

Product name: Triodos Impact Mixed Fund - Neutral
Legal entity identifier: 549300F21J6UWEJ11S34

Sustainable investment objective

Sustainable investment means an investment in an economic activity that contributes to an environmental or social objective, provided that the investment does not significantly harm any environmental or social objective and that the investee companies follow good governance practices

The **EU Taxonomy** is a classification system laid down in Regulation (EU) 2020/852, establishing a list of **environmentally sustainable economic activities**. That Regulation does not lay down a list of socially sustainable economic activities. Sustainable investments with an environmental objective might be aligned with the Taxonomy or not.

Did this financial product have a sustainable investment objective?

<input checked="" type="radio"/> <input checked="" type="radio"/> <input checked="" type="checkbox"/> Yes	<input type="radio"/> <input type="radio"/> <input type="checkbox"/> No
<input checked="" type="checkbox"/> It made sustainable investments with an environmental objective: 45.6%	<input type="checkbox"/> It promoted Environmental/Social (E/S) characteristics and while it did not have as its objective a sustainable investment, it had a proportion of __% of sustainable investments
<input checked="" type="checkbox"/> in economic activities that qualify as environmentally sustainable under the EU Taxonomy	<input type="checkbox"/> with an environmental objective in economic activities that qualify as environmentally sustainable under the EU Taxonomy
<input checked="" type="checkbox"/> in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy	<input type="checkbox"/> with an environmental objective in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy
<input checked="" type="checkbox"/> It made sustainable investments with a social objective: 53.5%	<input type="checkbox"/> with a social objective
	<input type="checkbox"/> It promoted E/S characteristics, but did not make any sustainable investments



To what extent was the sustainable investment objective of this financial product met?

The sustainable investment objectives of the sub-fund are to:

- make money work for environmental and social change
- contribute to the transition to an economy within planetary boundaries
- contribute to the transition to an economy where all humans can enjoy a prosperous life.

The (environmental) objective to contribute to the transition to an economy within planetary boundaries is addressed in the following Triodos transition themes:

- Sustainable Food and Agriculture (feed the world sustainably)
- Sustainable Mobility and Infrastructure (be mobile, live and work in a sustainable way)
- Renewable Resources (limit the use of finite resources)
- Circular Economy (make use of resources as efficiently and long as possible)
- Innovation for Sustainability (innovate for a sustainable future)

The (social) objective to contribute to the transition to an economy where all humans can enjoy a prosperous life is addressed in the following Triodos transition themes:

- Sustainable Food and Agriculture (feed the world sustainably)
- Prosperous and Healthy People (become and stay healthy and happy)
- Social Inclusion and Empowerment (create a society in which all people can fully participate)
- Innovation for Sustainability (innovate for a sustainable future)

Sustainability indicators measure how the sustainable objectives of this financial product are attained.

Through investments that contribute to the Sustainable Mobility and Infrastructure, Renewable Resources and Innovation for Sustainability transition themes, the sub-fund contributed to the following environmental objectives as set out in article 9 of the EU Taxonomy:

- climate change mitigation
- climate change adaptation

The sub-fund realised its three sustainable investment objectives by investing solely in listed equities that actively contribute to at least one transition theme.

How did the sustainability indicators perform?

In order to measure the attainment of its sustainable investment objectives, the sub-fund measures its exposure to the Triodos transition themes as a percentage of portfolio holdings that contribute to at least one transition theme and as a percentage of assets under management allocated to each theme. Since each Triodos transition theme is linked to one or more UN Sustainable Development Goals (SDGs), the sub-fund also reports its absolute and relative contribution to environmental (SDGs 6, 7, 11, 12, 13 and 15) or social (SDGs 1, 2, 3, 4, 5, 10 and 16) SDGs based on external data performing a comprehensive assessment of company products and services that affect SDGs. The contribution is measured by SDG scores, which range on a scale from -10 (products/services having a significant obstructing impact to the SDGs) to 10 (products/services having a significant contributing impact to the SDGs). The sub-fund also reports its carbon footprint relative to its benchmark (scope 1 and 2 emissions). The benchmark of the sub-fund (used for performance measurement only) is MSCI World Index (50%), iBoxx Euro Corporates Overall Total Return (30%) and iBoxx Euro Eurozone Sovereign 1-10 Total Return (20%).

