

Financial market participant:	UNIQA osiguranje d.d.; (LEI): 74780000P058TI5YPX93
Summary:	<p>UNIQA osiguranje d.d., (LEI): 74780000P058TI5YPX93, applies its Responsible Investment Strategy to all assets it manages for its clients. However, given the regulatory framework and product specific restrictions for some products, the exclusion constraints and sustainability targets as well as the time frame to achieve these might differ.</p> <p>For this report UNIQA osiguranje d.d. considers principle adverse impacts for all direct investments and has included externally managed funds for the first time for 2023.</p> <p>UNIQA osiguranje d.d. assesses the adverse impacts of its investment decisions on sustainability factors relating to environmental, social and employee matters as well as respect for human rights, anti-corruption and anti-bribery concerns which its investment decisions have or may have.</p> <p>The report shows the data on specific principal adverse impact factors and describes UNIQA osiguranje d.d.'s approach to mitigate these effects.</p> <p>This statement on principal adverse impacts on sustainability factors covers the reference period from 1 January 2024 to 31 December 2024.</p>
Description of the principal adverse impacts on sustainability factors:	UNIQA osiguranje d.d. assesses the adverse impacts of its investment decisions on sustainability factors relating to environmental, social and employee matters as well as respect for human rights, anti-corruption and anti-bribery concerns which its investment decisions have or may have. Specifically, these impacts are defined by the EU as “negative, material, or likely to be material effects on sustainability factors that are caused, compounded by, or directly linked to investment decisions and advice performed by the legal entity.”

Indicators applicable to investments in investee companies									
Adverse sustainability indicator			Metric		Impact Year 2024 <sup>1</sup>	Impact Year 2023	Explanation <sup>2</sup>		Actions taken, and actions planned and targets set for the next reference period
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS									
Greenhouse gas emissions	1.	GHG emissions	Scope 1 GHG emissions		1.642,42	2.312,18	The absolute GHG emissions indicators have decreased except for Scope 3, which is also reflected in the portfolio carbon footprint and in the GHG intensity of investee companies.	<p><b>Decarbonisation Targets</b></p> <p>UNIQA osiguranje d.d. as part of UNIQA Group is a member of the UN-convened Net-Zero Asset Owners Alliance committed to transitioning its investments to net-zero GHG emissions by 2050 - consistent with a maximum temperature rise of 1.5°C. In line with this membership, the Group has set targets to reduce carbon emission intensity (Scope 1&amp;2 tCO2e/million € revenue) for single equity and corporate bond investments by 15% by 2025 (base year 2021). Scope 3 emissions are regularly monitored, but as the availability and reliability of the data is still limited, no portfolio targets have been set yet.</p> <p>Moreover, as part of the Group's Green Finance Alliance (GFA) membership, UNIQA osiguranje d.d. will implement the Science Based Target Initiatives (SBTi) method for its approach of aligning direct investments with the 1.5°C target. This is conducted predominantly by increasing the percentage of corporate issuers in investments that have set their own science-based targets.