0.00 (GWh/mEUR) Cov. 42.65 %	No data available	Energy consumption in GWh per one million EUR turnover of companies in which investments are made	
	Construction NACE code F	0.00 (GWh/mEUR) Cov. 31.48 %	0.00 (GWh/mEUR) Cov. 42.65 %	No data available	Energy consumption in GWh per one million EUR turnover of companies in which investments are made	
	Wholesale and retail trade; repair of motor vehicles and motorcycles NACE code G	0.00 (GWh/mEUR) Cov. 31.60 %	0.00 (GWh/mEUR) Cov. 42.84 %	No data available	Energy consumption in GWh per one million EUR turnover of companies in which investments are made	
	Transportation and storage NACE code H	0.01 (GWh/mEUR) Cov. 31.54 %	0.01 (GWh/mEUR) Cov. 42.69 %	No data available	Energy consumption in GWh per one million EUR turnover of companies in which investments are made	
	Real estate NACE code L	0.00 (GWh/mEUR) Cov. 31.48 %	0.01 (GWh/mEUR) Cov. 42.65 %	No data available	Energy consumption in GWh per one million EUR turnover of companies in which investments are made	

Biodiversity	7. Activities that have a negative impact on areas with biodiversity in need of protection	Proportion of investments in companies with sites/operations in or near areas of biodiversity conservation concern where the activities of these companies adversely affect these areas.	0.04 % Cov. 58.72 %	0.05 % Cov. 60.03 %	0.00 %	Expressed as a percentage of the portfolio value of all companies included in the calculation	The sustainable asset management mandates take into account the need to avoid investing in companies with activities that have a negative impact on areas with biodiversity in need of protection.
Water	8. Emissions to water	Tons of water emissions generated by the investee companies per million EUR invested, expressed as weighted average	0.00 (t) Cov. 0.03 %	0.00 (t) Cov. 0.02 %	No correct data available	Expressed as a weighted average in tons of water per EUR 1 million invested.	This indicator is not yet taken into account in the assessment process, as data delivery is currently still very patchy.
Waste	9. Share of hazardous and radioactive waste	Tons of hazardous and radioactive waste generated by the investee companies per million EUR invested, expressed as a weighted average	0.01 (t) Cov. 3.33 %	0.00 (t) Cov. 2.79 %	No correct data available	Expressed as a weighted average in tons of hazardous and radioactive waste per invested EUR 1 million	There is currently still very little data available for calculating the proportion of "Hazardous waste" as defined in Article 3(2) of Directive 2008/98/EC of the European Parliament and of the Council and "radioactive waste" as defined in Article 3(7) of Council Directive 2011/70/Euratom for the year 2022.

Indicators for investments in companies in which investments are made

INDICATORS IN THE AREAS OF SOCIAL AFFAIRS AND EMPLOYMENT, RESPECT FOR HUMAN RIGHTS AND COMBATING CORRUPTION AND BRIBERY

Sustainability indicator for adverse impacts		Measured variable	Effects 2024	Effects 2023	Effects 2022	Explanation	Measures taken and planned and targets for the next reference period
Social affairs and employment	10. Violations of the UNGC principles and of the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises (MNEs).	Percentage of investments in companies involved in violations of the UNGC principles or the OECD Guidelines for Multinational Enterprises	2.20 % Cov. 58.73 %	1.69 % Cov. 60.03 %	4.00 %	Expressed as a percentage of the portfolio value of all companies included in the calculation	UniCredit Bank Austria AG avoids, as far as possible, investments in companies where very serious violations of the UNGC principles have occurred. In the sustainable asset management mandates, there are additional criteria that monitor compliance with the principles of the UNGC and the OECD Guidelines for Multinational Enterprises by the companies invested in.
	11. Lack of processes and compliance mechanisms to monitor adherence to the UNGC principles and the OECD Guidelines for Multinational Enterprises	Percentage of investments in companies that do not have policies to monitor compliance with the UNGC Principles and the OECD Guidelines for Multinational Enterprises or procedures to address complaints of non-compliance with the UNGC Principles and the OECD Guidelines for Multinational Enterprises	9.43 % Cov. 55.40 %	16.20 % Cov. 56.37 %	14.92 %	Expressed as a percentage of the portfolio value of all companies included in the calculation	
	12. Unadjusted gender pay gap	Average unadjusted gender pay gap for the companies in which investments are made	-0,01 % Cov. 0.57 %	0.02 % Cov. 0.51 %	1.89 %	Difference between the average hourly salaries of male and female employees in percent	This indicator is not yet taken into account in the assessment process, as data delivery is still very patchy at present.

