

MarketVector Indexes GmbH

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ESG Supplement to the Benchmark Statement

MarketVector™ Country Indexes Family

MarketVector™ Customized Indexes Family

MarketVector™ Hard Asset Indexes Family

MarketVector™ Sector Indexes Family

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Reason for update: Quarterly Review

Introduction

Commission Delegated Regulation (EU) 2020/1816 sets out the requirements for disclosures on how Environmental, Social and Governance (ESG) factors are reflected in each ESG benchmark provided and published by a benchmark administrator.

Section A provides the details for data standards, including source, reference standards and description for each disclosure requirement set out in Annexes I and II of the Commission Delegated Regulation (EU) 2020/1816.

Section B provides the detail disclosures for the relevant benchmark. Values are disclosed at an aggregated weighted average value at the level of the benchmark. Where disclosure of ESG factors are listed voluntary in Annex II of the Commission Delegated Regulation (EU) 2020/1816, the detail may not be provided.

For each of the overall factors the corresponding percentage of coverage of the underlying data used for aggregate calculation is disclosed.

If data is not available or insufficient for individual ESG factors, they are marked as “N/A” below.

Aggregate weighted average values are restricted to companies where data is reported, companies where data is not reported are excluded and weights are renormalized.

A. Data and Standards for ESG Factors Disclosures for Equity Indexes

Disclosure Requirements	Status	Data Source	Description
Combined ESG Factors			
Weighted average ESG rating of the benchmark	voluntary	ISS (ESGRatingOverallNumeric)	ESG Rating Overall Numeric: This factor provides a numeric score from 1 (D-) to 4 (A+) linked to the rated entity's overall rating based on an assessment of environmental, social, and governance performance.
Overall ESG rating of top ten benchmark constituents by weighting in the benchmark	voluntary	ISS (ESGRatingOverallNumeric)	ESG Rating Overall Numeric: This factor provides a numeric score from 1 (D-) to 4 (A+) linked to the rated entity's overall rating based on an assessment of environmental, social, and governance performance.
Environmental Factors			
Weighted average environmental rating of the benchmark	voluntary	ISS (EnvRatingNumeric)	Environmental Rating Numeric: This factor provides a numeric score from 1 (D-) to 4 (A+) linked to the rated entity's Environmental rating. The Environmental rating is based on an assessment of performance across key environmental metrics including energy management, water risk and impact, waste management, eco-efficiency, sector specific environmental aspects along the value chain, and other issues.
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	voluntary	Not reported	

Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	voluntary	ISS (ClimatePhysRiskValChngLklyRatio)	Physical Risk - Likely Issuer Value at Risk by 2050 Percent: This factor provides the issuer's value at risk due to physical climate risks by 2050 in a likely scenario. The factor shows the estimated percentage change in the company value resulting from the change in physical risks from the baseline period (1950-2000) to 2050.
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	mandatory	ISS (NACECodeNumber)	Industry NACE Code: This factor provides a four-digit code identifying the company's main economic activity, according to the European statistical classification of economic activities, NACE (Nomenclature of Economic Activities). The first two digits of the code indicate the division, the first three digits of the code indicate the group, and the four-digit code indicates the class of the economic activity.
Greenhouse gas (GHG) intensity of the benchmark	mandatory	ISS (ClimateTotalEmissionsIntEUR)	GHG Emissions - Emissions Intensity - Total Emissions: This factor identifies the issuer's total (Scope 1 + Scope 2) carbon emissions intensity. Carbon intensity is expressed as the issuer's total carbon emissions per million EUR of revenue as a proxy of the carbon efficiency per unit of output.
Percentage of GHG emissions reported versus estimated.	mandatory	ISS (ClimateCNI EmissionsSource)	Emissions Data Source - Reported Source or Estimated Emissions: This factor identifies the data resource used for the Total Emissions value. Reported data includes information derived from Sustainability or Annual Reports, CDP disclosures, or other verified resources. The "Modelled Emissions" value identifies issuers where ISS ESG has applied estimated emissions models to generate emissions data, either because the issuer does not report emissions or an issuer's reported emissions data does not meet quality standards.

Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	mandatory	ISS (NACECodeNumber)	Industry NACE Code: This factor provides a four-digit code identifying the company's main economic activity, according to the European statistical classification of economic activities, NACE (Nomenclature of Economic Activities). The first two digits of the code indicate the division, the first three digits of the code indicate the group, and the four-digit code indicates the class of the economic activity.
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	mandatory	ISS (SDGSolWaterPercentSigCont SDGSolMatUsePercentSigCont SDGSolMarinePercentSigCont SusSolTerrEcoPercentSigCont SDGSolClimatePercentSigCont)	Example: Mitigating Climate Change - Comb. Contribution (%): This factor provides information on the share of net sales (reported or estimated) generated by a company with products/services defined as having a contributing impact on the achievement of the objective "Mitigating climate change". It is the sum of significant and limited net contribution percentages.
Social Factors			
Weighted average social rating of the benchmark	voluntary	ISS (SocRatingNumeric)	Social Rating Numeric: This factor provides a numeric score from 1 (D-) to 4 (A+) linked to the rated entity's Social rating. The Social rating is based on an assessment of performance across key social sustainability metrics, including staff and suppliers, health and safety, human rights, sector specific product responsibility, and other issues.
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	mandatory	ISS (Controversial Weapons Definition)	Indicates companies with verified involvement in controversial weapons (biological, chemical, nuclear weapons, cluster munitions, anti-personnel mines, depleted uranium)

Weighted average percentage of benchmark constituents in the controversial weapons sector.	mandatory	ISS (AMinesOverallFlag BiologicalWeaponsOverallFlag ChemicalWeaponsOverallFlag ClusterMunitionsOverallFlag NuclearWeaponsNonNPTOvera llFlag DepletedUraniumOverallFlag NuclearWeaponsOverallFlag)	Indicates companies with verified involvement in controversial weapons (biological, chemical, nuclear weapons, cluster munitions, anti-personnel mines, depleted uranium)
Weighted average percentage of benchmark constituents in the tobacco sector.	mandatory	ISS (TobaccoInvolvement)	Tobacco - Involvement Tie: This factor identifies issuers engaged in the production, distribution, or provision of services related to tobacco. The "Production" value identifies issuers engaged in manufacturing and producing tobacco products, as well as companies that grow or process raw tobacco leaves, "Distribution" includes issuers engaged in the wholesale or retail distribution of tobacco products, and "Services" identifies issuers engaged in marketing and promotion of tobacco products, issuers that supply key products necessary for the production of tobacco products, as well as issuers that license a company or brand name to tobacco products.
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	mandatory	ISS (NBSOverallFlag)	Norm-Based Research - Overall Flag: This factor assigns an overall Red, Amber, or Green flag to an issuer based on the issuer's link with any violations of international standards
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	mandatory	ISS (CRTpFoAColBargainingNum CRTpEqualOppNonDiscrimNum CRSuppliersRatingNum)	Example: Suppliers Rating (Num): This factor provides a numeric score from 1 (D-) to 4 (A+) linked to the rated entity's Suppliers rating. The Suppliers rating is based on an assessment of performance across key sustainability metrics, including supplier standards with regard to labor rights and working conditions.

Weighted average gender pay gap.	mandatory	ISS (Not available, work in progress.)	Not Available
Weighted average ratio of female to male board members.	mandatory	ISS (RatioFemaletoMaleBoardMembers)	Calculate " Percent of Women on Board / (1 - Percent of Women on Board)"
Weighted average ratio of accidents, injuries, fatalities.	mandatory	ISS (CRAccidTRIR200000hrs)	The factor evaluates the company employee's total recordable incident rate, normalized by 200,000 hours worked. ISS ESG delivers data only where the company reports according to standardized metrics, i.e. Total Recordable Incident Rate per 200000 working hours.
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	mandatory	ISS (AntiBribCorrCompetFineAmount)	Does the company disclose the amount of legal and regulatory fines, and settlements associated with violations of bribery, corruption, or anti-competitive standards? (Q2125)
Governance Factors			
Weighted average governance rating of the benchmark	voluntary	ISS (GovRatingNumeric)	Governance Rating Numeric: This factor provides a numeric score from 1 (D-) to 4 (A+) linked to the rated entity's Governance rating. The Governance rating is based on an assessment of performance across key governance metrics, including business ethics, corporate governance, and other issues.
Weighted average percentage of board members who are independent.	mandatory	ISS (BoardIndependenceRatioPAS)	Percentage of board independence based on ISS classification of Independence
Weighted average percentage of female board members.	mandatory	ISS (RatioOfWomenOnBoard)	Percent of Women on Board