</p> <p><b>Decarbonisation Initiatives</b></p> <p>In order to reach these targets, in addition to constant monitoring of climate-related KPIs, the Group is actively focusing on engaging high emitting companies in the portfolio. This is done through direct bilateral engagement as well as collaboratively as part of the Climate Action 100+ membership. UNIQA osiguranje d.d. has also set new investment guidelines for high-emitting issuers to have either a prime ESG score, an ambitious or SBTi recognised emission reduction target, or represent securities considered to be sustainable investments as per UNIQA osiguranje d.d.'s definition.</p> <p><b>Fossil Fuel Phase-out</b></p> <p>UNIQA osiguranje d.d. has also implemented a fossil fuel phase-out strategy, whereby thermal coal producers and companies generating power from coal have been phased-out from on-balance sheet investments. On oil, unconventional petroleum projects will not be financed starting 2022 and no investments in projects with the aim to expand oil infrastructure or in companies generating &gt;30% of revenues from the oil sector will be made after 2024. Moreover, any company generating &gt;5% of revenues from activities in the oil sector will be phased-out by the end of 2030. On natural gas, there will be no new investments in projects with the aim to expand natural gas infrastructure or companies generating &gt;30% of revenues from the gas sector after 2025. Moreover, any company generating &gt;5% of revenues from activities in the natural gas sector will be phased-out by the end of 2035 (exclusions exist for businesses and projects in line with the EU Taxonomy, SBTi and the Paris Agreement).</p> <p><b>Sustainable Investments</b></p> <p>Finally, UNIQA osiguranje d.d. as part of UNIQA Group has also set a target to increase its financing of sustainable investments, which include investments in renewable infrastructure investments and green bonds. These investments finance transition activities, including the increase in renewable energy capacities.</p>	
			Scope 2 GHG emissions		323,72	331,94			
			Scope 3 GHG emissions		43.816,87	35.137,91			
			Total GHG emissions		45.783,01	37.782,03			
	2.	Carbon footprint	Carbon footprint		602,74	525,58	The share of investments with fossil fuel involvement consists mainly of oil and gas companies and has decreased. UNIQA expects future figures to further reduce due to its fossil fuel phase-out policy.		
	3.	GHG intensity of investee companies	GHG intensity of investee companies		1.314,33	1.017,74			
	4.	Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector		6,84%	14,94%	The share of non-renewable energy consumption and production of our investees has decreased. With our overall climate approach, we expect this figure to further decrease in future years.		
	5.	Share of non- renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources		62,85%	71,06%	These indicators mainly changed due to changes in data coverage. Nevertheless, a lack of data availability for these indicator remains especially for external fund positions.		
	6.	Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector						
			A.	Agriculture, Forestry, and Fishing	0,00	0,00			
			B.	Mining and Quarrying	1,01	0,83			
			C.	Manufacturing	0,07	0,07			
			D.	Electricity, Gas, Steam, and Air Conditioning Supply	0,05	0,61			
			E.	Water Supply; Sewerage, Waste Management, and Remediation Activities	0,00	0,00			
			F.	Construction	0,15	0,04			
			G.	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	0,78	0,06			
			H.	Transportation and Storage	0,21	0,64			
	L.	Real Estate Activities	0,00	0,65					