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	13. Gender diversity in the management and supervisory bodies	Average ratio of women to men in the management and supervisory bodies of the companies in which investments are made, expressed as a percentage of all members of the management and supervisory bodies.	13.47 % Cov. 40.16 %	13.37 % Cov. 41.91 %	62.28 %	Expressed as the percentage of female members in relation to all members	This indicator is not yet taken into account in the investment process. This indicator is taken into account in conjunction with the sustainable investment process for Art. 8 Asset Management Products.
	14. Involvement in controversial weapons (anti-personnel mines, cluster munitions, chemical and biological weapons)	Proportion of investments in companies involved in the production or sale of controversial weapons	0.00% Cov. 59.35%	0.00% Cov. 60.56%	0.00 %	Expressed as a percentage of the portfolio value of all companies included in the calculation	This indicator is monitored by taking into account the exclusion criteria "Production or distribution of weapons and military-specific armaments (sales limits), as well as controversial weapons (absolute ban)".

Indicators for investments in countries and supranational organizations							
Sustainability indicator for adverse impacts		Measured variable	Effects 2024	Effects 2023	Effects 2022	Explanation	Measures taken and planned and targets for the next reference period
Environment	15. GHG emission intensity	GHG emission intensity of the countries in which investments are made	87.70 (tCO ₂ e/Mio EUR GDP) Cov. 33.80 %	201.27 (tCO ₂ e/Mio EUR GDP) Cov. 23.39 %	No data available	GHG emission intensity of the countries in which investments are made given as a weighted average of total greenhouse gas emissions per 1 million GDP	Sustainable asset management mandates do not invest in countries with insufficient efforts to protect the climate.
Social	16. Countries in which investments are made that violate social regulations	Number of countries invested in that violate social regulations in accordance with international treaties and conventions, United Nations principles or, if applicable, national legislation (absolute number and relative number divided by all countries in which investments are made)	10.5	6.5	no correct data available	Absolute number of countries that violate social regulations	Sustainable asset management mandates avoid investing in countries that violate social regulations.
			3.50 % Cov. 33.23 %	3.36 % Cov. 22.96 %	no correct data available	Expressed as a percentage of the portfolio value of all countries included in the calculation	

Indicators for investments in real estate

Sustainability indicator for adverse impacts		Measured variable	Effects 2024	Effects 2023	Effects 2022	Explanation	Measures taken and planned and targets for the next reference period
Fossil fuels	17. Exposure to fossil fuels through investment in real estate	Share of investments in real estate related to the extraction, storage, transportation or production of fossil fuels	No data available	No data available	No data available	%	No investments are made in real estate.
Energy efficiency	18. Investment in real estate with poor energy efficiency	Proportion of investments in real estate with poor energy efficiency	No data available	No data available	No data available	%	No investments are made in real estate.

Further Indicators for the main adverse impacts on sustainability factors

Table 2:

Additional climate indicators and other environmental indicators

Indicators for investments in companies in which investments are made

CLIMATE INDICATORS AND OTHER ENVIRONMENTAL INDICATORS

Sustainability indicator for adverse impacts		Measured variable	Effects 2024	Effects 2023	Effects 2022	Explanation	Measures taken and planned and targets for the next reference period
Emissions	4. Investments in companies without initiatives to reduce CO2 emissions	Proportion of investments in companies that are not implement initiatives to reduce CO2 emissions in line with the Paris Agreement	27.94% Cov.: 58.15%	30.63 % Cov. 60.07 %	37.95 %	Expressed as a percentage of the portfolio value of all companies included in the calculation	Sustainable asset management mandates avoid investing in companies that have not taken any initiatives to reduce CO2 emissions.

