





	Dow Jones Sustainability Index (DJSI)	2018 34	2019 35	Rating scale 0 to 100 (the lower, the better)		
<p>The Dow Jones Sustainability Indexes take into account economic, ecological and social criteria. Companies are divided into 58 sectors and assessed according to their sustainability performance. The best 10% of each sector are included in the index (best-in-class approach).</p>						
	MSCI ESG Rating	2018 A	2019 A	2020 A	2021 A	
<p>The MSCI ESG rating measures a company's resilience to long-term, industry-relevant, environmental, social and governance risks. The risks considered in each case are adapted to the industry. The resulting scores are not absolute scores, but relative within the peer group.</p>		Rating Scale AAA to CCC (A: average)				
	ISS ESG	2018 C-	2019 C-	2020 C-	2021 C-	
<p>The ESG dimensions of the rating are weighted according to an industry classification. The higher the ESG relevance of the sector, the higher the requirements for the company's performance. In addition, 4-5 industry-specific assessment criteria are defined for each sector, which form a weighting of at least 50% in the rating.</p>		Rating Scale A+ to D-				
	CDP Water Security and Climate Change	2018	2019	2020	2021	
<p>Ranking is based on a questionnaire completed by the company. The rankings measure the transparency of the impact of the company's activities on climate change and the efforts made to mitigate this impact.</p>		Water Security C Climate Change C	B- C	B C	B C	
		Rating Scale A to D-				
	FTSE Russell	2018 2.8	2019 2.9	2020 2.8	2021 3.1	
<p>The ESG ratings consist of an overall rating that is divided into various pillars. These are based on more than 300 individual indicator ratings, which are applied to each company on an individualized basis.</p>		Rating Scale 0 to 5 (5 is the best rating)				
	Sustainalytics			2019	2020	2021
<p>Sustainalytics' ESG Risk Rating measures the extent of a company's unmanaged ESG risks. The rating consists of a quantitative score and a risk category ("neglectable" to "severe"). Here, a distinction is first made between manageable and non-manageable risks that are common to the industry, and in a second step, how the manageable risks are managed.</p>				37.9	38.5	39.3
		Rating Scale 0 to 40+ (the lower, the better)				
	Virgeo Eiris			2019	2020	2021
<p>Virgeo Eiris' ESG rating measures the integration of sustainability criteria into corporate strategy, risk management and operations. As a source, Virgeo Eiris uses corporate reporting, stakeholder websites, partnerships with stakeholders or press databases. In addition, Virgeo Eiris is in direct contact with companies, providing the opportunity to respond to questions or submit documents.</p>				44	45	46
		Rating Scale from 0 to 100 (the higher, the better)				