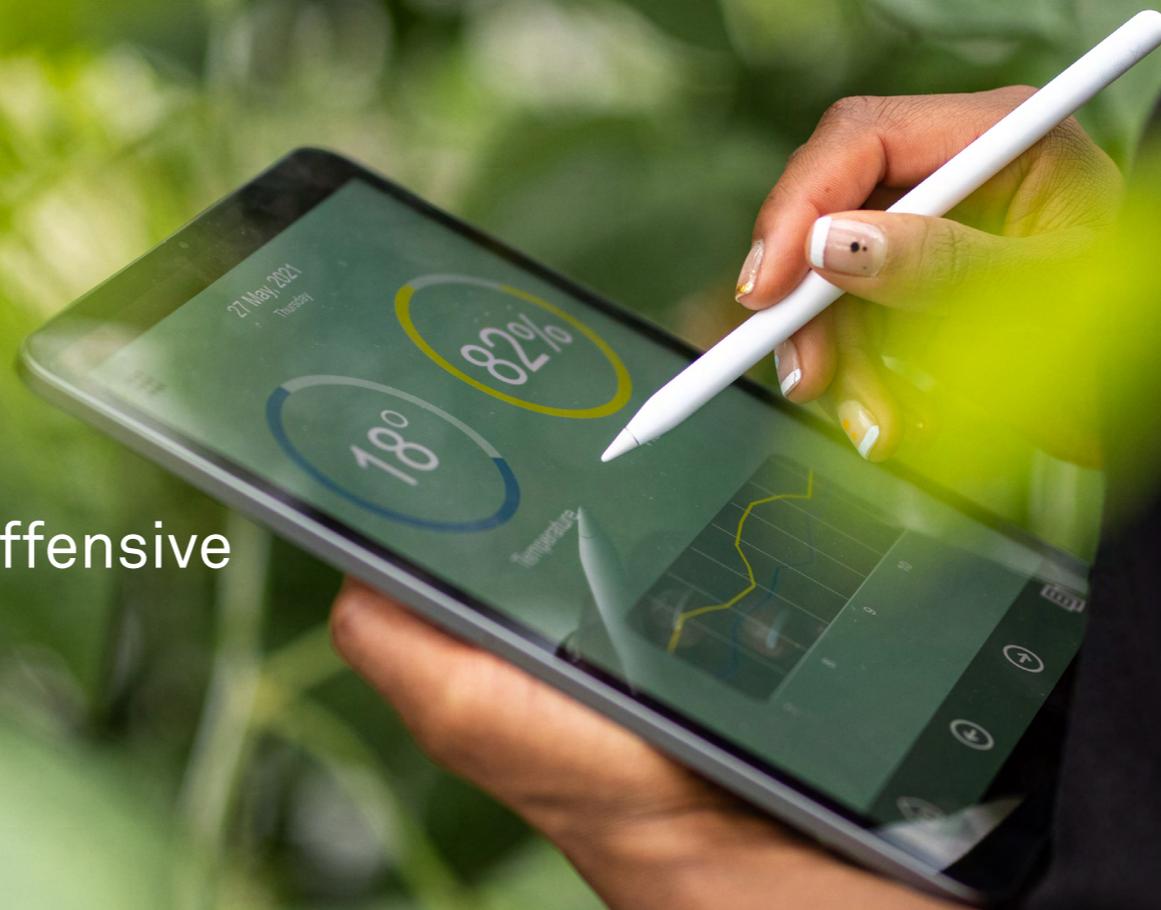


75% equities  
25% bonds  
100% impact

Triodos Impact Mixed Fund - Offensive  
Impact Report 2023



Triodos  Investment Management

This is a marketing communication. Please refer to the prospectus and the PRIIPs KID of Triodos Impact Mixed Fund - Offensive before making any final investment decisions. A summary of investor rights in English can be found [here](#). The value of your investment can fluctuate because of the investment policy. Triodos Impact Mixed Fund - Offensive is managed by Triodos Investment Management. Triodos Investment Management holds a license as alternative investment fund manager and UCITS manager and is under the supervision of the Autoriteit Financiële Markten and De Nederlandsche Bank in the Netherlands. Triodos Investment Management may decide to stop the marketing of its collective investment schemes in your country.



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# Impact highlights 2023

## Top 3 transition themes



**24%**

Prosperous and Healthy People



**20%**

Sustainable Mobility and Infrastructure



**18%**

Social Inclusion and Empowerment

## Top 3 Sustainable Development Goals contributed to



**5 key engagement topics**

Climate change  
Executive remuneration  
Plastic pollution  
Family friendly working policies  
Hazardous chemicals

**100%**  
of AGMs voted at

**19%**  
voted **against** management

**69%**

of holding companies committed to or aligned with the Science Based Targets initiative



**48% less**

GHG intensity than benchmark



**98% less**

Non-recycled waste than benchmark



**74% less**

Excessive CEO pay ratio than benchmark

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# Enhanced impact profile

The global economy proved resilient last year, despite growing geopolitical tensions and the highest interest rates in a decade. Although this might be a positive development, it comes at a huge cost. Our current economic system is based on short term growth and profits and operates at the expense of societal wellbeing and our planet. Inequality has grown further, and climate action is slow, adding to the urgent need for transformation. It is our purpose to contribute to change by financing this transformation. Positive social, environmental and cultural change have always been the drivers of our investment activities.

Triodos Impact Mixed Fund - Offensive continued to optimise its impact profile further. Based on the revenue contribution to the seven transition themes, we added new impactful names to the funds, among which clear contributors to the energy and water transitions like Enphase (solar energy equipment), National Grid (grid operator) and Xylem (water technology).

We also strengthened the impact profile of the fixed income portfolio. We participated in new issues from Vonovia (social housing) and social bonds from Saxony Anhalt and Junta de Castilla y León.

Triodos Impact Mixed Fund - Offensive will continue to maximise its impact by investing in companies and institutions that accelerate the transition to a better world. We will continue to add high conviction holdings to the fund and manage risk and quality at high standards. As data coverage is reaching a more mature phase, the fund will report in more detail on this progress.