Table 3:

Additional indicators for the areas of social affairs, respect for human rights and combating corruption and bribery

Indicators in the areas of social affairs and employment, respect of human rights and combating corruption and bribery

Indicators for investments in companies in which investments are made

CLIMATE INDICATORS AND OTHER ENVIRONMENTAL INDICATORS

Sustainability indicator for adverse impacts		Measured variable	Effects 2024	Effects 2023	Effects 2022	Explanation	Measures taken and planned, and targets for the next reference period
Human rights	9. Lack of human rights policy	Share of investments in companies without a human rights policy	23.10 % Cov. 53.59 %	7.90 % Cov. 54.60 %	18.92 %	Expressed as a percentage of the portfolio value of all companies included in the calculation	UniCredit Bank Austria AG avoids investing in companies which have very severely or severely violated the UNGC principles ("severely violated" is limited to sustainable asset management mandates involving investments in individual securities and funds of Schoellerbank Invest AG).

Description of the strategies for identifying and weighting the main adverse impacts on sustainability factors

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Sustainability factors are aspects that must be taken into account in order to enable and promote sustainable business practices. These include social, ecological and economic factors. These factors can be taken into account in the development of products, services, processes and strategies. These factors can originate from the areas of the environment, society, the economy and technology, for example. They can also be applied to the various areas of sustainability such as energy, water, waste, mobility, agriculture, food, jobs, education, health and social justice.

As part of the sustainable investment strategy, the following environmental and/or social characteristics are taken into account for Art. 8 asset management products:

In the environmental area, climate protection, the prevention and mitigation of environmental pollution and the protection and restoration of biodiversity and ecosystems are important investment principles. The strategy avoids investments in economic activities which are particularly detrimental to these environmental objectives, such as coal production and generation of energy from coal and the production of oil and gas using problematic methods (e.g. fracking) or in particularly sensitive ecosystems (e.g. Arctic oil) or controversial mining sectors (e.g. mining of chemical and fertiliser minerals). On the other hand, companies that are working to improve their greenhouse gas footprint and do not jeopardise biodiversity in their sphere of influence are to receive assistance. In addition, investments are made in bonds of countries which are committed to climate protection and the protection of biodiversity. Further environmental factors which are taken into account are the abandonment of nuclear power, the avoidance of genetically engineered organisms in food production and a ban on animal testing if there is no legal requirement for such testing, as well as interference in human germ track therapy, human cloning procedures and human embryo-consuming stem cell research.

In the social sphere, investments are made to promote democracy, respect for human rights, the fight against corruption, gender equality and overcoming discrimination. This is to be achieved through a catalog of criteria based on the Universal Declaration of Human Rights and the principles of the UN Global Compact. This also includes avoiding investments in companies that produce weapons and in countries with particularly high military expenditure. Investments in the following controversial business areas are also avoided: alcohol, tobacco, pornography and games of chance.

Compliance with the defined exclusion criteria is reviewed on an ongoing basis. To this end, the sustainable investment universes are defined and updated on a quarterly basis. In addition, the portfolio companies are continuously monitored and evaluated with regard to their sustainability aspects.

The strategy for considering the main adverse effects on sustainability factors was published for the first time on June 30, 2023 on the basis of the resolution of the management bodies of UniCredit Bank Austria AG on the Disclosure Regulation (EU) 2019/2088 of November 27, 2019 on June 1, 2022 (decision date for publication). The further development and specification of the strategy and its implementation can be found in the aforementioned disclosure and the list of changes to the adjustments to the disclosure here [Sustainability risks | Bank Austria](#)

UniCredit Bank Austria AG has appointed the Investment Management and Strategy department to implement and apply the 16 PA Is and the two additional indicators. This resolution was recorded in a protocol on June 1, 2022.