B. ESG Factor Disclosure for Equity Indexes

ETHO MarketVector™ Global Climate Positive Index (ETHOI)

General Factors	Value	Coverage
Combined ESG factors	2.05	89%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.98	89%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	1%	84%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	61%	100%
Greenhouse gas (GHG) intensity of the benchmark	141.80	99%
Percentage of GHG emissions reported versus estimated.	78%	99%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	3%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	13%	89%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	1.99	89%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	2%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	2	99%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	41%	89%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.47	98%
Weighted average ratio of accidents, injuries, fatalities.	0.79	27%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.42	89%
Weighted average percentage of board members who are independent.	62%	89%
Weighted average percentage of female board members.	30%	89%

MarketVector™ Artificial Intelligence ESG Index (MVAI)

General Factors	Value	Coverage
Combined ESG factors	2.14	97%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.97	97%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	0%	78%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	12%	100%
Greenhouse gas (GHG) intensity of the benchmark	12.24	100%
Percentage of GHG emissions reported versus estimated.	62%	100%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	0%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	1%	97%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	2.12	97%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	47%	97%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.46	100%
Weighted average ratio of accidents, injuries, fatalities.	0.07	11%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.79	97%
Weighted average percentage of board members who are independent.	77%	98%
Weighted average percentage of female board members.	31%	98%

MarketVector™ Bioproduction Tech and Tools ESG Index (MVBIOP)

General Factors	Value	Coverage
Combined ESG factors	2.10	94%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.69	94%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	0%	91%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	75%	100%
Greenhouse gas (GHG) intensity of the benchmark	22.53	99%
Percentage of GHG emissions reported versus estimated.	77%	99%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	2%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	5%	94%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	2.24	94%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	28%	94%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.52	100%
Weighted average ratio of accidents, injuries, fatalities.	0.81	51%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.88	94%
Weighted average percentage of board members who are independent.	79%	100%
Weighted average percentage of female board members.	33%	100%

MarketVector™ Global Clean Energy Transition ESG Index (MVCET)

General Factors	Value	Coverage
Combined ESG factors	2.18	91%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	2.21	91%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	2%	79%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	100%	100%
Greenhouse gas (GHG) intensity of the benchmark	583.41	96%
Percentage of GHG emissions reported versus estimated.	80%	98%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	54%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	32%	91%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	1.99	91%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	94%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	94%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	94%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	29%	91%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.40	98%
Weighted average ratio of accidents, injuries, fatalities.	0.83	53%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.52	91%
Weighted average percentage of board members who are independent.	57%	94%
Weighted average percentage of female board members.	27%	94%

MarketVector™ Global Defense Industry Index (MVDEF)

General Factors	Value	Coverage
Combined ESG factors	1.86	100%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.76	100%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	1%	98%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	68%	100%
Greenhouse gas (GHG) intensity of the benchmark	23.27	100%
Percentage of GHG emissions reported versus estimated.	82%	100%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	0%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	8%	100%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	1.73	100%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	65%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	49%	100%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.56	100%
Weighted average ratio of accidents, injuries, fatalities.	0.80	29%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.69	100%
Weighted average percentage of board members who are independent.	67%	100%
Weighted average percentage of female board members.	34%	100%

MarketVector™ Global Metaverse and e-Games ESG Index (MVMETV)

General Factors	Value	Coverage
Combined ESG factors	1.99	91%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.87	91%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	1%	75%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	39%	100%
Greenhouse gas (GHG) intensity of the benchmark	14.73	97%
Percentage of GHG emissions reported versus estimated.	76%	97%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	0%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	0%	91%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	1.94	91%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	98%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	98%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	98%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	45%	91%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.40	95%
Weighted average ratio of accidents, injuries, fatalities.	0.04	4%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.59	91%
Weighted average percentage of board members who are independent.	76%	83%
Weighted average percentage of female board members.	29%	83%