In 2022, all investments contributed to at least one of the transition themes. All seven transition themes were represented in the sub-fund with the largest exposure at year-end to Social Inclusion and Empowerment (23.3% of NAV).

The contribution of the sub-fund to the SDGs was significantly higher than that of the benchmark. The sub-fund particularly contributed to SDG3, SDG11 and SDG13.

	Sub-fund	Benchmark
Environmental SDGs	1.7	-0.2
Social SDGs	3.0	0.8

Source: ISS SDG Product & Services Score as of 31 December 2022

The carbon footprint of the sub-fund was lower than that of the benchmark:

	Sub-fund	Benchmark
Carbon footprint (tonnes of CO ₂ equivalent)	18,121	32,966

Source: ISS as of 31 December 2022

The performance of the indicators is a consequence of the investment strategy of the sub-funds and not a result of targeting specific indicator results. The data used to calculate the performance of the sustainability indicators is derived by the Management Company from companies directly and/or via data providers and have not been subject to an assurance by an auditor or a review by a third party.

...and compared to previous periods?

Compared to 2021, the contribution of the sub-fund to the transition themes has changed as follows:

	31 December 2022	31 December 2021
Social Inclusion and Empowerment	23.3%	17.9%
Prosperous and Healthy People	19.7%	18.7%
Sustainable Food and Agriculture	5.0%	3.9%
Renewable Resources	6.8%	5.2%
Circular Economy	2.2%	1.7%
Innovation for Sustainability	11.9%	11.2%
Sustainable Mobility and Infrastructure	28.2%	24.8%
Cash	0.7%	2.8%
Regular (sub-)sovereign bonds	–	11.2%
Other	2.3%	2.7%

The contribution of the sub-fund to the SDGs as at 31 December 2022 was higher than as at 31 December 2021:

	31 December 2022	31 December 2021
Environmental SDGs	1.7	1.3
Social SDGs	3.0	2.5

The relative carbon footprint of the sub-fund was lower as at 31 December 2022 than as at 31 December 2021:

	31 December 2022	31 December 2021
Carbon footprint (tonnes of CO ₂ equivalent)	-45.0%	-21.9%

Principal adverse impacts are the most significant negative impacts of investment decisions on sustainability factors relating to environmental, social and employee matters, respect for human rights, anti-corruption and anti-bribery matters.

How did the sustainable investments not cause significant harm to any sustainable investment objective?

To select only those investments that do not cause significant harm to any environmental or social sustainable investment objective, every (new) investment has been assessed on its alignment with the Minimum Standards or the Sovereign Framework (depending on the type of instrument). If an issuer was found to cause significant harm to any of those standards, it was excluded from investment. All applicable PAIs on sustainability factors have been taken into account in the investment process. The Minimum Standards, that are aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, also set out the minimum standards for employee relations, remuneration, taxes and other corporate governance topics that investees must meet in order to be eligible for investment.

How were the indicators for adverse impacts on sustainability factors taken into account?

With the introduction of the SFDR Delegated Regulation as from 1 January 2023, PAIs have been introduced to establish standards for reporting on principal adverse impacts. The process for taking into account PAIs as applied from 1 January 2023 is detailed below. In 2022, all investments of the sub-fund were screened against the Minimum Standards or the Sovereign Framework to avoid or reduce principal adverse impacts when investing.

For instruments issued by companies (e.g. shares, corporate bonds, impact bonds):

The PAIs have been taken into account in the second phase of the investment process (negative impact, consisting of three steps), both as part of the initial screening and the continuous monitoring of investments:

1. Negative screening: Every (potential) investee has been screened for involvement in controversial business activities. If an investee exceeded the threshold below, “high concern” was concluded, and the investee was excluded from investment.

Triodos controversial activity	SFDR PAI	Threshold
Controversial weapons	14 (Exposure to controversial weapons)	Any involvement
Fossil fuels	4 (Exposure to companies active in the fossil fuel sector)	GICS Energy Sector classification (i.e. companies active in the fossil fuel sector)
Hazardous substances	E9 (Investments in companies producing chemicals)	Pesticides – production, distribution (>5% revenue) Persistent Organic Pollutants – production, use (>0% revenue)

2. Controversies: Every (potential) investee has been assessed on violations of UN Global Compact and OECD Guidelines for Multinational Enterprises on a case-by-case basis considering violations in the last three years. Per case, the verification of information, severity and company response were considered to conclude if a case was low, medium or high concern. In case a company had been involved in severe and/or frequent violations without taking credible remediation measures, “high concern” was concluded, and the investee was excluded from investment.