Biodiversity	7.	Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/ operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	0,00%	0,19%	The figure has decreased and is close to zero. In our direct investments, no issuers are considered to be affecting biodiversity sensitive areas negatively.	UNIQA osiguranje d.d.'s responsible investment strategy does not specifically take this factor into consideration, but it is evaluated within the overall ESG Score, which is part of the investment decision making process. The ESG Score includes environmental factors related to biodiversity, water and hazardous waste. Moreover, UNIQA osiguranje d.d. excludes new investments in companies found with severe violations of UNGC/OECD norms which may include environmental or social violations related to these issues. For existing assets found to be in severe violation of these norms, UNIQA osiguranje d.d. takes part in collaborative engagements alongside ISS ESG to address the issue.
Water	8.	Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	0,00	0,00	Emissions to water of the companies in which we have direct investments in remain to be not meaningful. There is still a lack of data coverage on external funds.	
Waste	9.	Hazardous waste and radioactive waste ratio	Tonnes of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average	0,01	0,85	The main reason for the decrease is due to increased data coverage which now includes companies with hazardous and radioactive waste ratio considered to be not meaningful. There is still a lack of data coverage on external funds.	

INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS

Adverse sustainability indicator			Metric	Impact Year 2024 <sup>1</sup>	Impact Year 2023	Explanation <sup>2</sup>	Actions taken, and actions planned and targets set for the next reference period
Social and employee matters	10.	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	0,24%	0,20%	As per UNIQA Group's ESG limits, we exclude new direct investments in issuers considered to be in violation of the UNGC and OECD Principles. Any increase is due to external funds. Thus, violations have remained low while the indicator related to processes in monitoring compliances have improved.	UNIQA osiguranje d.d. as part of UNIQA Group has been a signatory to the UN Global Compact since 2020 and continues to be committed to the Ten Principles in the areas of human rights, labour rights, environment and anti-corruption. Moreover, norms-based screening is part of UNIQA osiguranje d.d.'s Responsible Investment Strategy, which identifies investee companies that have been involved in violations of the UN Global Compact principles or OECD Guidelines for Multinational Enterprises. New investments in companies with severe violations are excluded. For existing assets found to be in severe violation of these norms, UNIQA osiguranje d.d. takes part in collaborative engagements alongside ISS ESG to address the issue.
	11.	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/ complaints handling mechanisms to adress violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	4,71%	21,56%		
	12.	Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	9,23%	10,22%	Gender diversity indicators have remained relatively stable with a slight decrease in unadjusted gender pay gap. Although our ESG investment policy does not explicitly focus on gender diversity issues, we believe that future improvements in the related indicators could be expected due to our overall ESG approach as well as the increased focus that companies are allocating to address gender diversity issues.	UNIQA osiguranje d.d.'s responsible investment strategy does not specifically take this factor into consideration, but it is evaluated within the overall ESG Score, which is part of the investment decision making process. The ESG Score includes social factors related to gender-equality. Moreover, UNIQA osiguranje d.d. excludes new investments in companies found with severe violations of UNGC/OECD norms which may include social violations related to these issues. For existing assets found to be in severe violation of these norms, UNIQA osiguranje d.d. takes part in collaborative engagements alongside ISS ESG to address the issue.
	13.	Board gender diversity	Average ratio of female to male board members in investee companies, expressed as a percentage of all board members	38,67%	38,14%		
	14.	Exposure to controversial weapons (anti- personnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	0,00%	0,00%	Exposure to banned controversial weapons remain at or close to zero as UNIQA Group excludes such investments. Any exposure is derived from external funds.	UNIQA osiguranje d.d.'s responsible investment strategy does not allow for new direct investments nor to hold assets in corporate issuers involved in the development, production, use, maintenance, offering for sale, distribution, import or export, storage or transportation of controversial weapons related to any of the following weapon categories: anti-personnel mines, cluster munitions, chemical weapons and biological weapons.

Indicators applicable to investments in sovereigns and supranationals

Adverse sustainability indicator			Metric	Impact Year 2024 <sup>1</sup>	Impact Year 2023	Explanation <sup>3</sup>	Actions taken, and actions planned and targets set for the next reference period
Environmental	15.	GHG intensity	GHG intensity of investee countries	247	326	Our ESG investment policy does not explicitly focus on reducing government emissions intensity yet and the figure has slightly decreased. UNIQA will start assessing its government holdings on its management of climate issues as part of UNIQA's membership in the NZAOA.	UNIQA osiguranje d.d. monitors the production emissions of its investee countries. Moreover, as part of its membership of the Net-Zero Asset Owners Alliance, UNIQA osiguranje d.d. follow appropriate emission metrics, targets and strategies related to sovereign investments in order to transition investments to net-zero GHG emissions by 2050 - consistent with a maximum temperature rise of 1.5°C.
Social	16.	Investee countries subject to social violations	Number of investee countries subject to social violations (absolute number and relative number divided by all investee countries), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law	13.77% (41)	12.05% (34)	The share of countries with social violations has increased slightly due to our investments in emerging markets. A majority of sovereign issuers come exclusively from external fund investments,	UNIQA osiguranje d.d. has defined the scope of these violations to include issues related to freedom of association, discrimination, freedom of speech, death penalty, child labour as well as human and labour rights. Currently, UNIQA osiguranje d.d.'s responsible investment strategy does not specifically take these factors into consideration, but these factors are included in the overall ESG score of each country, which is being monitored for investee countries.