**Rob van Boeijen**  
Portfolio Manager Triodos Impact Mixed Fund - Offensive

## Portfolio management team



Rob van Boeijen



Rosl Veltmeijer



Arjan Palthe



Jeroen van Herwaarden

## Fund characteristics

**Asset class**  
Large cap global equities and investment-grade Euro bonds

**Domicile**  
Luxembourg

**Legal structure**  
sub-fund of Triodos SICAV I

**Inception date**  
June 2019

**AUM per December 2023**  
EUR 64,702,040

**Benchmark**  
MSCI World Index (75%), iBoxx Euro Corporates Overall Total Return (15%) and iBoxx Euro Eurozone Sovereign 1-10 Total Return (10%)

**Managed by**  
Triodos Investment Management

**Depository**  
CACEIS Investor Services Bank SA

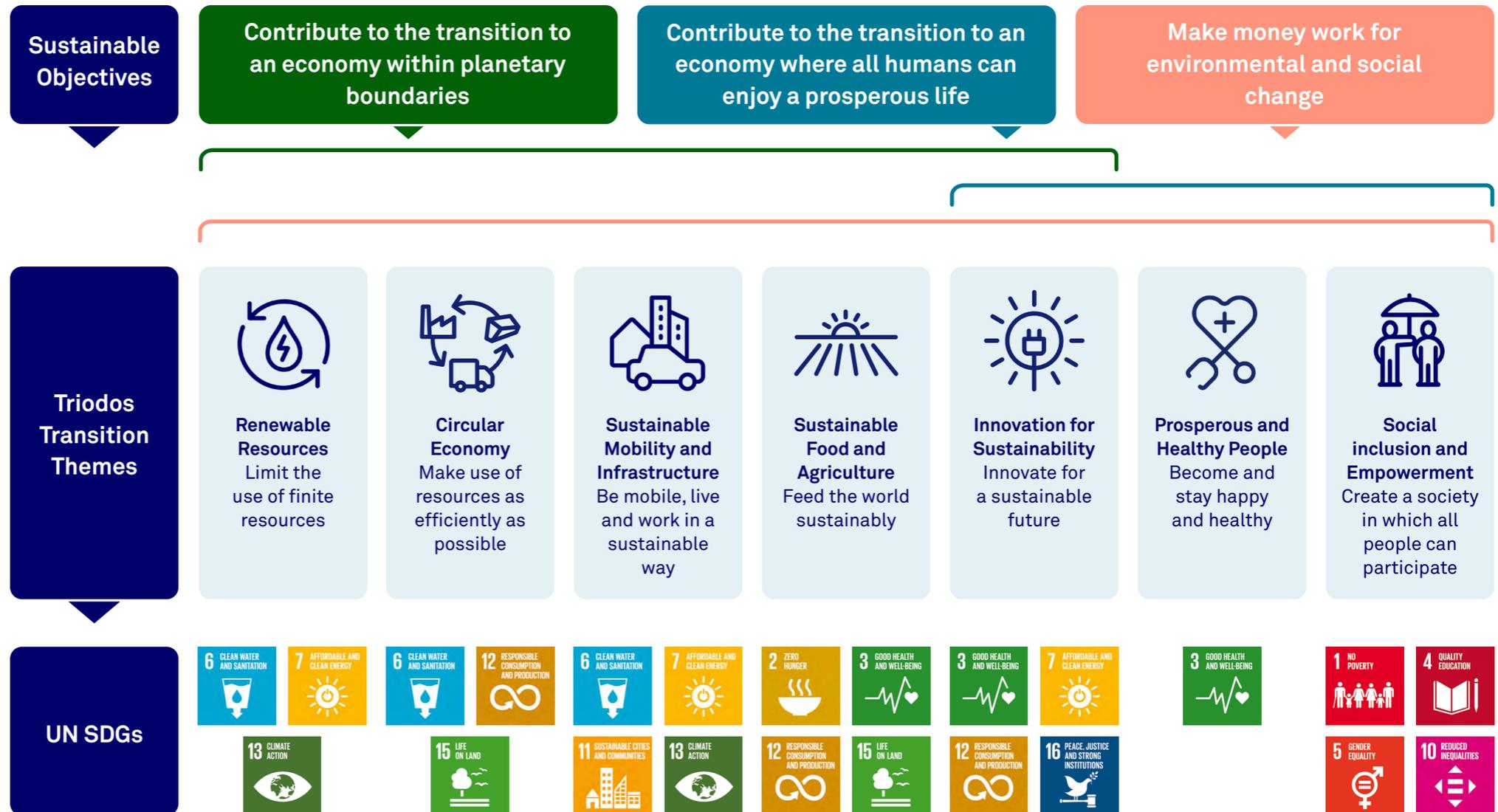


Read more about the [Nordic Swan Ecolabel](#)

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# Investing in the change makers

We classify Triodos Impact Mixed Fund - Offensive as an SFDR Article 9 fund. The fund invests in listed equities and bond issuers that actively contribute to at least one of the transition themes, which in turn address at least one of the sustainable investment objectives. Each transition theme is linked to one or more UN Sustainable Development Goals (SDGs):

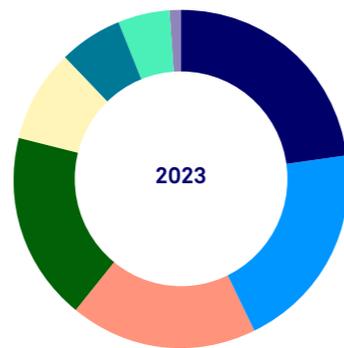


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# Impact achieved

Triodos Impact Mixed Fund - Offensive measures impact first and foremost as positive contribution to our sustainable transition themes. Each company in the portfolio must positively contribute to at least one of these themes through its commercial strategy. In 2023, the fund's portfolio contributed positively to the following themes:

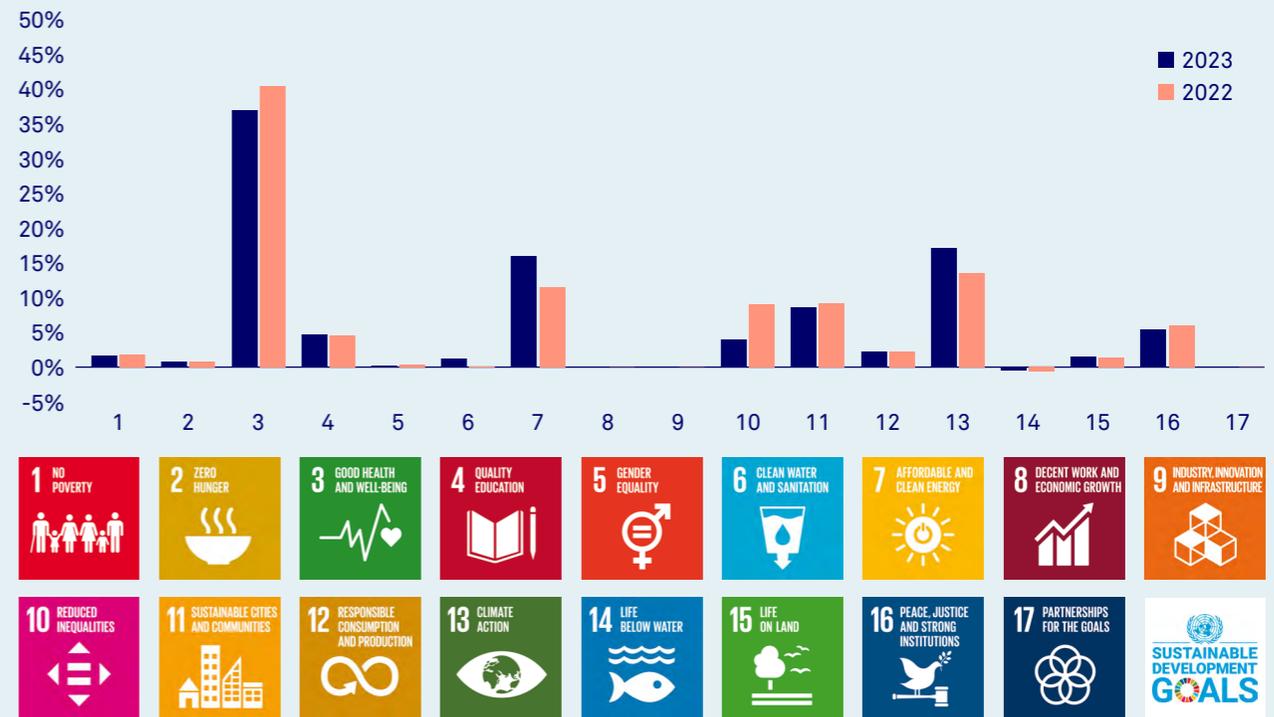
Portfolio contribution to transition themes