Triodos assessment	SFDR PAI	Threshold
Controversies	10 (Violations of UN Global Compact principles and OECD Guidelines) 11 (Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines) S7 (Incidents of discrimination) S14 (Number of severe human rights issues and incidents) S16 (Cases of insufficient action with breaches of anti-corruption) S17 (Convictions and fines for anti-corruption)	Significant violations of UN Global Compact or OECD Guidelines within the last 3 years

3. ESG assessment: By combining our proprietary materiality map, highlighting material ESG issues per industry, with an understanding of the company’s actual business activities, the risk that an investee inflicts negative impacts on these ESG issues has been assessed. Based on the risk classification (low, medium or high risk), the company must have met additional requirements such as having sustainability programs, reporting, certifications, policies or practices in place. In case a company did not meet these requirements but was in transition, it was flagged for engagement. The PAI indicators were considered on an absolute basis, over time and compared to five peers (where relevant). Taking all of the above into consideration, a company’s practices were assessed as low, medium or high concern. If “high concern” was concluded, the investee was excluded from investment.

Triodos			
ESG issue		SFDR PAI	Threshold
Environmental	Climate change	1 (GHG emissions) 2 (Carbon footprint) 3 (GHG intensity) 5 (Share of non-renewable energy consumption and production) 6 (Energy consumption intensity) E4 (Companies without carbon reduction initiatives) E5 (Energy consumption per non-renewable energy source)	High risk for climate change without GHG emissions reporting and Paris-aligned reduction targets; Significant controversies
	Water	E6 (Water usage and recycling) E7 (Investments in companies with-out water management policies) E8 (Exposure to areas of high water stress)	High risk for water scarcity without activities to reduce freshwater use; Significant controversies
	Waste	E13 (Non-recycled waste ratio)	Significant controversies
	Pollution	8 (Emissions to water) 9 (Hazardous and radioactive waste ratio) E2 (Emissions of air pollutants)	Significant controversies
	Ecosystems	7 (Activities negatively affecting biodiversity) E11 (Companies without sustainable land/agriculture practice) E12 (Companies without sustainable oceans/seas practice) E15 (Deforestation)	High risk for human rights or conflict minerals without relevant policy and practices; Significant controversies
	Social	Human rights & community	S9 (Lack of human rights policy) S10 (Lack of human rights due diligence)
Labour practices		S1 (Companies without workplace accident prevention policies) S2 (Rate of accidents) S3 (Numbers of days lost to injuries, accidents, fatalities or illness) S4 (Lack of supplier code of conduct) 12 (Unadjusted gender pay gap) S5 (Lack of grievance/complaints mechanism for employee matters) S12 (Operations and suppliers at significant risk of child labour) S13 (Operations and suppliers at significant risk of forced labour)	High risk for labour rights without relevant policies, targets and monitoring; Significant controversies
Supply chain management		S12 (Operations and suppliers at significant risk of child labour) S13 (Operations and suppliers at significant risk of forced labour)	High risk for labour rights in the supply chain without relevant policies, targets and monitoring; Significant controversies
Governance		Corporate governance	13 (Board gender diversity) S8 (Excessive CEO pay ratio)
	Business ethics	S15 (Lack of anti-corruption and anti-bribery policies) S6 (Insufficient whistleblower protection)	Significant controversies

For instruments issued by sovereigns (e.g. impact bonds):

The PAIs have been taken into account in the second phase of the investment process (negative impact), both as part of the initial screening and the continuous monitoring of investments:

Triodos ESG issue	SFDR PAI	Threshold
Environmental	15 (GHG intensity)	Ratification of: <ul style="list-style-type: none">• Paris Convention• Framework Convention on Climate Change• Kyoto Protocol
Governance	16 (Investee countries subject to social violations)	<ul style="list-style-type: none">• Ratification of international controversial weapons conventions• United Nations and European Union sanctions

Were sustainable investments aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights?