Indicators applicable to investments in real estate assets

Adverse sustainability indicator			Metric	Impact Year 2024 <sup>1</sup>	Impact Year 2023	Explanation <sup>3</sup>	Actions taken, and actions planned and targets set for the next reference period
Fossil fuels	17.	Exposure to fossil fuels through real estate assets	Share of investments in real estate assets involved in the extraction, storage, transport or manufacture of fossil fuels	0,00%	0,00%	Exposure to fossil fuels through real estate remains at zero.	UNIQA osiguranje d.d.'s responsible investment strategy does not permit new direct investments in entities involved in coal-related activities, while activities in the oil sector are being gradually phased out by 2030. As for natural gas, activities in the natural gas sector will be phased out by the end of 2035.
Energy efficiency	18.	Exposure to energy-inefficient real estate assets	Share of investments in energy-inefficient real estate assets	37,04%	37,14%	Exposure to energy-inefficient real estate has remained at the same level as the previous year.	UNIQA osiguranje d.d. will gradually reduce its exposure to energy-inefficient properties.

Additional climate and other environment-related indicators							
Indicators applicable to investments in investee companies							
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS							
Adverse sustainability indicator			Metric	Impact Year 2024 <sup>1</sup>	Impact Year 2023	Explanation <sup>3</sup>	Actions taken, and actions planned and targets set for the next reference period
Emissions	4.	Investments in companies without carbon emission reduction initiatives	Share of investments in investee companies without carbon emission reduction initiatives	40,42%	44,73%	The percentage of investee companies without carbon emission initiatives has decreased slightly during the year. UNIQA is engaging with its highest financed emitters to ensure that they set science-based emission reduction targets and in the long term, this indicator is expected to further decrease in the future.	UNIQA osiguranje d.d. as part of UNIQA Group is committed to setting science-based emission reduction targets for its investment portfolio as part of the Science-Based Targets initiative (SBTi). This includes increasing the proportion of investee companies to have set emission reduction targets approved by the SBTi. To do so, the active ownership strategy engages investee companies to set science based targets.
Additional indicators for social and employee, respect for human rights, anti-corruption and anti-bribery matters							
INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS							
Adverse sustainability indicator			Metric	Impact Year 2024 <sup>1</sup>	Impact Year 2023	Explanation <sup>3</sup>	Actions taken, and actions planned and targets set for the next reference period
Indicators applicable to investments in investee companies							
Anti-corruption and anti-bribery	16.	Cases of insufficient action taken to address breaches of standards of anti-corruption and anti-bribery	Share of investments in investee companies with identified insufficiencies in actions taken to address breaches in procedures and standards of anti-corruption and anti-bribery	0,00%	0,00%	Though not explicitly the focus of our targets or limits, our overall ESG approach should ensure that this indicator is kept close to zero.	UNIQA osiguranje d.d. as part of UNIQA Group has been a signatory to the UN Global Compact since 2020 and continues to be committed to the Ten Principles in the areas of human rights, labour rights, environment and anti-corruption. Norms-based screening is part of UNIQA osiguranje d.d.'s Responsible Investment Strategy, which identifies investee companies that have been involved in violations of the UN Global Compact principles or OECD Guidelines for Multinational Enterprises. New investments in companies with severe violations are excluded. For existing assets in the portfolio found to be in severe violation of these norms, UNIQA osiguranje d.d. takes part in collaborative engagements alongside ISS ESG to address the issue.
Indicators applicable to investments in sovereigns and supranationals							
Adverse sustainability indicator			Metric	Impact Year 2024 <sup>1</sup>	Impact Year 2023	Explanation <sup>3</sup>	Actions taken, and actions planned and targets set for the next reference period
Governance	22.	Non-cooperative tax jurisdictions	Investments in jurisdictions on the EU list of non-cooperative jurisdictions for tax purposes	0,01%	0,01%	Exposure to sovereign issues in jurisdictions on the EU list of non-cooperative jurisdictions for tax purposes remains close to zero (any exposure coming from external fund positions) as this is part of UNIQA Group's ESG limit on new investments.	As part of UNIQA osiguranje d.d.'s responsible investment strategy new direct investments in sovereign issuers located in jurisdictions that the EU considers to be non-cooperative on tax purposes, are excluded.





