Template periodic disclosure for the financial products referred to in Article 9, paragraphs 1 to 4a, of Regulation (EU) 2019/2088 and Article 5, first paragraph of Regulation (EU) 2020/852

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

### Sustainable investment objective

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



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



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

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

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

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

- Resource transition (make use of resources as efficiently and long as possible)
- Energy transition (produce clean energy and use it efficiently to move, heat up and cool down)
- Food transition (feed the world sustainably)

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

- Societal transition (structure a society where all are included and can participate)
- · Wellbeing transition (support an economy where people are free, healthy and inspired)
- Food transition (feed the world sustainably)

Through investments that contribute to the Energy transition, the sub-fund contributed to climate change mitigation as an environmental objective set out in article 9 of the EU Taxonomy.

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

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

#### How did the sustainability indicators perform?

In order to measure the attainment of its sustainable investment objectives, the sub-fund measures its exposure to the Triodos transitions as a percentage of portfolio holdings that contribute to at least one transition and as a percentage of assets under management allocated to each transition. Since each Triodos transition is linked to one or more UN SDGs, the sub-fund also reports its absolute and relative contribution to environmental (SDGs 6, 7, 11, 12, 13 and 15) or social (SDGs 1, 2, 3, 4, 5, 10 and 16) SDGs based on external data performing a comprehensive assessment of company products and services that affect SDGs. As of 1 January 2024, the contribution of equities and regular bonds to the Triodos transitions and the SDGs is based on the percentage of revenue from products and services with positive impact. The contribution of impact bonds to the transitions and the SDGs is based on the percentage of the proceeds used to fund assets and/or projects with positive impact. The sub-fund also reports its carbon footprint relative to its benchmark (scope 1 and 2 emissions). The benchmark of the sub-fund (used for performance measurement only) is MSCI World Index (50%), iBoxx Euro Corporates Overall Total Return (30%) and iBoxx Euro Eurozone Sovereign 1-10 Total Return (20%).

As of 1 January 2024, Triodos Investment Management has aligned the sustainability objectives of the (potential) investments for the sub-funds of Triodos SICAV I with five transitions instead of the former seven transition themes. In 2024, all investments contributed to at least one of the Triodos transitions. All five transitions were represented in the sub-fund with the largest exposure at year-end to the Energy transition (25.4% of net assets). The contribution data for the benchmark as at 31 December 2024 was not available.

	Sub-fund
Food transition	3.1%
Societal transition	10.9%
Wellbeing transition	23.4%
Resource transition	13.9%
Energy transition	25.4%

Source: ISS as at 31 December 2024

The sub-fund's investments contribute to one or more of the UN SDGs. The sub-fund particularly contributed to SDG 9, SDG 3 and SDG 8. The contribution data for the benchmark as at 31 December 2024 was not available.

	Sub-fund
SDG 9 (industry, innovation and infrastructure)	32.9%
SDG 3 (good health and well-being)	32.1%
SDG 8 (decent work and economic growth)	30.6%

Source: ISS as at 31 December 2024

As of 1 January 2024, the carbon footprint of the sub-fund was measured by the greenhouse gas emission intensity of the sub-fund's investments in tonnes of  $\mathrm{CO}_2$  equivalent per million-euro investment (scope 1 and 2 emissions). This measurement makes it possible to compare the carbon footprint between the sub-fund and its benchmark with different portfolio sizes. The source of the data was changed from ISS to Sustainalytics PAIs data, conforming industry-wide practice. The carbon footprint of the sub-fund was lower than that of the benchmark.

	Sub-fund	Benchmark
Carbon footprint (tonnes of CO <sub>2</sub> equivalent/EUR)	54.49	107.29

Source: Sustainalytics PAIs as at 31 December 2024

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

### ...and compared to previous periods?

As of 1 January 2024, Triodos Investment Management has aligned the sustainability objectives of the (potential) investments for the sub-funds of Triodos SICAV I with five transitions instead of the former seven transition themes. Comparative figures for the contribution to the transitions were available as of 31 December 2023.