All investments made in 2022 were aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. Prior to being selected for investment and for the entire duration of the investment, (potential) investees are screened for compliance with the Minimum Standards. The Minimum Standards are aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

Alignment with the Minimum Standards is assessed in the second phase of the investment process through the check on controversies and the ESG assessment, based on data from external sources and additional in-house desk research (see above the answer to question 'How were the indicators for adverse impacts on sustainability factors taken into account?'). In case of significant violations of the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights (i.e. having severe impact, recurrence of incidents, lack of risk management and inadequate remediation measures), the investee is excluded from investment.



How did this financial product consider principal adverse impacts on sustainability factors?

The sub-fund considered all PAIs on sustainability factors referred to in the tables above. Every potential investment has been assessed using the relevant policies and if an issuer was found to cause significant harm, it was excluded from investment. PAIs have been continuously monitored to ensure the sub-fund remained compliant with our policies.

In 2022, continuous monitoring led to one company (Adecco) being excluded from the Triodos SICAV I investable universe due to an acquisition with involvement in weapons (relating to PAI indicator: Exposure to controversial weapons).

The engagement efforts with investee companies aimed at minimising principal adverse impacts were focused on the PAI indicators related to greenhouse gas emissions, companies producing chemicals and excessive CEO pay ratio.

The list includes the investments constituting the greatest proportion of investments of the financial during the reference period which is: 2022



What were the top investments of this financial product?

Largest investments	Sector	% Assets	Country
EssilorLuxottica	Manufacture of medical and dental instruments and supplies	1.8	France
Acciona Energías Renovables	Production of electricity	1.7	Spain
Anthem	Non-life insurance	1.7	United States
Vestas Wind Systems	Manufacture of engines and turbines, except aircraft, vehicle and cycle engines	1.7	Denmark
German Government bond	General public administration activities	1.6	Germany
European Union	Activities of extraterritorial organisations and bodies	1.6	Belgium
RELX	Data processing, hosting and related activities	1.6	Great Britain
Procter & Gamble	Manufacture of household and sanitary goods and of toilet requisites	1.5	United States
European Union	Activities of extraterritorial organisations and bodies	1.5	Belgium
Triodos Impact Mixed Fund - Defensive	Trusts, funds and similar financial entities	1.4	Luxembourg
Deutsche Telekom	Wireless telecommunications activities	1.3	Germany
Novo Nordisk	Manufacture of basic pharmaceutical products	1.3	Denmark
NVIDIA	Manufacture of electronic components	1.3	United States
KDDI	Wireless telecommunications activities	1.3	Japan
Roche	Manufacture of basic pharmaceutical products	1.2	Switzerland
Danone	Operation of dairies and cheese making	1.2	France

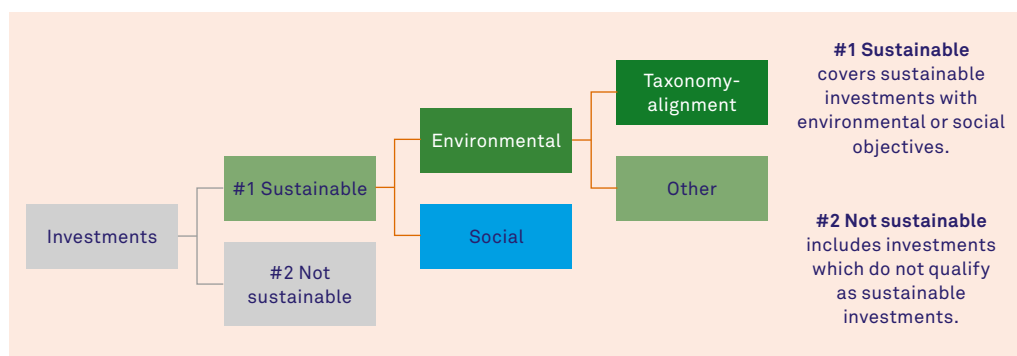
Source (Sector): NACE5



What was the proportion of sustainability-related investments?

Asset allocation describes the share of investments in specific assets.

What was the asset allocation?



99.2% of the net assets of the sub-fund were invested in sustainable investments as per 31 December 2022.

To comply with the EU Taxonomy, the criteria for **fossil gas** include limitations on emissions and switching to fully renewable power or low-carbon fuels by the end of 2035. For **nuclear energy**, the criteria include comprehensive safety and waste management rules.