	2023	2022
Prosperous and Healthy People	23%	25%
Sustainable Mobility and Infrastructure	20%	20%
Social Inclusion and Empowerment	18%	18%
Innovation for Sustainability	18%	17%
Renewable Resources	9%	8%
Sustainable Food and Agriculture	6%	7%
Circular Economy	5%	3%
Liquidity	1%	1%

## Sustainable Development Goals

To further measure the impact of the fund, we assess its contribution to the UN SDGs, based on the underlying revenue streams from the product and services of each company.



Source: ISS ESG as per end of December 2022 and 2023.

The decreased contribution to SDG 3 is the result of the removal of Fresenius and Philips (bond). The increased contribution to SDGs 7 and 13 is the result of the addition of Enphase Energy. In addition the IT holdings in the portfolio did well last year and IT companies generally strongly contribute to both SDGs. The changes in the contribution to SDG 10 are caused by transactions and stricter application of positive scoring for this SDG by ISS ESG.

# Impact investments

Click [here](#) for an overview of all investments of the fund in 2023.



## Gen Digital

The increase of online activity in combination with the enormous growth of the Internet-of-Things leads to a higher risk of cybercrime. The company provides cybersecurity software to protect consumers from cyber criminals, thereby defending the human right to privacy. Through its security software the company helps customers to detect, respond to and prevent security threats.

> Find out more [here](#)



## Intuitive Surgical

Robotic surgery enables surgeons to conduct their procedures with less impact on the patient. This leads to reduced pain and discomfort, smaller incisions and reduced blood loss. Helping patients to recover more quickly from surgical procedures. Intuitive Surgical's da Vinci systems enhance the options for surgery, offering surgeons better visualisation, dexterity and precision.

> Find out more [here](#)



## Pearson

Pearson delivers positive social impact thanks to its educational focus and its global reach. The company addresses several of the SDGs: 4. Quality education, 8. Decent work and economic growth (helping learners acquire the knowledge and capabilities they need for employment and empowerment) and 10. Reduced inequalities (inclusive products and services compatible with every learner's needs).

> Find out more [here](#)



## Novo Nordisk

Novo Nordisk is a world leader in diabetes care, aiming to turn the tide of the diabetes pandemic. The company seeks to raise awareness and prevention education, improve access to and affordability of care, and to proactively address the psychosocial aspects of diabetes.

> Find out more [here](#)



## Landesbank Hessen-Thüringen

Through impact bonds, the bank finances loans in projects related to renewable energy. Projects include wind energy (both onshore and offshore) and solar energy. These renewable energy projects are to provide affordable and clean energy (SDG7) and tackle climate change (SDG13).

> Find out more [here](#)

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# Optimising impact to accelerate transitions

As a financial institution, we use money consciously, as a driving force towards a society that is humane, ecologically balanced and works for the benefit of all. We have a robust process in place to optimise impact and accelerate key transitions. We continuously develop this process following new insights and latest developments and standards.

## A robust process to optimise impact



### Contribution to transitions

We invest to realise our vision of a prosperous life for people on a thriving planet. Each fund has a Theory of Change, which describes how the fund can enable, contribute and accelerate sustainable transitions. This ambition is translated into a set of objectives, indicators and internal targets per fund.

Each potential investment must significantly contribute to at least one of fund’s sustainability objectives to qualify for investment (see pages 4 and 5).

### Minimise adverse impact

We select for positive impact but also determine the level of potential adverse impact. This includes a screening based on the Triodos minimum standards, potential controversies, the EU SFDR Principal Adverse Impacts (PAIs) and relevant sector-specific standards to ensure our investments do not cause any significant harm.

We also mitigate and manage any material sustainability risk. Read more in [Our approach to impact](#).

### Engage to drive progress

We aim to accelerate transitions and promote sustainable long-term value creation for all our stakeholders. To this end, we frequently engage on environmental and social topics that are relevant to each investee’s business model, as well as on general corporate governance issues.

We engage to obtain information both in response to (potential) controversies and proactively on strategic topics. Furthermore, we believe that by active ownership - exercising voting rights for listed investments and board seats for private equity investments - we can exert a positive influence on a company’s long-term strategy.

# Theory of Change

This Theory of Change underpins how Triodos Impact Mixed Fund - Offensive acts, invests and evaluates its activities.

**If we:**

Invest in and engage with carefully selected global listed companies and bond issuers that fit our vision on transformative impact and that:

**Assuming:**

**Then we expect:**

**Which will contribute to:**

- > Increase renewable resource use
- > Reduce demand for finite natural resources
- > Increase efficient resource use

Investees promoting renewable resources and efficiency will help to fight overexploitation of natural resources

- > A fossil fuel free economy
- > A circular economy
- > Sustainable food systems

**An economy within planetary boundaries**

- > Increase access to basic human needs (e.g. food, water, housing, healthcare)
- > Target underserved individuals or communities

Investees offering access to basic human needs and lifting barriers for individuals will boost shared prosperity

- > Sustainable food systems
- > A thriving community
- > Prosperous and healthy people

**A prosperous life for all people**

- > Inspire clients with their positive impact
- > Show improvement in sustainability practices following engagement by investors

We continue to be a frontrunner and our strategy leads to impact and attractive returns which we effectively communicate

- > Increased transparency of sustainability risks and opportunities
- > More capital flows towards sustainable investment