	31 December 2024	31 December 2023
Food transition	3.1%	1.1%
Societal transition	10.9%	14.1%
Wellbeing transition	23.4%	21.9%
Resource transition	13.9%	10.0%
Energy transition	25.4%	25.1%

Source: ISS

As of 1 January 2024, the method for calculating the contribution of the sub-fund's investments to the UN SDGs was changed. Comparative figures for the contribution to the SDGs were available as of 31 December 2023.

Top 3 SDGs

31 December 2024	31 December 2023
SDG 9 (32.9%)	SDG 7 (23.7%)
SDG 3 (32.1%)	SDG 13 (22.6%)
SDG 8 (30.6%)	SDG 6 (18.5%)
SDG 8 (30.6%)	SDG 6 (18.5%)

Source: ISS

As of 1 January 2024, the method for measuring the carbon footprint of the sub-fund was changed. Comparative figures for the carbon footprint of the sub-fund and its benchmark measured in this method were available as of 31 December 2022. The absolute and relative carbon footprint of the sub-fund were lower as at 31 December 2024 than as at 31 December 2023.

	31 December 2024	31 December 2023	31 December 2022
Sub-fund's carbon footprint (tonnes of CO <sub>2</sub> equivalent/EUR million)	54.49	60.18	60.16
Benchmark's carbon footprint (tonnes of CO <sub>2</sub> equivalent/EUR million)	107.29	111.81	125.76
Relative carbon footprint of the sub-fund	-49.2%	-46.2%	-52.2%

Source: Sustainalytics PAIs

# Principal adverse impacts are the most significant negative impacts of

investment decisions on sustainability factors relating to environmental, social and employee matters, respect for human rights, anti-corruption and anti-bribery matters.

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

To select only those investments that do not cause significant harm to any environmental or social sustainable investment objective, every (new) investment has been assessed on its alignment with the Minimum Standards or the Sovereign Framework (depending on the type of instrument). If an issuer was found to cause significant harm to any of those standards, it was excluded from investment. All applicable principal adverse impact indicators

(PAIs) on sustainability factors have been taken into account in the investment process. The Minimum Standards, that are aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, also set out the minimum standards for employee relations, remuneration, taxes and other corporate governance topics that investees must meet in order to be eligible for investment.

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

With the introduction of the SFDR Delegated Regulation as from 1 January 2023, PAIs have been introduced to establish standards for reporting on principal adverse impacts. The process for taking into account PAIs as applied from 1 January 2023 is detailed below. In 2024, all investments of the sub-fund were screened to avoid or reduce principal adverse impacts when investing.

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

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

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

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

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

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

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

Triodos ESG issue		SFDR PAI	Threshold
Environmental	Climate change	1 (GHG emissions) 2 (Carbon footprint) 3 (GHG intensity) 5 (Share of non-renewable energy consumption and production) 6 (Energy consumption intensity) E4 (Companies without carbon reduction initiatives) E5 (Energy consumption per non-renewable energy source)	High risk for climate change without GHG emissions reporting and Paris-aligned reduction targets; Significant controversies
	Water	E6 (Water usage and recycling) E7 (Investments in companies with-out water management policies) E8 (Exposure to areas of high water stress)	High risk for water scarcity without activities to reduce freshwater use; Significant controversies
	Waste	E13 (Non-recycled waste ratio)	Significant controversies
	Pollution	8 (Emissions to water)     9 (Hazardous and radioactive waste ratio)     E2 (Emissions of air pollutants)	Significant controversies
	Ecosystems	7 (Activities negatively affecting biodiversity) E11 (Companies without sustainable land/agriculture practice) E12 (Companies without sustainable oceans/seas practice) E15 (Deforestation)	High risk for human rights or conflict minerals without relevant policy and practices; Significant controversies

	Social	Human rights & community	S9 (Lack of human rights policy) S10 (Lack of human rights due diligence)	High risk for human rights or conflict minerals without relevant policy and practices; Significant controversies
		Labour practices	\$1 (Companies without workplace accident prevention policies) \$2 (Rate of accidents) \$3 (Numbers of days lost to injuries, accidents, fatalities or illness) \$4 (Lack of supplier code of conduct) \$12 (Unadjusted gender pay gap) \$5 (Lack of grievance/complaints mechanism for employee matters) \$12 (Operations and suppliers at significant risk of child labour) \$13 (Operations and suppliers at significant risk of forced labour)	High risk for labour rights without relevant policies, targets and monitoring; Significant controversies
		Supply chain management	S12 (Operations and suppliers at significant risk of child labour) S13 (Operations and suppliers at significant risk of forced labour)	High risk for labour rights in the supply chain without relevant policies, targets and monitoring; Significant controversies
	Governance	Corporate governance	13 (Board gender diversity) S8 (Excessive CEO pay ratio)	CEO pay ratio exceeding 100:1 and size-adjusted absolute CEO pay exceeding €2.5 mln in the last 5 years; Significant controversies
		Business ethics	\$15 (Lack of anti-corruption and anti- bribery policies) \$6 (Insufficient whistleblower protection)	Significant controversies