Enabling activities directly enable other activities to make a substantial contribution to an environmental objective.

Transitional activities are economic activities for which low-carbon alternatives are not yet available and that have greenhouse gas emission levels corresponding to the best performance.

Taxonomy-aligned activities are expressed as a share of:

- **turnover** reflecting the share of revenue from green activities of investee companies
- **capital expenditure** (CapEx) showing the green investments made by investee companies, e.g. for a transition to a green economy.
- **operational expenditure** (OpEx) reflecting green operational activities of investee companies.

In which economic sectors were the investments made?

Several new investments were done over the year 2022. The investments have been done across sectors related to:

- Manufacture of builders' ware of plastic
- Rental and operating of own or leased real estate
- Other software publishing
- Manufacture of electronic components
- Manufacture of other chemical products
- Monetary intermediation
- Publishing of books, periodicals and other publishing activities
- Transmission of electricity
- Manufacture of sports goods
- Trusts, funds and similar financial entities
- Other financial service activities, except insurance and pension funding
- Manufacture of medical and dental instruments and supplies
- General public administration activities
- Water collection, treatment and supply
- Passenger rail transport, interurban
- Other financial service activities, except insurance and pension funding n.e.c.
- Data processing, hosting and related activities
- Production of electricity
- Manufacture of other parts and accessories for motor vehicles
- Retail sale via mail order houses or via Internet
- Manufacture of household and sanitary goods and of toilet requisites



To what extent were sustainable investments with an environmental objective aligned with the EU Taxonomy?

Through investments that contribute to the Sustainable Mobility and Infrastructure, Renewable Resources and Innovation for Sustainability transition themes, the sub-fund contributes to the following environmental objectives as set out in article 9 of the EU Taxonomy:

- climate change mitigation (4.6%)
- climate change adaptation (0%)

As per 31 December 2022, 4.6% of the investments were Taxonomy aligned. The sub-fund had exposure to impact bonds issued by (sub-)sovereigns.

The Taxonomy percentages shown in the graphs below have not been subject to an assurance by an auditor or a review by a third party.

Did the financial product invest in fossil gas and/or nuclear energy related activities complying with the EU Taxonomy?¹

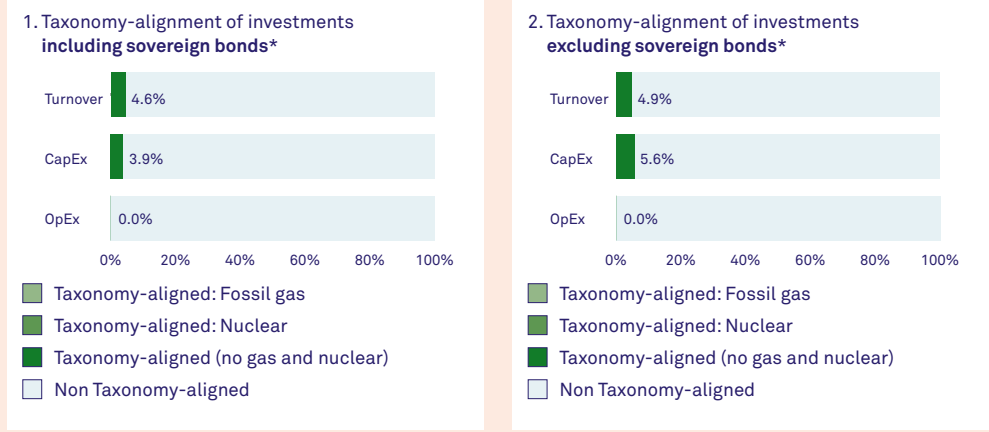
- Yes
- In fossil gas
- In nuclear energy
- No

¹ Fossil gas and/or nuclear related activities will only comply with the EU Taxonomy where they contribute to limiting climate change ("climate change mitigation") and do no significant harm to any EU Taxonomy objective - see explanatory note in the left hand margin. The full criteria for fossil gas and nuclear energy economic activities that comply with the EU Taxonomy are laid down in Commission Delegated Regulation (EU) 2022/1214.

Enabling activities directly enable other activities to make a substantial contribution to an environmental objective.