**Money working for positive change**

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# Do no significant harm

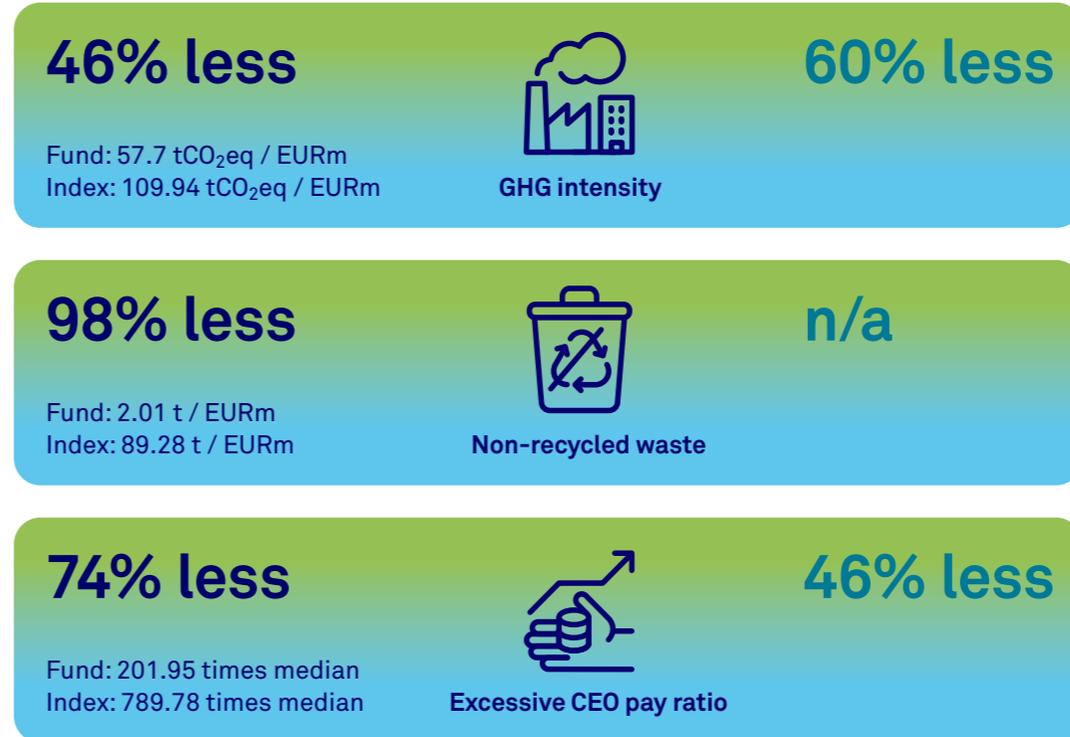
To make sure that its investments do not cause any significant harm, the fund continuously monitors alignment with the strict Triodos minimum standards. In the course of 2023, the fund excluded one company from the portfolio due to either a breach of Triodos Bank minimum standards, or a persisting unacceptable risk.

Company name	Reason for exclusion
Philips	The negative feedback of the FDA on the recall of sleep apnoea devices led to a major controversy. We therefore sold our remaining bond position in the company.

Investments are also assessed on their Principal Adverse Impacts (PAIs) in line with SFDR guidelines for Article 9 funds. The GHG intensity, non-recycled waste and the excessive CEO pay ratios illustrate the lower negative impact of the portfolio companies' activities compared to those of the benchmark: MSCI World Index (75%), iBoxx Euro Corporates Overall Total Return (15%) and iBoxx Euro Eurozone Sovereign 1-10 Total Return (10%).

End of December 2023

End of December 2022



The impact indicators are calculated using Principal Adverse Indicator data from Morningstar Sustainalytics.

GHG intensity of investee companies: The GHG intensity is a relative measure of greenhouse gas (GHG) emissions. It is the amount of GHG produced per unit of revenue generated by the company, measured in tonnes of CO<sub>2</sub> per EURm generated in revenue. The carbon intensity is then weighted using the portfolio weight to get a weighted average for the portfolio.

Non-recycled waste ratio: For each company the non-recycled waste ratio is the total amount in metric tonnes of non-recycled waste produced divided by the amount invested in EURm, shown as a weighted average.

Excessive CEO pay ratio: This metric measures the ratio within investee companies of the annual total compensation for the highest compensated individual to the median annual total compensation for all employees.

# Engagement agenda

Stewardship is integrated in every aspect of the fund's investment management process to promote sustainable value creation for all our stakeholders. We engage with companies and institutions to drive positive change. Where appropriate, we discuss governance, environmental and social issues relevant to their specific business models. These discussions often take place before a company is added to the investable universe. In 2023, the Impact Equities and Bond funds' formal engagement agenda focused on five topics:

## Climate change



In July 2020, we initiated our climate change engagement project. The goal of this project is to encourage our portfolio companies to set science-based emission targets, in line with the 1.5°C trajectory, as set out by the Science Based Targets initiative (SBTi). In 2023, we stepped up our engagement efforts by setting the target to engage annually with all our holdings on GHG management.

Read the [full article](#).

Energy transition

## Executive remuneration



Over the past three years, we have engaged with companies we identified as having excessive remuneration. In 2023, we engaged with seven companies on this topic. Four of these have improved their remuneration structure and therefore remain in our investment universe.

Read the [full article](#).

Societal transition

## Plastic pollution



The current rate of plastic production is unsustainable, and cleaning up the aftermath is an overwhelming task. We engaged with 12 portfolio companies in the consumer staples sector, which are among the biggest users of plastic when it comes to packaging, to discuss what to do about the complex plastic legacy.

Read the [full article](#).

Resources transition

## Family friendly working policies



Family-friendly work policies play an important role in enhancing and improving the wellbeing of children. We started an engagement project to assess several of our portfolio companies' work policies related to children and their parents. The assessment consists of topics such as parental leave, flexible working hours, breastfeeding support at work, childcare support, living wages and job security.

Read the [full article](#).

Wellbeing / Societal transition

## Hazardous chemicals



Following the first round of engagement on hazardous chemicals in 2021/22, we focused on synthetic, highly toxic per- and polyfluoroalkyl substances, or PFAS, in 2023. We maintained our role as lead investors for Shin-Etsu and Evonik, who both notably improved their ChemScore. As there is room for further improvement, we will continue our engagement efforts.

Read the [full article](#).

Resources transition

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# No change without engagement

**We integrate stewardship in every aspect of our investment management process to drive positive change, through engagement, voting and advocacy. To accomplish this, it's essential to interact with the listed companies we invest in, argue Portfolio Manager Rosl Veltmeijer and Head of Research Henk Jonker. "Engagement begins from the moment we consider investing in a company. Dialogue and transparency are so crucial that companies unwilling to engage are not considered for investment."**

Understanding a company is key to investing in it, says Veltmeijer. "We achieve this through analysis and engaging with management. In that sense, engagement is integral to our selection process, even before we use it to influence a company's policy." This way, engagement serves a dual purpose: maximising a company's positive impact and comprehending its business model.

When setting the agenda for positive change, engagement and voting are crucial tools. Both have distinct advantages and integrating them enhances the impact and clarity of shareholder intentions. Engagement provides a platform to address a wide range of concerns through informal discussions, formal meetings and collaborative efforts with other investors. Voting allows shareholders to exercise their vote at shareholder meetings and hold management directly accountable. However, Triodos IM prefers to wield its influence using engagement, says Jonker. "Through engagement, we can set the agenda, advocating for issues we deem crucial. At a shareholder meeting, however, the agenda is predetermined."

## **The impact of engagement**

Engagement takes time. Steering companies towards a more sustainable trajectory can take years. Sometimes it succeeds, sometimes it doesn't. Lack of progress could result in divestment. Veltmeijer offers a more nuanced view on engagement: "You start engagement by asking relevant questions. Such questions can lead to awareness and thus policy changes. Ultimately, this is up to the company itself

and the people working there. However, good questions set things in motion. If you achieve that, you can consider the engagement a success."