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

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

Triodos ESG issue	SFDR PAI	Threshold
Environmental	15 (GHG intensity)	Ratification of: Paris Convention Framework Convention on Climate Change Kyoto Protocol
Governance	16 (Investee countries subject to social violations)	<ul> <li>Ratification of international controversial weapons conventions</li> <li>United Nations and European Union sanctions</li> </ul>

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

All investments made in 2024 were aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. Prior to being selected for investment and for the entire duration of the investment, (potential) investees are screened for compliance with the Minimum Standards. The Minimum Standards are aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

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



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

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

In 2024, continuous monitoring led to nine companies being excluded from the Triodos investment universe\*. These were Nidec (nuclear power plants exposure), Chr. Hansen after merging with Novozymes to become Novonesis (controversies on medical testing). BMW, Cisco Systems, Nike, STMicroelectronics, SAP, Kering and Prologis were excluded as the reassessed impact score was too low.

The engagement efforts with investee companies aimed at minimising principal adverse impacts were focused on the PAIs related to greenhouse gas emissions, waste and CEO pay.

\* The Triodos investment universe is the basis from which investments must be made; the sub-fund is not allowed to invest outside the Triodos investment universe.



### What were the top investments of this financial product?

Largest investments	Sector	% Assets	Country
NVIDIA	Manufacture of electronic components	2.1	United States
RELX	Other information service activities n.e.c.	1.8	Great Britain
Triodos Impact Mixed Fund - Defensive Z-dis	Trusts, funds and similar financial entities	1.6	Luxembourg
EssilorLuxotica	Manufacture of medical and dental instruments and supplies	1.6	France
Mastercard	Activities auxiliary to financial services, except insurance and penssions	1.6	United States
Intuitive Surgical	Manufacture of medical and dental instruments and supplies	1.5	United States
Taiwan Semiconductor	Manufacture of other special-purpose machinery n.e.c.	1.4	Taiwan
Triodos Future Generations Fund I-cap	Trusts, funds and similar financial entities	1.4	Luxembourg
KLA Corporation	Manufacture of other special-purpose machinery n.e.c.	1.4	United States
Danone	Operation of dairies and cheese making	1.4	France

The list includes the investments constituting the greatest proportion of investments of the financial during the reference period which is: 2024

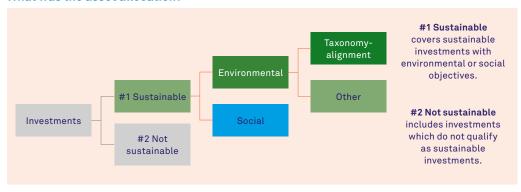
0.000% European Union 2022 - 2026	Activities of extraterritorial organisations and bodies	1.0	European Union
Deere & Co	Manufacture of agricultural and forestry machinery	1.3	United States
Procter & Gamble	Manufacture of household and sanitary goods and of toilet requisites	1.3	United States
Palo Alto Networks	Other software publishing	1.3	United States
Assa Abloy	Security systems service activities	1.2	Sweden

Source (Sector): NACE5



## What was the proportion of sustainability-related investments?

#### What was the asset allocation?



95.4% of the net assets of the sub-fund were invested in sustainable investments as per 31 December 2024.