MarketVector™ Global Uranium and Nuclear Energy Infrastructure Index (MVNUCL)

General Factors	Value	Coverage
Combined ESG factors	1.91	83%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.85	83%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	1%	76%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	86%	96%
Greenhouse gas (GHG) intensity of the benchmark	442.92	83%
Percentage of GHG emissions reported versus estimated.	76%	94%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	38%	96%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	36%	83%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	1.82	83%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	16%	96%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	96%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	96%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	24%	83%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.31	96%
Weighted average ratio of accidents, injuries, fatalities.	0.82	19%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.69	83%
Weighted average percentage of board members who are independent.	79%	66%
Weighted average percentage of female board members.	26%	66%

MarketVector™ Global Video Gaming & eSports ESG Index (MVESPG)

General Factors	Value	Coverage
Combined ESG factors	1.81	100%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.66	100%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	1%	75%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	35%	100%
Greenhouse gas (GHG) intensity of the benchmark	11.15	100%
Percentage of GHG emissions reported versus estimated.	71%	100%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	0%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	0%	100%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	1.81	100%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	70%	100%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.36	96%
Weighted average ratio of accidents, injuries, fatalities.	0.04	18%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.30	100%
Weighted average percentage of board members who are independent.	75%	74%
Weighted average percentage of female board members.	29%	74%

MarketVector™ Japan Quality Tilt ESG Index (MVJPNQ)

General Factors	Value	Coverage
Combined ESG factors	1.92	94%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.92	94%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	2%	93%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	76%	100%
Greenhouse gas (GHG) intensity of the benchmark	75.65	100%
Percentage of GHG emissions reported versus estimated.	90%	100%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	6%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	11%	94%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	1.86	94%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	5%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	32%	94%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.22	97%
Weighted average ratio of accidents, injuries, fatalities.	0.13	25%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	1.94	94%
Weighted average percentage of board members who are independent.	N/A	0%
Weighted average percentage of female board members.	N/A	0%

MVIS® Global Bionic Healthcare ESG Index (MVBION)

General Factors	Value	Coverage
Combined ESG factors	2.29	100%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.68	100%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	0%	99%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	100%	100%
Greenhouse gas (GHG) intensity of the benchmark	16.80	100%
Percentage of GHG emissions reported versus estimated.	65%	100%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	0%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	10%	100%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	2.65	100%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	26%	100%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.58	100%
Weighted average ratio of accidents, injuries, fatalities.	0.58	51%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.85	100%
Weighted average percentage of board members who are independent.	80%	100%
Weighted average percentage of female board members.	35%	100%

MVIS® Global Circular Economy ESG Index (MVCIRC)

General Factors	Value	Coverage
Combined ESG factors	2.40	99%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	2.54	99%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	1%	94%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	99%	100%
Greenhouse gas (GHG) intensity of the benchmark	710.83	100%
Percentage of GHG emissions reported versus estimated.	95%	100%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	7%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	71%	99%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	2.06	99%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	10%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	24%	99%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.56	100%
Weighted average ratio of accidents, injuries, fatalities.	1.71	62%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.78	99%
Weighted average percentage of board members who are independent.	75%	94%
Weighted average percentage of female board members.	35%	94%

MVIS® Global Future Healthcare ESG Index (MVFHC)

General Factors	Value	Coverage
Combined ESG factors	2.13	95%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.83	95%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	0%	77%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	74%	100%
Greenhouse gas (GHG) intensity of the benchmark	17.36	100%
Percentage of GHG emissions reported versus estimated.	58%	100%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	0%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	0%	95%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	2.18	95%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	58%	95%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.51	100%
Weighted average ratio of accidents, injuries, fatalities.	0.52	27%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.73	95%
Weighted average percentage of board members who are independent.	77%	97%
Weighted average percentage of female board members.	32%	97%

MVIS® Global Future of Food ESG Index (MVFOF)

