

**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.

DNCA INVEST - ARCHER MID-CAP EUROPE  
**Legal entity identifier:** 213800NNDT1BK6KCNU68

### Environmental and/or social characteristics

**Does this financial product have a sustainable investment objective?**

**Yes**                        **No**

<p><input type="checkbox"/> It will make a minimum of <b>sustainable investments with an environmental objective:</b> ___%</p> <p style="margin-left: 20px;"><input type="checkbox"/> in economic activities that qualify as environmentally sustainable under the EU Taxonomy</p> <p style="margin-left: 20px;"><input type="checkbox"/> in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy</p> <p><input type="checkbox"/> It will make a minimum of <b>sustainable investments with a social objective:</b> ___%</p>	<p><input type="checkbox"/> It <b>promotes Environmental/Social (E/S) characteristics</b> and while it does not have as its objective a sustainable investment, it will have a minimum proportion of ___% of sustainable investments</p> <p style="margin-left: 20px;"><input type="checkbox"/> with an environmental objective in economic activities that qualify as environmentally sustainable under the EU Taxonomy</p> <p style="margin-left: 20px;"><input type="checkbox"/> with an environmental objective in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy</p> <p style="margin-left: 20px;"><input type="checkbox"/> with a social objective</p> <p><input checked="" type="checkbox"/> It promotes E/S characteristics, but <b>will not make any sustainable investments</b></p>
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### What environmental and/or social characteristics are promoted by this financial product?

The characteristics promoted by the Sub-Fund are governance, environment, social and societal criteria.

The management of the Sub-Fund relies on the proprietary analysis tool on environment, social and governance: ABA (Above and Beyond Analysis).

As part of the promotion of such characteristics, the Sub-Fund will in particular consider the following ESG matters:

- Environment: GHG emissions, airborne pollution, waterborne pollution, water consumption, land use, etc.

- Social: Excessive CEO Compensation, gender inequality, health and safety issues, child labor, etc.
- Governance: Monitoring corruption and bribery, tax avoidance, etc.
- Global ESG quality rating.

In this way, the investment process and resulting stock picking take into account internal scoring with respect to both corporate responsibility and sustainability of companies based on an extra-financial analysis through a proprietary tool developed internally by the Management Company, with the "best in universe" method. There may be a sector bias.

The Sub-Fund does not use a benchmark for the purpose of attaining the ESG Characteristics promoted by the Sub-Fund.

**Sustainability indicators** measure how the environmental or social characteristics promoted by the financial product are attained.

- ***What sustainability indicators are used to measure the attainment of each of the environmental or social characteristics promoted by this financial product?***

The sustainability indicators used by the Sub-Fund are:

- The "Above and Beyond Analysis" ("ABA", the proprietary tool) Corporate Responsibility Score: the main sustainability indicator used by the Sub-Fund is the ABA scoring (see part "Investment Strategy") based on the Corporate Responsibility and divided into four pillars: shareholder responsibility, environmental responsibility, employer responsibility, societal responsibility.
- The Transition to a Sustainable Economy Score: the Management Company completes this analysis by an assessment of companies' exposure to "Transition to a Sustainable Economy". This score is based on five pillars: demographic transition, healthcare transition, economic transition, lifestyle transition and ecologic transition.
- Exposure to UN Sustainable Development Goals: the Management Company assesses for each company the part of revenues linked to one of the 17 Sustainable Development Goals of United Nations.
- Carbon data: carbon footprint (t CO<sub>2</sub>/m\$ invested) of the Sub-Fund's portfolio.
- Carbon intensity (t CO<sub>2</sub>/m\$ revenues) of the Sub-Funds' portfolio.
- ***What are the objectives of the sustainable investments that the financial product partially intends to make and how does the sustainable investment contribute to such objectives?***

Not Applicable.

— *How do the sustainable investments that the financial product partially intends to make, not cause significant harm to any environmental or social sustainable investment objective?*

Not Applicable.

— — *How have the indicators for adverse impacts on sustainability factors been taken into account?*

Not Applicable.

— — — *How are the sustainable investments aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights? Details:*

Not Applicable.