The following PAI indicators for Art. 8 products are taken into account:

- **CLIMATE INDICATORS AND OTHER ENVIRONMENTAL INDICATORS**

Companies and countries with a below-average greenhouse gas emissions intensity - PAI indicator 3 from Table 1 for companies and PAI indicator 15 from Table 1 for countries relate the total greenhouse gas emissions (tons of CO₂ equivalents) to turnover (companies) or gross domestic product (countries). This indicator is compared with a reference value, which corresponds to the mean value of the investment universe. If the value falls below the reference value, this criterion is met.

Companies that take initiatives to reduce CO₂ emissions in line with the Paris Agreement - PAI indicator 4 from Table 2 evaluates companies based on the targets they have set in terms of reducing greenhouse gas emissions to achieve the climate targets.

Companies not active in the fossil fuels sector - PAI indicator 4 from Table 1 refers to the extraction, processing and marketing of fossil fuels and the production of energy from coal, oil or natural gas. Companies whose activities do not adversely affect areas with biodiversity in need of protection - PAI indicator 7 from Table 1 measures the proportion of companies with sites or operations in or near areas with biodiversity in need of protection if the activities of these companies adversely affect these areas.

- **INDICATORS IN THE AREAS OF SOCIAL AFFAIRS AND EMPLOYMENT, RESPECT OF HUMAN RIGHTS AND COMBATING CORRUPTION AND BRIBERY**

Companies with internal processes for respecting human rights - *PAI indicator 9 from Table 3,*

Companies that have at least one third of management and supervisory bodies are women - *PAI indicator 13 from Table 1,*

Companies that have established procedures and mechanisms to monitor compliance with the principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises - *PAI indicator 11 from Table 1,*

Countries in which ISS ESG does not consider there to be any relevant violations of established social norms in accordance with international treaties and conventions, United Nations principles or, where applicable, national legislation - *PAI indicator 16 from Table 1.*

Furthermore, there are defined minimum protection requirements for all securities investments of UniCredit Bank Austria AG with regard to companies, countries and supranational issuers (e.g. compliance with the UN Global Compact, no controversial weapons, reduction of thermal coal, combating money laundering and participation in the Paris Climate Protection Agreement).

External rating partner: ISS ESG

In order to assess the environmental and social characteristics of an investment, UniCredit Bank Austria AG relies on data from ISS ESG, which has internationally recognized expertise in all areas relating to sustainable and responsible investment. ISS ESG provides UniCredit Bank Austria AG with extensive expertise and data on companies, countries and supranational entities as part of sustainability analyses, sustainability ratings, sustainability and climate-related data and advisory services. ISS ESG also covers topics such as climate change, the impact on achieving the UN Sustainable Development Goals, human rights, labor standards, corruption, controversial weapons and much more. In this way, we combine the expertise of two specialists - and thus offer added value to the sustainable investor. UniCredit Bank Austria AG randomly checks the data provided by ISS ESG - including estimated values - for plausibility within the scope of available possibilities.

- **Explanation of how these methods take into account the likelihood of occurrence and severity of these main adverse effects, including their potentially irreversible nature.**

The ESG data provided by the data provider ISS ESG also includes an assessment of the extent, severity and likelihood of occurrence and potentially irreversible nature of ESG factors. These assessments are incorporated into the decision-making process on the basis of qualitative and quantitative characteristics. Up-to-date information on the data sources, the measures taken to collect data when information on an indicator is not readily available and the error rates associated with the data methods can be found HERE: <https://www.issgovernance.com/esg/methodology-information>.

- **Error margins including explanation:**

With regard to the accuracy of the PAI data, it should be noted that UniCredit Bank Austria AG largely relies on data from ISS ESG.

The disclosure of data by companies is limited in some cases, meaning that data estimates have to be used. ISS ESG therefore regularly estimates data points, whereby the level of coverage and methodology are continuously improved. Due to the use of estimated values for certain PAIs, a margin of error is therefore to be expected. ISS ESG's estimates are based on a broad database in order to reduce the margin of error. In addition, data for individual PAIs is only collected from companies in relevant sectors. The UniCredit Bank Austria AG itself does not estimate any sustainability indicators. The need for estimates will continuously decrease due to the expansion of companies' sustainability-related reporting obligations, among other things.