## **The mutual benefits of engagement**

Successful engagement starts with the notion that dialogue must always be mutually beneficial. "It is important to ask relevant questions that also matter to the company. What helps is if you can share insights or best practices that the company itself does not have," concludes Jonker.



Read the full article [here](#).

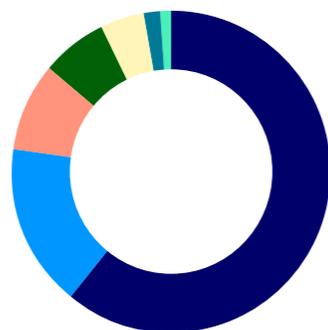
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# Engagement and voting summary

## Engagement in 2023

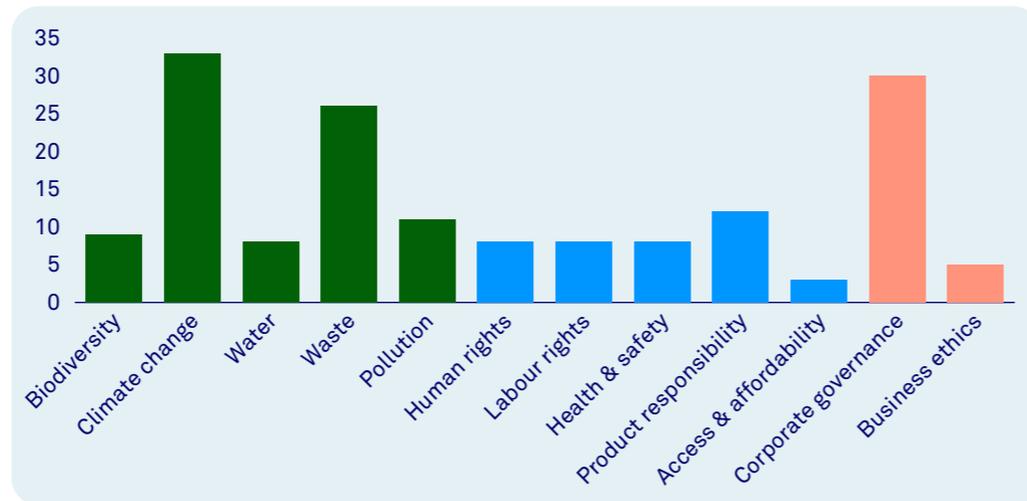
In addition to the engagement agenda, we have conversations with companies to discuss topics that are important to us as an impact investor.

### Company contact purpose



	2023
Company update	111
Company engagement	30
Engagement project	16
Collaborative engagement	12
Event driven engagement	8
Impact bond engagement	3
MSA request for information	2
<b>Total</b>	<b>182</b>

### ESG topics discussed



Number of times the topic was discussed.

## Voting

**100%**  
of AGMs voting at

We vote in-person or by proxy for all investments in which we hold voting shares. We inform all investees of our decisions to stimulate awareness.

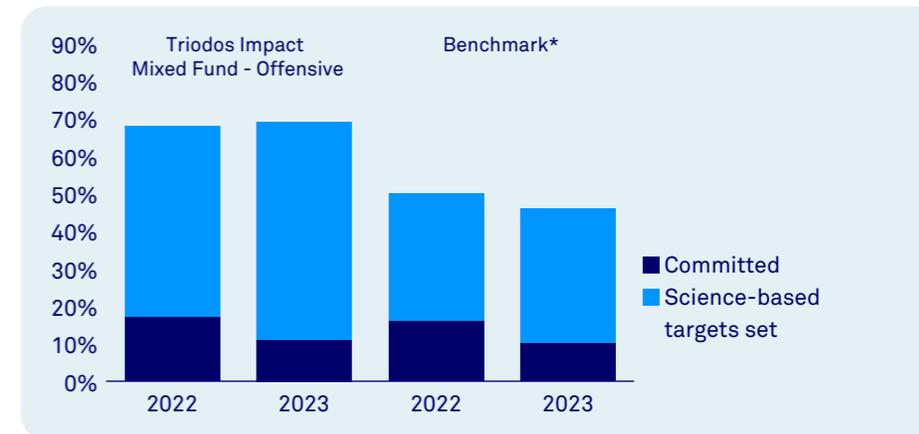
**19%**  
voted against management

The fund voted at 46 annual general meetings on a total of 744 agenda items. A full breakdown of the fund's voting records is available [here](#).

### Alignment with the Science Based Targets initiative

As part of our climate change engagement, we measure two company milestones:

1. a company is committed to setting science-based targets,
2. a company has set science-based targets, in line with the 1.5°C trajectory.



\* MSCI World Index (75%), iBoxx Euro Corporates Overall Total Return (15%) and iBoxx Euro Eurozone Sovereign 1-10 Total Return (10%)

# Sustainability risks and opportunities

## ESG risks and opportunities of the 10 largest holdings

Company name	Risks	Opportunities
<b>European Union</b>	The EU issues impact bonds to finance the SURE programme. The programme does not apply exclusion criteria for sectors that have negative environmental or social impact, so there is a risk that proceeds from the bond will eventually be allocated to sectors with negative impact.	The SURE programme is set up to support member states to alleviate social and economic impact of the COVID-19 crisis. The overall impact of the SURE programme will be to protect income and preserve productive capacity and human capital of enterprises and the economy as a whole.
<b>EssilorLuxottica</b>	The main risks are product quality and safety, competitive behaviour (antitrust) and datasecurity. Other risks include the company's growing anti-union stance in the US and the fact that there is no split in the roles of chair and CEO.	EssilorLuxottica is working on products slowing myopia in children, and (via the acquisition of Nuanco) on integrating hearing aids into frames. The company also has several programs to increase the access and affordability of its glasses.
<b>RELX</b>	RELX faces risks related to information security and data protection. For handling large amounts of data and publishing printed journals, there are also environmental risks related to energy management and sourced wood fibers.	RELX offers an open access model, where the writer pays a fee for publication, which then is freely accessible. This business model accounts for 25% of published articles and is expected to grow further. Furthermore, RELX has a comprehensive strategy to make its contents more accessible for disadvantaged groups.
<b>NVIDIA</b>	NVIDIA has outsourced most of its manufacturing activities. Some of its partners could be involved in controversies related to the use of conflict mineral, labor violations, desposition of hazardous waste material or violation of international legislation.	With data centers consuming a meaningful (and growing) portion of the world's energy, improving performance and energy efficiency is a principal R&D goal for the company.
<b>Danone</b>	Biodiversity loss, climate change and water stress impair agricultural production and are therefore a material risk to Danone's sourcing operations. An additional risk are the packaging materials used by the company, in particular whether they can be recycled and reused.	Danone may increase its brand value by being positively associated with sustainable sourcing, deforestation-free programs and shifting towards more sustainable packaging solutions.
<b>Vestas Wind Systems</b>	As a wind turbine manufacturer, the company could be involved in controversies related to safety at work, biodiversity, and human rights.	An increase in gas prices could accelerate the transition towards lower GHG emission alternatives such as wind. Furthermore, wind energy represents off- and on-grid opportunities for developing countries to develop their energy infrastructure.
<b>Novo Nordisk</b>	As a pharmaceutical company, Novo Nordisk's main ESG risks are product quality and safety, supply chain management, access and affordability, animal welfare, responsible marketing and competitive behaviour.	The company has a comprehensive strategy to enhance access and affordability of diabetes treatments in low and middle-income countries which includes addressing distribution challenges, capacity building, and price ceilings in developing countries.
<b>Deutsche Telekom</b>	For telecommunications operator Deutsche Telekom, data security and customer privacy are the main ESG risks. Energy management is also a risk, given the large amounts of energy needed to operate its extensive network and at the data centers.	Deutsche Telekom actively empowers customers by promoting media literacy with a wide range of projects and initiatives. The company already derives 100% of its electricity from renewable sources, while at the same time striving to decrease its energy intensity.
<b>Acciona Energías Renovables</b>	The main ESG risks for the company are biodiversity loss and health and safety issues resulting from building and operating its wind and solar parks.	The company currently invests in energy storage and the extension of the useful lives of wind turbines via repowering. Improving the recyclability of wind turbines and solar panels could be the next step.
<b>Elevance Health</b>	Elevance's main ESG risks include access and affordability, privacy and data security, and competitive behaviour.	Elevance is an enabler of the transition to value-based care. Currently, 63% of its revenues is directly tied to value-based care, which is to increase to 80% by 2027.