*The EU Taxonomy sets out a “do not significant harm” principle by which Taxonomy-aligned investments should not significantly harm EU Taxonomy objectives and is accompanied by specific EU criteria.*

The “do no significant harm” principle applies only to those investments underlying the financial product that take into account the EU criteria for environmentally sustainable economic activities. The investments underlying the remaining portion of this financial product do not take into account the EU criteria for environmentally sustainable economic activities.

*Any other sustainable investments must also not significantly harm any environmental or social objectives.*



**Does this financial product consider principal adverse impacts on sustainability factors?**

✘ Yes, \_\_\_\_\_

The Sub-Fund is taking into account the principal adverse impacts on sustainability factors.

- The Principal Adverse Impact ("PAI") analysis is part of the Corporate Responsibility Rating (See below)
- The Management Company is implementing an Adverse Impact on Sustainability Policy, measuring the PAI. The Policy first intend to monitor the contributions to climate change (CO2 emissions, CO2 intensity, implied temperature) in the context of the "Climate Trajectory" objectives.

For public issuers, the Sub-Fund is taking into account the principal adverse impacts on sustainability factors.

- The Principal Adverse Impact analysis is part of the Country Rating (See below)

**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.

- The Management Company is implementing an Adverse Impact on Sustainability Policy, measuring the PAI. The Policy first intend to monitor the contributions to climate change (CO2 intensity) and social issues (Country submitted to social violation, average income inequality score) and corruption (average corruption score).

Further information may be found in the annual report in respect of the Sub-Fund.

No



### What investment strategy does this financial product follow?

In line with the fundamental approach of the management team, the investment process is based on the selection of the investment universe combining a financial (quantitative and micro-economic) and extra-financial (qualitative) approach with two successive steps:

- The selection of issuers pursuant to the financial approach described above, and
- The exclusion of issuers which have a high-risk profile in terms of corporate responsibility (rating below 2/10 in the ESG proprietary tool) or exposed to major controversies. This extra-financial filter excludes a minimum of 20% of issuers based on the extra-financial analysis describes before.

### **The ABA scoring: proprietary tool of analysis and Corporate Responsibility Rating**

Corporate responsibility is a useful information's pool used to anticipate companies' risks especially looking at the interplay with their stakeholders: employees, supply chains, clients, local communities, and shareholders..., regardless of the sector of activities.

The ABA analysis of corporate responsibility is broken down into four pillars:

- Shareholders responsibility (board of directors and general management, accounting practices and financial risks, etc.),
- environmental responsibility (environmental footprint of the production chain and product life cycle or responsible supply, energy consumption and water consumption, company CO2 emissions and management of waste, etc.),
- responsibility towards workers ethics and working conditions of the production chain, treatment of employees – safety, well-being, diversity, employee representation, wages, quality of products or services sold, etc.) and,
- societal responsibility (Product quality, safety and traceability, respect of local communities and human rights, etc.

**The investment strategy** guides investment decisions based on factors such as investment objectives and risk tolerance.

Each pillar is rated independently by the Management Company and weighted in accordance to how material it is for the targeted company. Each pillar is broken down into a set of criteria, selected in accordance to the materiality (correlation with the economic performance), which are around 25 in total (as listed in the below table). Those criteria can be quality of board assessment, CEO remuneration, impact on biodiversity, climate policy and energy efficiency, etc.

Shareholder Responsibility	Respect for minority	Control structure Poison pill, limitation of votes
	Quality of Management	Size and composition of the ExCom Rotation of leaders, checks and balances Quality of the strategy
	Independence of Board and committees	Independence rate of the Board and its committees Separation of powers of the CEO/Chair Composition and size of the Board, fees and attendance
	CEO compensation	Transparence of compensation Variable compensation consistent with objectives and results ESG criteria in the variable compensation
	Accounting Risks	History of accounting irregularities (10 years) Change in accounting methods/reporting Independence of the statutory auditors
	Quality of financial reporting	Trust in guidance and transparency Profit warning history Access to management
	Environmental management	Environmental Management System (EMS) and reporting scope Quality and consistency of reporting, quantified objectives Governance: dedicated director
	Climate policy and energy efficiency	Implementation of an energy efficiency policy Precise reporting and quantified objectives (scope 1, 2 and 3, CO2 emissions, carbon intensity)
	Regulation and certification	Perimeter of the environmental certification process Integration of regulations related to the sector Revenue associated with green/brown activities
	Impact on biodiversity and externalities	Management of positive contributions to biodiversity and reporting Integration of upstream issues in projects History of accidents or pollution Water consumption Waste recycling
Employer Responsibility	Corporate culture and HR management	HR's position in the company's hierarchy Leadership and culture type Distribution of full-time employees