Participation policy

UniCredit Bank Austria AG provides portfolio management services for investors. As part of the investment process - i.e. how and according to which criteria shares are acquired, held and sold for the respective securities portfolio - all shares and the companies behind them are monitored on an ongoing basis. The analysis of the companies in which UniCredit Bank Austria AG invests as part of its asset management operations relates to their strategy, their financial and non-financial results, their capital structure, their social and environmental impact, their valuation and their corporate governance.

The following reasons are decisive for the fact that UniCredit Bank Austria AG does not consider it appropriate to represent the interests of investors at general meetings as part of its individual asset management and therefore generally refrains from exercising voting rights:

- Taking into account the cost-benefit ratio, UniCredit Bank Austria AG does not exercise the voting rights at the respective Annual General Meetings, as the proportion of voting rights of all shares in those portfolios that are managed by UniCredit Bank Austria AG as part of individual asset management - i.e. consolidated across all mandates - does not reach a significant proportion of the voting rights of all shareholders of the respective companies and is therefore insignificant.
- The individual asset management agreements of UniCredit Bank Austria AG do not provide for any explicit authorization to exercise the voting rights associated with the shareholdings in the portfolios. The processes required to enable the representation and exercise of voting rights at the Annual General Meeting, whereby each customer would have to individually issue a corresponding power of attorney, have also contributed to UniCredit Bank Austria AG's decision to generally oppose the representation and exercise of voting rights and other rights associated with shares.
- As a shareholder, each customer may exercise voting rights and other rights associated with shares at their own discretion, as the shares held as part of individual asset management are held in customer safe custody accounts. If shares are acquired for the portfolio in the name of the client as a shareholder as part of individual asset management, UniCredit Bank Austria AG will generally not exercise the voting rights associated with these shares.

Collaborative Engagements

UniCredit Bank Austria AG is part of the ISS ESG Collaborative Engagements scheme and participates in joint PR work through dialogue with companies on important sustainability topics. With the coordinated emergence of numerous investors with aligned interests we are looking for a significant increase in our ability to enforce our engagement objectives. This method of cooperation enables us to carry out our engagement activities in a clear, focused manner and with greater prospects of success.

The objective of UniCredit Bank Austria AG's engagement strategy and the bank's participation in the Collaborative Engagement of ISS ESG is to address two scenarios: issuers which severely violate the UN Global Compact principles are excluded from the sustainable investment universe of UniCredit Bank Austria AG.

- To take an active approach to induce these companies to correct their breaches to again make them investible for all investment products of UniCredit Bank Austria AG.
- At the same time, the joint PR work is designed to encourage issuers to constantly improve their ESG practices and take proactive measures. The objective is to preserve the sustainability standards of the companies already included in the investment universe while permanently ensuring their investibility.

Reference to internationally recognized standards

UN Global Compact:

UniCredit is an active member of the UN Global Compact, the world's largest initiative for responsible corporate governance. The 10 universal principles of the UN Global Compact cover the areas of labor standards, human rights, environmental protection and anti-corruption. UniCredit is continuously developing measures for all of these areas, which also apply to the Group's affiliated legal entities such as UniCredit Bank Austria AG. Wherever possible, UniCredit Bank Austria AG avoids investing in issuers that have very serious violations of the principles of the UN Global Compact.

Controversial weapons:

Outlawed weapons of war are laid down in several international conventions (e.g. Nuclear Non-Proliferation Treaty, Biological Weapons Convention of 1972, Chemical Weapons Convention of 1993, Anti-Personnel Mines Convention of 1997, Cluster Bombs Convention of 2010).

UniCredit Bank Austria AG does not invest in issuers that produce or trade in cluster munitions, nuclear, chemical or biological weapons, uranium munitions and landmines.

Paris Agreement:

In 2015, 195 countries committed to defined climate protection targets. In its asset management, UniCredit Bank Austria AG only invests in countries that have signed the Paris Agreement. In addition, UniCredit Bank Austria AG does not invest in companies that generate more than a quarter of their revenues from the production of thermal coal.

