

# EXPLANATION OF HOW KEY ELEMENTS OF THE BENCHMARK METHODOLOGY REFLECT ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) FACTORS

Solactive Employee Well Being Momentum Index NTR



This document provides an explanation of how the key elements of the benchmark methodology reflect ESG factors. It is compiled in accordance with the requirements of point (d) of Article 13 (1) of Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 (the "Benchmarks Regulation") and of the Commission Delegated Regulation (EU) 2020/1817.

## General Information

<b>Name of the benchmark administrator</b>	Solactive AG
<b>Type of benchmark or family of benchmarks</b>	Equity
<b>Name of the benchmark or family of benchmarks</b>	Solactive Employee Well Being Momentum Index NTR (DE000SLOAWV4)
<b>Does the benchmark methodology for the benchmark or family of benchmarks take into account ESG factors?</b>	Yes

## ESG Factors Applied in the Benchmark Methodology

<b>List of environmental factors considered</b>	> Not applicable
<b>List of social factors considered</b>	> Only companies demonstrating strong employee-related practices are eligible for inclusion in the index. The Staff Rating evaluates the company's commitment to social sustainability, including employee health and safety, equal opportunities, freedom of association, and work-life balance. The main filters used are derived from this score, which reflects the company's performance across these dimensions.
<b>List of governance factors considered</b>	> Not applicable

## Data and Standards used

<b>Data Input</b>	The data used to construct the index is sourced externally from ISS ESG
<b>Verification and quality of data</b>	The provider of ESG-related data input is selected by the Administrator based on an assessment of its existing processes in order to ensure the reliability and representativeness of the ESG-related data. The data provider has established processes in accordance with accepted and established market standards that ensure the permanent quality and reliability of the ESG-data provided
<b>Reference standards</b>	International standards referenced by the index methodology are listed in the respective section above
<b>Information updated on</b>	18/12/2025
<b>Reason for update:</b>	Initial document creation

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