Description of policies to identify and prioritise principal adverse impacts on sustainability factors:	<p>The adverse impacts on sustainability factors are prioritized according to its materiality towards UNIQA osiguranje d.d.'s objectives. Specifically, UNIQA osiguranje d.d. identifies climate change as one of the most significant material ESG risks and has thus focused on monitoring and due diligence regarding PAI mandatory corporate indicators 1-4. This is addressed through an overall climate strategy, which includes reducing portfolio emission intensity, as well as phasing out fossil fuel investments. Moreover, UNIQA osiguranje d.d. as part of UNIQA Group is committed to set SBTi approved targets for all investments.</p> <p>Another indicator UNIQA osiguranje d.d. focuses on is the "Violations of UNGC &amp; OECD Guidelines for Multinational Enterprises" A commitment to respect the UN Global Compact principles and the OECD Guidelines for Multinational Enterprises does not allow for new direct investments in corporate issuers involved in severe and structural breaches of norm-based criteria in the areas of governance, human rights, labour rights and environment as well as bribery and corruption.</p> <p>Furthermore, UNIQA osiguranje d.d.'s PAI due diligence also excludes new direct investments in corporate issuers involved in the development, production, use, maintenance, offering for sale, distribution, import or export, storage or transportation of controversial weapons.</p> <p>For sovereign issuers, UNIQA osiguranje d.d. monitors "Non – Cooperative Tax Jurisdictions" to support the EU in working to promote and strengthen good tax governance mechanisms, fair taxation and global tax transparency in order to tackle tax fraud, avoidance and evasion. Therefore, new direct investments in sovereign issuers located in jurisdictions that the EU considers to be non-cooperative on tax purposes, are excluded.</p> <p>UNIQA osiguranje d.d. updates the Investment Sustainability Risk Management Policy once a year, and the last one was accepted by the Company's Management at the meeting on 12/22/2022. The policy was created on the basis of the Group Guidelines for responsible investment. In addition, a control report is prepared once a year, which contains an ex-post assessment of the sustainability of the entire portfolio, an assessment of the achievement of goals and recommendations for improving the quality of sustainability.</p> <p>The Responsible Investment Steering Group meets at least once a year to review and discuss ESG issues, ESG asset quality developments and any potentially necessary corrective actions. In addition, the group sets short-term and long-term ESG targets for selected key indicators and for off-balance sheet transactions where the criteria cannot be directly applied. Key ESG indicators are currently monitored in fields E, S and G results, as well as climate emissions and overall climate assessment scores.</p> <p>This report is based on data from ESG data provider ISS ESG. UNIQA osiguranje d.d. it relies on the quality of the data provided by the data provider.</p> <p>PAI indicator data currently do not include externally managed assets due to lack of data. UNIQA osiguranje d.d. understands the importance and materiality of PAI indicators for such investments as well and will continuously strive to improve coverage to include them in future PAI reporting.</p>
Engagement policies:	<p>To mitigate investment exposure to ESG risks, UNIQA Group is engaging in individual corporate issuers on climate issues bilaterally and collaboratively with the CA100+ initiative. In addition, asset managers are engaged on a collaborative platform within the Net Zero Asset Owner Alliance. The PAI indicators directly or indirectly affected through these engagement activities include mandatory PAI indicators 1 to 4 (GHG emissions, Carbon footprint, GHG intensity of investee companies, Exposure to companies active in the fossil fuel sector) as well as additional voluntary PAI related to Investments in companies without carbon emission reduction initiatives.</p> <p>Furthermore, through Norm-Based Engagement, UNIQA Capital Markets GmbH joins collaborative engagements led by ISS ESG. The engagement cases cover companies that are identified to have failed to prevent or address social and environmental controversies in line with established standards for responsible business conduct.