### In which economic sectors were the investments made?

Several new investments were done over the year 2024. The investments have been done across sectors related to:

- Manufacture of other food products n.e.c.
- · Manufacture of basic pharmaceutical products
- · Water collection, treatment and supply
- Manufacture of agricultural and forestry machinery
- · Manufacture of other electrical equipment
- · Manufacture of medical and dental instruments and supplies
- · Other software publishing
- · Transmission of electricity
- · Renting and operating of own or leased real estate
- Manufacture of other builders' carpentry and joinery

# \*\*\*\*

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

Through investments that contribute to the Energy transition, the sub-fund contributed to the following environmental objectives as set out in article 9 of the EU Taxonomy:

- climate change mitigation (10.7%)
- climate change adaptation (0.3%)

As per 31 December 2024, 11.1% of the investments were Taxonomy aligned. The sub-fund had exposure to impact bonds issued by (sub-)sovereigns.

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

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

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

### Transitional activities are economic activities

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

Taxonomy-aligned activities are expressed as a share of:

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

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

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

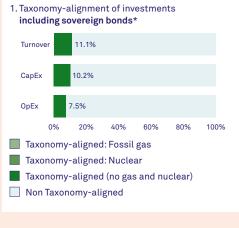
☐ Yes

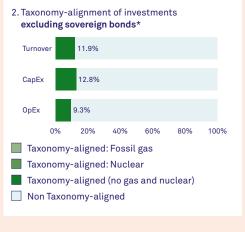
☐ In fossil gas

☐ In nuclear energy

#### **₩** No

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





<sup>\*</sup> For the purpose of these graphs, 'sovereign bonds' consist of all sovereign exposures.

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

As at 31 December 2024, the sub-fund invested 8.6% of its investments in enabling activities and 0.2% in transitional activities.

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

Compared to 2023, the taxonomy-alignment of investments of the sub-fund was significantly higher. This is among others due to an increase in available data regarding companies in the portfolio of the sub-fund.

Taxonomy-alignment of investments including sovereign bonds

	31 December 2024	31 December 2023	31 December 2022
Turnover	11.1%	9.8%	4.6%
CapEx	10.2%	6.8%	3.9%
OpEx	7.5%	5.8%	0.0%

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

Taxonomy-alignment of investments excluding sovereign bonds

	31 December 2024	31 December 2023	31 December 2022
Turnover	11.9%	10.6%	4.9%
CapEx	12.8%	9.6%	5.6%
OpEx	9.3%	8.1%	0.0%



are sustainable investments with an environmental objective that **do** 

not take into account the criteria for environmentaly sustainable economic activities under the EU Taxonomy.



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

The share of sustainable investments with an environmental objective that were not aligned with the EU Taxonomy was 36.4% as at 31 December 2024.

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

### What was the share of socially sustainable investments?

The share of sustainable investments contributing to a social objective was 47.8% as at 31 December 2024.



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

The sub-fund held 4.6% of its net assets in cash and cash equivalents as ancillary liquidity and in derivatives for hedging purposes (for those share classes that are allowed to hold currency derivatives as hedging instruments). These assets did not affect the delivery of the sustainable investment objectives of the sub-fund on a continuous basis. Firstly, they were used - in limited proportion - to support the proper liquidity and risk management of the sub-fund. Secondly, the Management Company assessed on a regular basis whether counterparties for cash, cash equivalents and derivatives comply with the four pillars of the UN Global Compact, using data from a third-party provider. These four pillars consist of 1) human rights, 2) labour rights 3) environment and 4) anti-corruption. Also, the Management Company assessed its counterparties' policies and sustainability performance.



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

Triodos Impact Mixed Fund – Neutral improved its positive impact profile further in 2024. The sub-fund exchanged some lower conviction equity holdings (Cisco Systems, Checkpoint, Nike, STMicroelectronics, Bridgestone and Central Japan Railway) for high impact positions: Resmed (medical equipment), Palo Alto (security software), Deere & Co (agricultural equipment), Alexandria Real Estate Equities (real estate for medical research), Carlisle (energy efficient building products), First Solar (solar energy installations).

Within the fixed income part of the Mixed sub-funds, three positions were sold because of a negative assessment of business practices or financial risk: BMW, Kering and Prologis. New issuers were added: State of Hesse (green bond), Reckitt Benckiser (personal care), United Utilities Water (green bond, water utility) and AstraZeneca (healthcare).

The fixed income investments are still fully classified as impactful as there are no regular government bonds included. At year-end, all fixed income investments of Triodos Impact Mixed Fund – Neutral were thematic and in line with at least one of the five Triodos transitions.



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

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