	(FTEs)
	Employee share ownership
Health and safety	Establishment of committees and procedures for hygiene, safety and working conditions
	Workplace accident history, lever of reporting (accident frequency, gravity, number of fatalities)
Labor relations and working conditions	Transparency and scope of indicators
	Quality of social dialogue, average absenteeism, turnover rates
	History of employee conflicts
Training and career management	Quality of working conditions and compliance with legislation
	Training pan and age pyramid
	Sector-specific transition issues
	Employee seniority and internal mobility policy
Promoting diversity	Training budget, number of training hours/employee
	Share of women among employees
Attractiveness and recruitment	Share of women on management teams
	Promotion of local managers
	Attractiveness of the sector and the company (Glassdoor rating, average salary/FTE)
	Talent attraction program
Product quality, safety and traceability	Ability to hire people with key skills
	Product quality control process
	History of quality defects
Innovation capacity and pricing power	Consumer safety issues
	Internal or external R&D management
	Employees dedicated to R&D, R&D budget
Supply chain management	Pricing power and brand power
	Supply chain control and model (integrated or heavy outsourcing), limitation of cascading suppliers
	History of supply chain failure
	ESG included in the contracts with suppliers
Customer satisfaction and market share gains	Customer satisfaction monitoring policy, change in market share
	Organic growth trends
	Quality of the B-to-B distribution network
Respect for local communities and human rights	Customer complaint history
	Respect for human rights, facilitating the right to operate
Cybersecurity & the protection of personal data	Integration of local communities
	History of local conflicts
	Use of personal data as a business model
Corruption and business	Protection of sensitive data and privacy
	Protection mechanisms against cyber attacks
	Governance and corruption prevention

ethics

process

Operations in high-risk countries

History of corrupt or unethical practices

Moreover, the monitoring of the level of controversy is taken into account directly in the corporate responsibility and may affect the rating.

This in-depth analysis, combining qualitative and quantitative research, leads to a rating out of 10.

- ***What are the binding elements of the investment strategy used to select the investments to attain each of the environmental or social characteristics promoted by this financial product?***

The Sub-Fund implements its strategy within two types of binding elements: exclusions applied for the Management Company, and exclusions specific to the strategy.

1. Exclusions applied for the Management Company:

- Exclusion based on United Nations Global Compact breaches: after analysis and decision by the Management Company, companies are listed by the Management Company on a "worst offenders" list and excluded from all portfolios
- Exclusion related to the Management Company engagement to disinvest in non-conventional oil and gas activities and coal activities based on sector activities, according to the table below:

Activities	Exclusion from March 2022	Issuers having their registered office in the European Union or in the EOCED		Issuers having their registered office outside of the EOCED	
		Exclusion from December 2027	Exclusion from December 2027	Exclusion from December 2030	Exclusion from December 2040
<b>Thermal Coal Production</b>	From 10% of the revenues	From 5% of the revenues	Definitive exit (0% of the revenues)	From 5% of the revenues	Definitive exit (0% of the revenues)
<b>Coal-based electricity generation</b>	From 10% of the revenues	From 5% of the revenues	Definitive exit (0% of the revenues)	From 5% of the revenues	Definitive exit (0% of the revenues)