Financial Action Task Force:

The Financial Action Task Force (FATF) is the global supervisory authority for money laundering and terrorist financing. This intergovernmental body sets international standards aimed at preventing these illegal activities and the damage they cause to society. UniCredit Bank Austria AG does not invest in countries that are identified on the FATF's gray and black lists as particularly susceptible to money laundering and terrorist financing.

GRI (Global Reporting Initiative) Sustainability Reporting Standards:

In preparing the "Integrated Report", UniCredit complies with the "GRI Sustainability Reports" and the "Financial Services Sector Disclosures", both published by the GRI.

Corporate Sustainability Reporting Directive (CSRD)

UniCredit's CSRD reporting was prepared on a consolidated basis for 2024. The CSRD reporting was prepared in line with ESRS standards and replaces the previous integrated report which was drawn up in accordance with GRI standards. The indicators of UniCredit Bank Austria AG are integrated in the consolidated report of UniCredit for 2024.

Historical comparison

The statement on the main adverse impacts of investment decisions on sustainability factors was published for the first time for the 2022 calendar year. In most areas, data availability in 2022 was still very patchy. A comparison of the values from 2023 with 2022 is therefore not meaningful in some cases. In most of the 2022 figures, data was only available for around 3% of investments. The current coverage rate (abbreviated to "Cov." in the table) is shown separately in the 2023 values.

However, it can be stated that there has been a general improvement in the key figures in a historical comparison. An exception to this are four adverse impacts on sustainability factors (4. Engagement in business, 6. Intensity of energy use by climate-intensive sector, 7. Activities that adversely affect areas of biodiversity in need of protection, 11. Lack of processes and compliance mechanisms to monitor adherence to the UNGC principles and the OECD Guidelines for Multinational Enterprises active in the fossil fuel sector), which have deteriorated marginally. This improvement is mainly due to the higher availability of data in 2023.

In the context of disclosures according to the Disclosure Regulation (SFDR) we each year analyse developments in the principal adverse impacts (PAI) of investment decisions on sustainability factors. We have below provided an overview of significant changes in the PAI categories for the 2024 reporting year compared with the previous year.

PAI 1–3 (GHG emissions, CO₂ footprint, GHG intensity): The GHG-related indicators increased negligibly over the previous year.

PAI 4 (Investments in fossil fuels): The figure has improved slightly over the previous year.

PAI 5 (Share of energy consumption and production relating to non-renewable energy sources): The figure for energy consumption has dropped sharply, but it should be noted that fewer data were available compared to the previous year. Energy production remained more or less unchanged.

PAI 6 (Intensity of energy consumption per high impact climate sector): A sharp reduction was noted in NACE-Code C (Manufacturing), other high impact climate sectors were either mostly unchanged or recorded a slight improvement.

PAI 7 (Adverse impacts on biodiversity): The value has been further reduced to a very low level.

PAI 8 (Emissions to water): An evaluation is not possible on account of an inadequate data situation.

PAI 9 (Hazardous and radioactive waste): Here, too, reliable information on year-on-year developments cannot be provided due to insufficient data.

PAI 10 (Violations of the UN Global Compact principles): Given improved fund calculation, the proportion of identified violations has risen at a low level.

PAI 11 (Lack of procedures to monitor compliance with the UNGC principles and OECD guidelines): The proportion of adverse investments has fallen significantly.

PAI 12 (Unadjusted gender pay gap): An evaluation is not possible due to insufficient data.

PAI 13 (Gender diversity in management and supervisory bodies): The value has remained more or less unchanged over the previous year.

PAI 14 (Controversial weapons): As in the previous year, no relevant activities were identified.

PAI 15 (GHG intensity at country level): Emission data were significantly revised downwards for all countries.

PAI 16 (Countries with violations of social standards): The number of affected countries has increased due to improved fund calculation; however, the volume-related share has remained virtually unchanged.

PAI 4, Table 2 (Companies without CO₂ reduction initiatives): A significant improvement is discernible as a growing number of companies are taking measures to reduce greenhouse gas emissions.

PAI 9, Table 3 (Lack of a human rights policy): The 2022 value is not representative due to a change in the calculation method. A deterioration is discernible in a comparison with 2023.