General Factors	Value	Coverage
Combined ESG factors	1.96	93%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.90	93%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	1%	90%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	95%	100%
Greenhouse gas (GHG) intensity of the benchmark	136.84	100%
Percentage of GHG emissions reported versus estimated.	82%	100%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	0%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	7%	93%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	1.89	93%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	2%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	33%	93%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.57	98%
Weighted average ratio of accidents, injuries, fatalities.	0.90	56%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.60	93%
Weighted average percentage of board members who are independent.	76%	93%
Weighted average percentage of female board members.	35%	93%

MVIS® Global Hydrogen Economy ESG Index (MVHTWO)

General Factors	Value	Coverage
Combined ESG factors	2.16	81%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	2.16	81%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	2%	54%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	96%	100%
Greenhouse gas (GHG) intensity of the benchmark	802.83	89%
Percentage of GHG emissions reported versus estimated.	68%	93%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	31%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	15%	79%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	1.97	81%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	7%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	19%	79%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.38	100%
Weighted average ratio of accidents, injuries, fatalities.	0.97	61%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.76	81%
Weighted average percentage of board members who are independent.	76%	93%
Weighted average percentage of female board members.	25%	93%

MVIS® Global Space Industry ESG Index (MVSPC)

General Factors	Value	Coverage
Combined ESG factors	1.60	75%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	1.36	75%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	1%	66%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	49%	100%
Greenhouse gas (GHG) intensity of the benchmark	51.70	91%
Percentage of GHG emissions reported versus estimated.	42%	96%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	0%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	0%	75%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	1.57	75%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	77%	75%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.48	93%
Weighted average ratio of accidents, injuries, fatalities.	0.22	12%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	2.62	75%
Weighted average percentage of board members who are independent.	73%	88%
Weighted average percentage of female board members.	30%	88%

MVIS® US Listed Semiconductor 10% Capped ESG Index (MVSMC)

General Factors	Value	Coverage
Combined ESG factors	2.40	100%

Environmental Factors	Value	Coverage
Weighted average environmental rating of the benchmark	2.27	100%
Exposure of the benchmark portfolio to renewable energy as measured by capital expenditures (CapEx) in those activities (as a share of total CapEx by energy companies included in the portfolio)	N/A	N/A
Exposure of the benchmark portfolio to climate-related physical risks, measuring the effects of extreme weather events on companies' operations and production or on the different stages of the supply chain (based on issuer exposure)	1%	85%
Degree of exposure of the portfolio to the sectors listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council as a percentage of the total weight in the portfolio.	95%	100%
Greenhouse gas (GHG) intensity of the benchmark	62.89	100%
Percentage of GHG emissions reported versus estimated.	99%	100%
Exposure of the benchmark portfolio to companies the activities of which fall under Divisions 05 to 09, 19 and 20 of Annex I to Regulation (EC) No 1893/2006.	0%	100%
Exposure of the benchmark portfolio to activities included in the environmental goods and services sector, as defined in Article 2, point (5) of Regulation (EU) No 691/2011 of the European Parliament and of the Council.	12%	100%

Social Factors	Value	Coverage
Weighted average social rating of the benchmark	2.39	100%
International treaties and conventions, United Nations principles or, where applicable, national law used in order to determine what constitutes a 'controversial weapon'.	N/A	N/A
Weighted average percentage of benchmark constituents in the controversial weapons sector.	0%	100%
Weighted average percentage of benchmark constituents in the tobacco sector.	0%	100%
Number of benchmark constituents subject to social violations (absolute number and relative divided by all benchmark constituents), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0	100%
Exposure of the benchmark portfolio to companies without due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8.	0%	100%
Weighted average gender pay gap.	N/A	N/A
Weighted average ratio of female to male board members.	0.49	100%
Weighted average ratio of accidents, injuries, fatalities.	0.16	38%
Numbers of convictions and amount of fines for violations of anti-corruption and anti-bribery laws.	N/A	N/A

Governance Factors	Value	Coverage
Weighted average governance rating of the benchmark	3.08	100%
Weighted average percentage of board members who are independent.	85%	100%
Weighted average percentage of female board members.	31%	100%

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