Activities	Exclusion from March 2022	Issuers having their registered office in the European Union or in the EOCED		Issuers having their registered office outside of the EOCED	
		Exclusion from December 2027	Exclusion from December 2027	Exclusion from December 2030	Exclusion from December 2040
Activities		Exclusion from December 2027	Exclusion from December 2027	Exclusion from December 2030	Exclusion from December 2040
<b>Production of unconventional oil of gas</b>	From 10% of the revenues	From 5% of the revenues	Definitive exit (0% of the revenues)	From 5% of the revenues	From 5% of the revenues

2. Exclusions specific to the strategy followed by the Sub-Fund:

- Exclusions of issuers which have a "Severe Risk" profile in terms of Corporate Responsibility This category represents companies with a Corporate Responsibility Rating below 2 out of 10 within our internal rating.),
- Sectorial exclusion as defined in the Management Company's Exclusion Policy.

The above-mentioned applied exclusions which are further detailed in the Management Company's "Exclusion Policy" and "Responsible Investor Policy" are binding and further details thereon are available on the website of the Management Company (<https://www.dnca-investments.com/lu/areas-of-expertise/sri>). Details of the Sub-Fund's exclusion policy are also available from the Management Company upon request.

Moreover, a strict controversial weapons exclusion and sectorial exclusion policy is implemented and is available on the website of the Management Company (<https://www.dnca-investments.com/lu/areas-of-expertise/sri>).

- ***What is the committed minimum rate to reduce the scope of the investments considered prior to the application of that investment strategy?***

The Sub-Fund applies a minimum reduction of the investment universe of 20%.



**Good governance** practices include sound management structures, employee relations, remuneration of staff and tax compliance.

● ***What is the policy to assess good governance practices of the investee companies?***

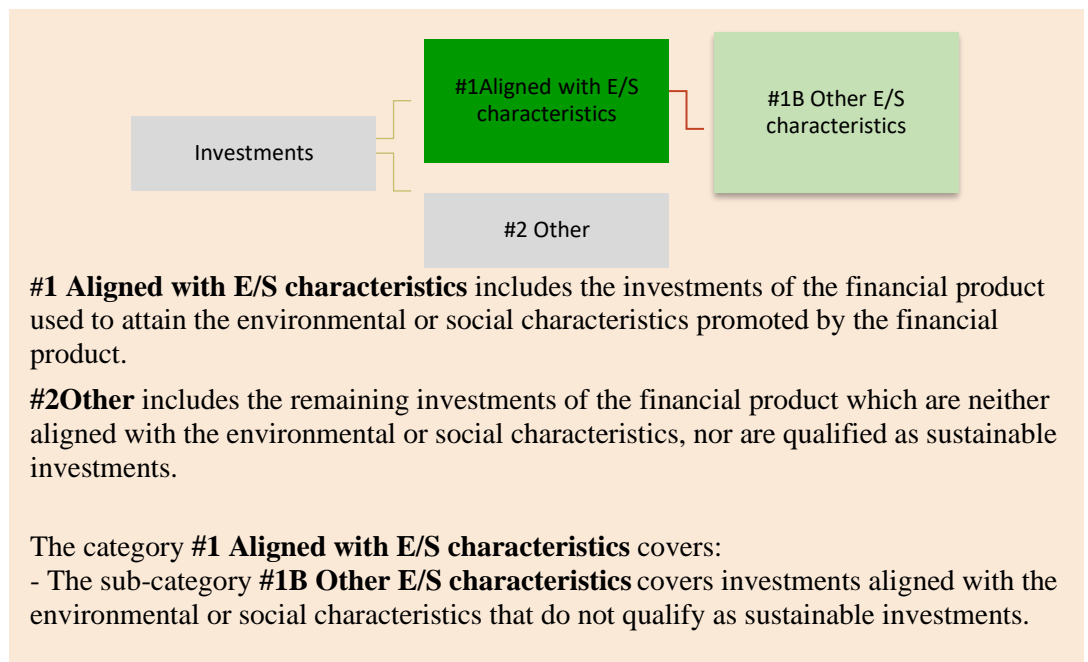
The Governance is one the assessment axes of the Corporate Responsibility: The Shareholder Responsibility. It is rated out of 10 based on 6 criteria: sound management structures (i.e. the quality of the management the board and committees of the issuer), overall issuers' remuneration of staff (focusing on the CEO's remuneration) and tax compliance (alignment of the tax rate with the local economic presence, presence in tax havens, change in the tax rate over 10 years), a good employee relation, the quality of the financial communication, the accounting risks and the respect for minority shareholders. Around thirty KPIs allow the assessment of the governance practices associated with these 6 criteria. In addition, controversies related to the good governance practices impact the overall rating.