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# Sustainability risks and opportunities

## Risks and opportunities of largest GHG emitters

Company name	Risks	Opportunities
<b>Toyota</b>	For car manufacturers, the main sustainability issues are the reduction of CO <sub>2</sub> emissions of the car fleet across the whole product lifecycle as well as environmental standards in the supply chain.	Toyota is committed to contributing to safe and energy-efficient mobility concepts, including transport infrastructure. These efforts, to some degree, facilitate a reduction of the environmental burden caused by cars.
<b>Atlas Copco</b>	Atlas Copco's ESG risks mainly centre around human rights issues (e.g. during the construction of a dam project in Colombia in 2014). The company reports on its GHG emissions and has SBTi-approved targets.	Opportunities for Atlas Copco are EV manufacturing equipment for its Industrial Technique division and emission control abatement systems for its Vacuum Technique division. In addition, Atlas Copco provides products for use in hydrogen and renewable energy.
<b>Procter &amp; Gamble</b>	For household and personal care companies, the main sustainability issues are directly related to the life cycle of the products. As for the environmental impact of its products, Procter & Gamble shows a robust approach through life-cycle assessments as well as measures to reduce the impact of packaging.	Procter & Gamble's product portfolio mainly consists of personal and household care products. There is no indication that the company has implemented comprehensive measures to actively promote products e.g. through an improved and/or externally certified sustainability profile.
<b>Bridgestone</b>	Regarding the company's operational management, key risks include greenhouse gas emission reduction targets and action plans, energy intensity and a strategy to optimise the energy efficiency of its products.	Tyres have a significant influence on the fuel consumption of cars. The company has developed tyres with a lower rolling resistance, which contribute to improved fuel efficiency. The company also conducts research on sustainable alternatives for rubber and incorporates recycled rubber into its products. The company's diversified materials segment includes a niche business with bicycles.
<b>Continental</b>	Regarding the company's operational management, key risks include greenhouse gas emission reduction targets and action plans, performance of tyre models according to EU regulation and a strategy to optimise the energy efficiency of its products. Environmental risks are, by and large, managed well.	Opportunities for automotive suppliers are found in helping to improve the energy efficiency of vehicles. Further opportunities lie in the development of products for alternative drives and new mobility concepts.

The top 5 highest emitters per fund are identified based on their total GHG emissions scope 1-3 per EY2023 as reported by Morningstar Sustainalytics.

# Sustainability risks and opportunities

## Risks and opportunities of biodiversity laggards

Company name	Risks	Opportunities
<b>Shin-Etsu Chemicals</b>	Biodiversity loss driven by pollution through air, water and soil is the main risk for chemical companies like Shin-Etsu. Risk management for substances of concern and wastewater, and hazardous waste management for treatment facilities are key.	To improve its biodiversity scores, a holistic evaluation of all biodiversity dependencies and risks, also in its raw materials supply chain, would help. This could result in a dedicated nature and biodiversity strategy and specific targets on soil, water and air pollution reduction.
<b>Nomad Foods</b>	Nomad Foods operates in the food products industry and thus heavily depends on ecosystem services. The company is exposed to biodiversity risks mainly through its raw material supply chain.	The company can improve by ensuring the sustainable use of water and by taking measures to reduce the climate impacts of agricultural production in the value chain. An evaluation of invasive alien species in its operation and supply chain could also be an opportunity to improve risk mitigation.
<b>Central Japan Railway</b>	Railways use vast amounts of land and go through nature reserves. This comes with the risk of disrupting biodiversity in these areas, cutting off habitats and migration routes for local species and animal collision with trains.	In terms of energy use, GHG emissions and air pollution, trains are far more efficient than other mass modes of transport. Railway operators are in a unique position to conserve and manage the vegetation along their lines in such a way that it contributes positively to biodiversity.
<b>Darling Ingredients</b>	Risks related to nature and biodiversity for Darling Ingredients come to wastewater management, soils, climate change and sustainable agricultural practices in the supply chain.	Darling Ingredients could improve on biodiversity by taking a clear position on soil, water and biodiversity in agricultural production in their supply chains. Better information on the share of raw materials from organic farming could also help.
<b>Roche</b>	Biodiversity loss driven by pollution through air, water and soil is the main risk for pharmaceutical companies like Roche. Risk management for substances of concern and wastewater, and hazardous waste management for treatment facilities are key.	Roche has set a target to reduce its environmental impact by half by 2030. This includes reduction targets on GHG emissions, energy, water use, plastics, waste and hazardous substances. An assessment of its impacts and dependencies on biodiversity of its operations or its supply chain would be a clear improvement.

The biodiversity laggards per fund are identified top down, with addition of biodiversity data from several sources. The first step of determining the biodiversity laggards per fund, is identifying the high-risk sectors for negatively affecting biodiversity. These include agriculture, construction and infrastructure, extractive industries, fishery and aquaculture, food and beverages, forestry and logging, shipping, chemicals, and pharmaceuticals. From these sectors, we filter companies with a relatively high negative impact on biodiversity using data from the World Benchmarking Alliance (WBA) and from ISS-ESG.

ISS-ESG assesses companies on their contribution or obstruction of the UN Sustainable Development Goals, based on their products and services, policies, and involvement in controversies. By selecting companies that have been assessed by ISS-ESG to have a negative score on SDGs 14 (Life on land) and 15 (Life below water), additional biodiversity laggards are selected.