</p> <p>This also includes companies involved in violations of UNGC principles and OECD Guidelines for Multinational Enterprises. Specifically, it deals with severe and structural breaches of Norm-based criteria in the areas of governance, human rights, labour rights, environment as well as bribery and corruption, directly affecting PAI 10 (Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises).</p> <p>In addition, other PAIs that could indirectly be affected by these engagements include</p> <ul style="list-style-type: none"><li>- PAI 7 (Activities negatively affecting biodiversity- sensitive areas),</li><li>- PAI 8 (Emissions to water),</li><li>- PAI 9 (Hazardous waste and radioactive waste ratio),</li><li>- PAI 11 (Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises), as well as</li><li>- PAI 16 (Cases of insufficient action taken to address breaches of standards of anti-corruption and anti-bribery).</li></ul> <p>UNIQA Group aims to be proactive in the ISS ESG Norm-based engagement and believes that the collective nature of the engagement increases the effectiveness to move large multinational corporations involved to change their ways. Actionable objectives will be based on expectations of the issuer's ability to address its shortcomings in the context of its specific business sectors and relevant industry standards that have led to these violations. Moreover, progress will be measured on several milestones, which may include companies expressing a new commitment or initiation of corrective measures.</p> <p>UNIQA considers its engagement activities, especially its climate-related ones to be a long-term process and does not expect significant improvement in PAI indicators within the short-term. Despite this, escalation processes such as limiting investments or ultimately divestments are in place should the need arise.</p> <p>Proxy Voting</p> <p>UNIQA osiguranje d.d. have no exposure to direct equity holdings of listed companies. As a general Policy, UNIQA Group does not disclose any shareholder votes in compliance with § 185 and § 186 Börsegesetz (Austrian Securities Exchange Act).</p>
References to international standards:	<p>"UNIQA osiguranje d.d. approach to integrating ESG considers the latest comprehensive methods of sustainable investment, specifically in the insurance and pension industry, relevant national and international standards (e.g., Sustainable Development Goals, UNGC, OECD, UNPRI, UN Net-Zero Asset Owner Alliance and Austria's Green Finance Alliance), as well as the EU regulatory framework (e.g., SFDR, EU Action Plan for Financing Sustainable Growth).</p> <p>UNIQA Group is a member of the UN Global Compact, the Net Zero Asset Owner Alliance, the UN Principles of Responsible Investment and the Austrian Green Finance Alliance as well as Climate Action 100+.</p> <p>Furthermore, UNIQA Group has set climate targets in line with the Science Based Target initiative (SBTi) 1.5 degrees scenario and follows the recommendations on emission accounting and reporting of the Partnership on Carbon Accounting Financials (PCAF).</p> <p>As the international standards and memberships UNIQA follows focus mostly on climate change mitigation and adaptation, PAI indicators 1 to 6 on Greenhouse Gas emissions are especially considered in this respect. Furthermore, the voluntary PAI indicator 4 (Investments in companies without carbon emission reduction initiatives) is relevant for UNIQA's SBTi targets, as UNIQA aims to increase the share of investee companies with own set SBTi carbon emission reduction targets.</p> <p>In line with the NZAOA membership, UNIQA is looking into possible climate assessments of investee countries. In this respect, PAI indicator 15 (GHG intensity of investee countries) will be further assessed in the future. "</p>
Historical comparison:	<p>The first report for principal adverse impacts of investments on sustainability factors is published on 30.06.2023. Annual comparisons will be published on a continuous basis in the following years thereafter.</p>

<sup>1</sup> Information on impact relates to average data calculated from holdings as of 31.03.2024, 30.06.2024, 30.09. 2024 and 31.12.2024

<sup>2</sup> Explanation of the differences in impacts between 2024 and 2023.

<sup>3</sup> The PAI report was published on the company's website on 30.06.2025.