Transitional activities are economic activities for which low-carbon alternatives are not yet available and that have greenhouse gas emission levels corresponding to the best performance.

The graphs below show in green the percentage of investments that were aligned with the EU Taxonomy. As there is no appropriate methodology to determine the taxonomy-alignment of sovereign bonds*, the first graph shows the Taxonomy alignment in relation to all the investments of the financial product including sovereign bonds, while the second graph shows the Taxonomy alignment only in relation to the investments of the financial product other than sovereign bonds.



* For the purpose of these graphs, 'sovereign bonds' consist of all sovereign exposures.

What was the share of investments made in transitional and enabling activities?

As at 31 December 2022, the sub-fund invested 1.5% of its investments in enabling activities and 1.1% in transitional activities.

How did the percentage of investments aligned with the EU Taxonomy compare with previous reference periods?

As the reporting on Taxonomy alignment is only in place since this year, a comparison with the Taxonomy alignment figures of the previous reporting period will only be available in the annual report over 2023.



are sustainable investments with an environmental objective that **do not take into account the criteria** for environmentally sustainable economic activities under the EU Taxonomy.



What was the share of sustainable investments with an environmental objective that were not aligned with the EU Taxonomy?

The share of sustainable investments with an environmental objective that were not aligned with the EU Taxonomy was 84.0% as at 31 December 2022.

We do not steer on the percentage of sustainable investments with an environmental objective that are not aligned with the EU Taxonomy. The Triodos transition themes, which are used for the positive selection of the investments, encompass more environmentally sustainable economic activities than currently covered by the EU Taxonomy. Presently, the EU Taxonomy focusses on certain sectors only, whereas the Triodos transition themes are sector-agnostic. The percentage of sustainable investments with an environmental objective that are not aligned with the EU Taxonomy is likely to decrease over time as the remaining four Taxonomy objectives are finalised and more economic activities are added to the Taxonomy.



What was the share of socially sustainable investments?

The share of sustainable investments contributing to a social objective was 53.5% as at 31 December 2022.



What investments were included under “not sustainable”, what was their purpose and were there any minimum environmental or social safeguards?

The sub-fund held 0.8% of its net assets in cash and cash equivalents as ancillary liquidity and in derivatives for hedging purposes (for those share classes that are allowed to hold currency derivatives as hedging instruments). These assets did not affect the delivery of the sustainable investment objectives of the sub-fund on a continuous basis. Firstly, they were used - in limited proportion - to support the proper liquidity and risk management of the sub-fund. Secondly, the Management Company assessed on a regular basis whether counterparties for cash, cash equivalents and derivatives comply with the four pillars of the UN Global Compact, using data from a third-party provider. These four pillars consist of 1) human rights, 2) labour rights 3) environment and 4) anti-corruption. Also, the Management Company assessed its counterparties' policies and sustainability performance.



What actions have been taken to attain the sustainable investment objective during the reference period?

Triodos Impact Mixed Fund – Neutral improved its positive impact profile further in 2022. We exchanged a series of smaller and low conviction equity holdings for high impact positions; KLA (semiconductor equipment), Akamai (internet hardware and services), Shimano (bicycle parts), Nvidia (processors and software), DSM (ingredients), EssilorLuxottica (eyewear), Sonova (hearing equipment), Adyen (on-line payments), Mastercard (payment systems) and Ebay (trading platform).

Also, in fixed income we improved the impact of the fund. New additions included RTE (French electricity grid), Royal DSM (ingredients), Aedifica (housing), Kuntarahoitus (Finland) impact bond, Coloplast (medical equipment), ALD green bond (leasing fleet), Essilor (eyewear), Cades (French social institution), Suez (environmental services), Ferrovie dello State Italiane (Italian railways), ICO (Spanish social institution), EU social bonds, Madrid green bond, Statkraft (renewable energy), Continental (energy efficiency) and green bonds issued by the governments of France, Austria and Germany.

A major improvement in terms of impact is the fact that we have exchanged all regular government bonds for impact government(-related) issues. At year-end all fixed income investments of Triodos Impact Mixed Fund - Neutral were thematic and in line with a least one of the seven Triodos sustainable transition themes.



How did this financial product perform compared to the reference sustainable benchmark?

No reference benchmark has been designated for the purpose of attaining the sustainable investment objectives.