Finally, PAI data from Morningstar Sustainalytics are used to identify companies that negatively affect biodiversity-sensitive areas. One company was identified to negatively affect biodiversity-sensitive areas and was added to the top 5 biodiversity laggards of the relating funds.

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# Engagement with the 10 largest holdings

Company name	Engagement topics
European Union	Reviewed allocation and impact reporting but no engagement with the issuer
Essilorluxottica	Labour rights
RELX	Biodiversity, climate change, governance, labour rights
NVIDIA	Biodiversity, climate change, business ethics, governance, physical risk and resilience, human rights
Danone	Biodiversity, climate change, pollution, waste, governance, health and safety, labour rights
Vestas Wind Systems	Climate change, waste
Novo Nordisk	Climate change, waste, governance, health and safety
Deutsche Telekom	Governance
Corporacion Acciona Energias Renovables	Waste
Elevance Health	Climate change, waste, governance

## Implementation of sustainability regulation

### SFDR

We classify all our funds as Article 9 Funds under the EU Sustainable Finance Disclosure Regulation (SFDR). Article 9 classification refers to the most sustainable product category and has the strictest requirements on sustainability disclosures.

This includes information on adherence to the sustainable objectives of the fund, how we mitigate adverse impact on people and planet, how sustainability risks are assessed and managed and how we ensure good business conduct of all investments.

### EU Taxonomy

As from 1 January 2023 Triodos IM is obliged to report what percentage of a fund's portfolio is aligned with the EU Taxonomy Regulation. The EU taxonomy is a classification system that defines criteria based on which economic activities can be considered as environmentally sustainable.

Find out [more](#) about the EU SFDR and Taxonomy requirements. The fund's sustainability-related disclosures in accordance with SFDR can be found [here](#).

# Impact reporting in 2024

Facing several interrelated social and environmental challenges, our most critical task today is to navigate a social and ecological transformation based on a new economic paradigm.

Rethinking the purpose and goals of economic activity and directing financial flows to finance those activities that have the largest impact on societal change is a key action to trigger deep changes. To this end, we have identified five interlinked areas of intervention – food, resource, energy, society and wellbeing.

Our mission as a financial player is to enable and accelerate these vital transitions, by financing groundbreaking initiatives and providing funding to shift practices from less to more sustainable. We must invest in the deep, systemic transformation required to achieve our goal of a prosperous life for people on a thriving planet.

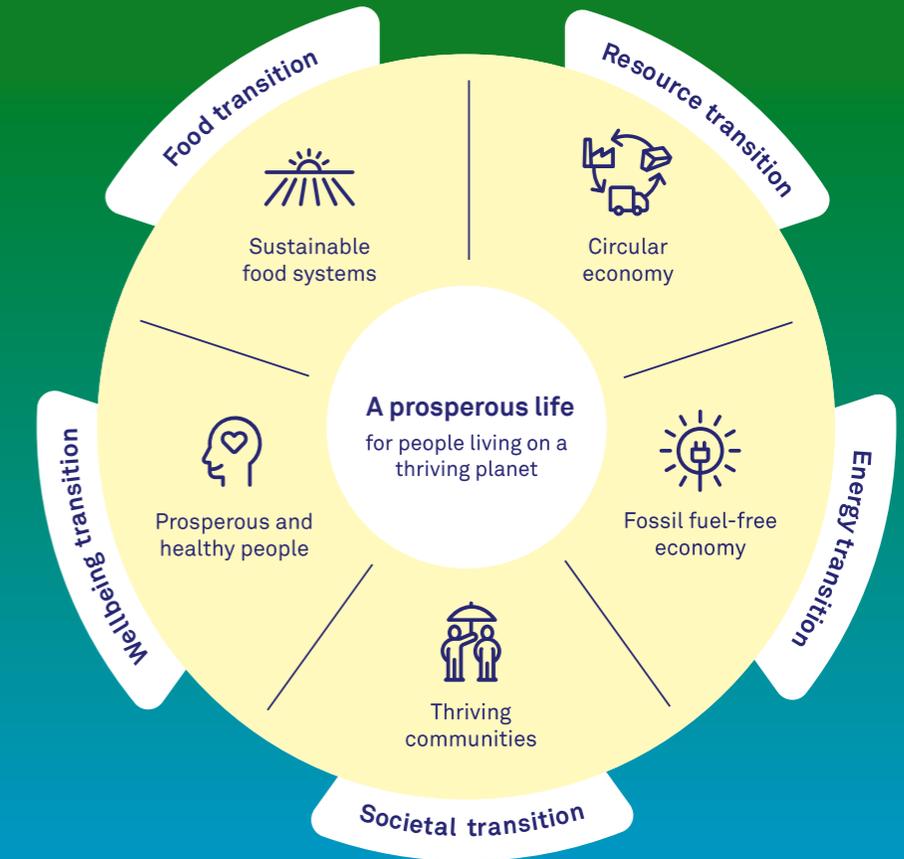
In 2023, we fully implemented the five transition themes into the fund's impact management and measurement process. On pages 18 and 19 you can see how we report on them as of 2024.

We will continue to implement external requirements driven by increasing EU regulation on sustainability, such as the EU Sustainable Finance Disclosure Regulation (SFDR), EU Taxonomy and Corporate Sustainability Reporting Directive (CSRD).

Furthermore, we will continue strengthening and evolving our impact management and measurement practices and processes, and intensify our collaboration with other asset managers and institutions to increase harmonisation.

Our 2024 strategic engagement topic focuses on climate change following our AsOneToZero ambition. Other prioritised engagement topics include plastic, excessive remuneration for our Impact Equities and Bond funds and progress on impact indicators for our Impact Private Debt and Equity funds.

## Focus on five interlinked transitions



### Anchored in the UN Sustainable Development Goals



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# Impact reporting in 2024

All investments of Triodos Impact Mixed Fund - Offensive contribute to one or more of the five transitions and to the UN SDGs. For equities and corporate bonds a minimum of 33% of the company revenues from products and services must positively contribute to the transitions. For impact bonds a minimum of 75% of the bond proceeds must positively contribute to the transitions.

## Contribution to transitions



Source: Triodos IM. Data per year end 2023

## Two examples

### Enphase Energy

The largest part of this energy technology company's revenues is related to the following products:

- key components for renewable energy systems (100%)

As such the company strongly contributes to the impact objectives related to the energy transition (100%) and to SDGs 7 (100%) and 13 (100%).

### Republic of Austria impact bond

The proceeds of this impact bond are earmarked to finance environmental and resource projects:

- construction of clean transportation infrastructure. Public transport services: Climate Ticket Austria. Funding programs for the transition to a zero emissions mobility (61%)
- photovoltaic, geothermal, heat pump, solar thermal (7%)
- climate change adaption model regions, flood protection (7%)

As such the company strongly contributes (100%) to the impact objectives related to the energy (71%) and resource (29%) transitions and to SDGs 11 (75%), 12 (24%) and 13 (78%).