**What is the asset allocation planned for this financial product?**

The Sub-Fund intends to invest 80% minimum of its net assets in "investments aligned with the environmental and social characteristics it promotes. The remaining portion of the Fund's investment portfolio ("#2Other") will consist of financial derivative instruments for hedging and/or efficient portfolio management purposes as well as deposits at sight, money market funds, money

**Asset allocation** describes the share of investments in specific assets.



market instruments and other deposits for liquidity purposes.

● ***How does the use of derivatives attain the environmental or social characteristics promoted by the financial product?***

The Sub-Fund does not invest in financial derivative instruments in order to attain the environmental or social characteristics it promotes.



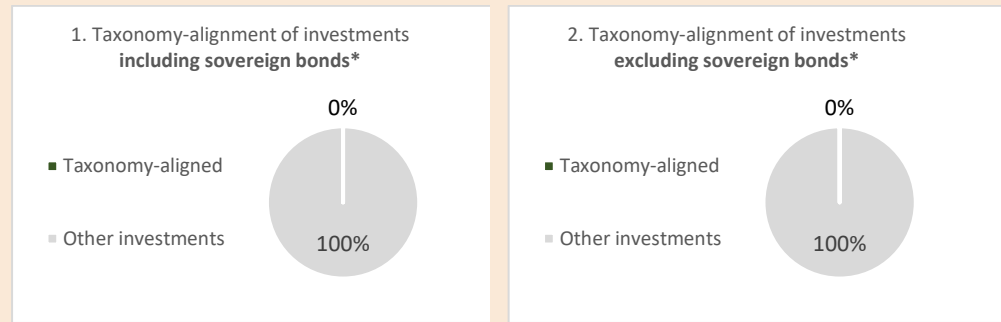
**To what minimum extent are sustainable investments with an environmental objective aligned with the EU Taxonomy?**

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.

Not applicable

*The two graphs below show in green the minimum percentage of investments that are 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*

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

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

- **What is the minimum share of investments in transitional and enabling activities?**

0%



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 is the minimum share of sustainable investments with an environmental objective that are not aligned with the EU Taxonomy?**

Not applicable.



**What is the minimum share of socially sustainable investments?**

Not applicable.



**What investments are included under "#2 Other", what is their purpose and are there any minimum environmental or social safeguards?**

The Sub-Fund may invest in financial derivative instruments for hedging and/or efficient portfolio management purposes as well as in deposits at sight, money market funds, money market instruments and other deposits on an ancillary basis for liquidity purposes.

There are no specific environmental or social safeguards linked to the use of financial derivative instruments and other assets included under "#02 Other".



**Is a specific index designated as a reference benchmark to determine whether this financial product is aligned with the environmental and/or social characteristics that it promotes?**

The reference benchmark of the Sub-Fund does not intend to be consistent with the environmental or social characteristics promoted by the Sub-Fund.

- *How is the reference benchmark continuously aligned with each of the environmental or social characteristics promoted by the financial product?*

N/A

- *How is the alignment of the investment strategy with the methodology of the index ensured on a continuous basis?*

N/A

- *How does the designated index differ from a relevant broad market index?*

N/A

- *Where can the methodology used for the calculation of the designated index be found?*

N/A

**Reference benchmarks** are indexes to measure whether the financial product attains the environmental or social characteristics that they promote.



**Where can I find more product specific information online?**

More product-specific information can be found on the website: <https://www.dnca-investments.com/lu/funds/dnca-invest-archer-mid-cap-europe/units/b-lu1366712518> by clicking on section "Documents" and accessing the ESG information under the sub-section "SRI Documents".