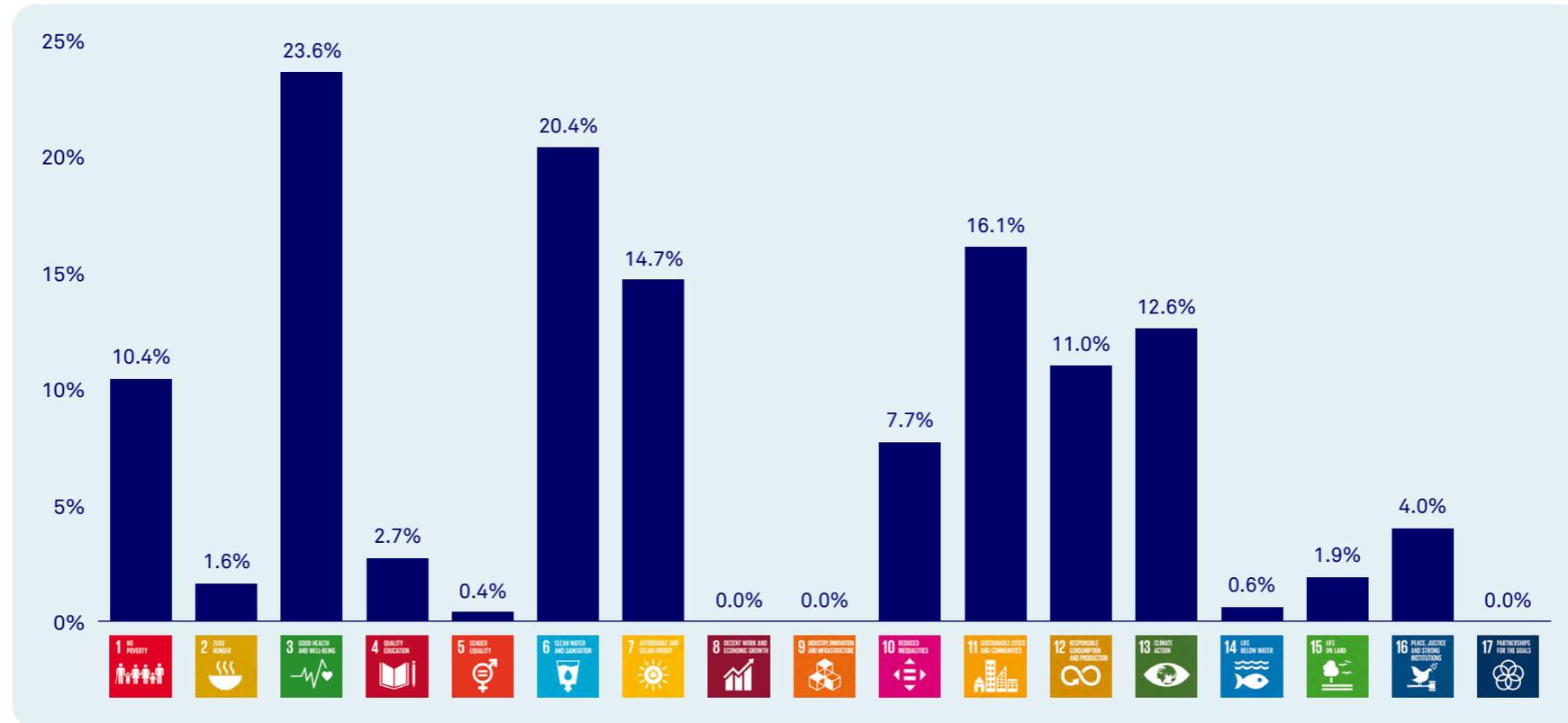
The total positive impact is not necessarily equal to the sum of the contributions to each transition, as some products and services with positive impact can be linked to multiple transition themes. This 'double counting' is eliminated at fund level to calculate the total positive impact.

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# Impact reporting in 2024

The contribution to individual SDGs may fluctuate between 0% and 100%. However, the sum of percentages to all SDGs can be below or above 100% as products and services (equities, corporate bonds) or assets and projects (impact bonds) can be linked to multiple SDGs.

## Contribution to UN SDGs



Source: Triodos IM. Data per year end 2023

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# Impact metrics explained

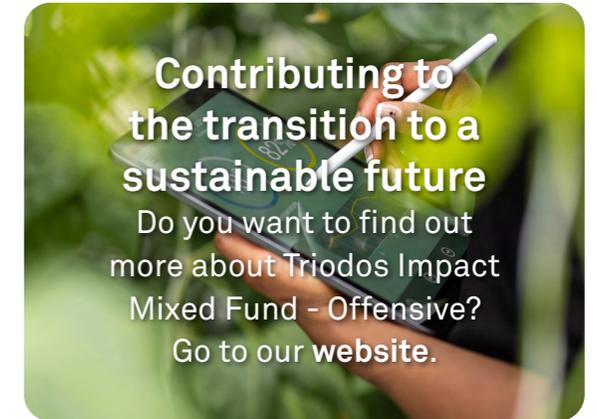
Contribution to the **UN Sustainable Development Goals** is based on the ISS ESG Sustainable Solutions Assessment, which is a comprehensive assessment of company products and services that affect the SDGs. This data enables investors to identify the share of products and services that have a positive or negative impact on 15 different social and environmental objectives. Those objectives, defined by ISS ESG, take into account the SDGs that are relevant to a company's product portfolio. Revenues linked to social and environmental objectives are summed across the different objectives and mapped to each individual SDG as a direct contribution.

The **Science Based Targets initiative** (SBTi) provides a common scientifically recognised methodology to calculate GHG emissions and to set targets. Having companies set an SBTi target helps to minimise the existing problems related to a lack of guidelines to measure the companies' scope 3 GHG as well as helping to compare targets among companies. The SBTi data has been retrieved from the SBTi's public database of committed and aligned companies. Targets adopted by companies to reduce greenhouse gas emissions are considered science based if they are in line with what the latest climate science says is necessary to meet the goals of the Paris Climate Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C.

## Climate-related financial risk disclosures

This disclosure shows how climate-related risks and opportunities are organised in processes and procedures to consider both physical risks (that arise as physical consequences of climate change) and transition risks (relating to the transition to a climate-neutral economy).

For a full understanding of Triodos IM's approach to climate change, this disclosure should be considered together with Triodos Bank's Integrated Annual Report and As One To Zero progress reports.



## About Triodos Investment Management

Triodos Investment Management (Triodos IM) is a globally active impact investor. We see impact investing as a driving force in the transition to a green, inclusive and resilient economy.

We have built up in-depth knowledge throughout our 30+ years of impact investing in sectors such as Energy and Climate, Financial Inclusion and Sustainable Food and Agriculture. Triodos IM also invests in listed companies that support sustainable solutions for the future. Assets under management as per end of December 2023: EUR 5.7 billion.

Triodos IM is a wholly owned subsidiary of Triodos Bank, a leading expert in sustainable banking.

## Investing in positive change

For more information about our impact investment strategies and solutions, please contact our Investor Relations team at:

+31 (0)30 694 2400  
TriodosIM@triodos.com  
www.triodos-im.com

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