Methodology Book for:

- **MSCI USA Inclusive Growth 30 Select Index**
- **MSCI Eurozone Inclusive Growth 30 Select Index**
- **MSCI Transatlantic Inclusive Growth 60 Select Index**
- **MSCI Transatlantic Inclusive Growth 60 Select 5% Decrement Index**

September 2024

Contents

1. Introduction

The MSCI Inclusive Growth Select Indexes[1] (the 'Indexes') consist of following indexes:

- MSCI USA Inclusive Growth[2] 30 Select Index
- MSCI Eurozone Inclusive Growth 30 Select Index
- MSCI Transatlantic Inclusive Growth 60 Select Index
- MSCI Transatlantic Inclusive Growth 60 Select 5% Decrement Index

The MSCI USA Inclusive Growth 30 Select Index and the MSCI Eurozone Inclusive Growth 30 Select Index ('MSCI Inclusive Growth 30 Select Indexes') are designed to represent the performance of a strategy that selects 30 securities from MSCI USA Index and MSCI EMU Index respectively. These securities have the highest Inclusive Growth Rank[3] selected from each Global Industry Classification Standard (GICS®)[4] sector.

The MSCI Transatlantic Inclusive Growth 60 Select Index represents the performance of a strategy that selects 60 securities from MSCI USA Index and MSCI EMU Index. These securities have the highest Inclusive Growth Rank selected from each GICS sector.

The MSCI Transatlantic Inclusive Growth 60 Select 5% Decrement Index aims to represent the performance of the MSCI Transatlantic Inclusive Growth 60 Select Index, while applying a constant markdown ('synthetic dividend') of 5% on an annual basis, expressed as a percentage of performance.

[1] The Indexes are governed by a set of methodology and policy documents ("Methodology Set"), including the present index methodology document. Please refer to Appendix 3 for more details.

[2] Please refer to section 3.2 for the detailed definition of Inclusive Growth.

[3] Please refer to section 3.2.2 for the detailed calculation of Inclusive Growth Rank

[4] GICS, the global industry classification standard jointly developed by MSCI Inc. and S&P Global Market Intelligence.

2. Constructing the Top 100 Eligible Universe

The MSCI Inclusive Growth 30 Select Indexes and the MSCI Transatlantic Inclusive Growth 60 Select Index are constructed from the USA Top 100 Eligible Universe and the EMU Top 100 Eligible Universe ('Top 100 Eligible Universe'). The Top 100 Eligible Universe is arrived at by applying the following steps at each quarterly review of the MSCI Inclusive Growth 30 Select Indexes and the MSCI Transatlantic Inclusive Growth 60 Select Index:

- Defining the Parent Index
- Eligible Universe Screening

2.1 Defining the Parent Index

Top 100 Eligible Universe	Parent Index
USA Top 100 Eligible Universe	MSCI USA Index
EMU Top 100 Eligible Universe	MSCI EMU Index

2.2 Eligible Universe Screening

The Eligible Universe comprises of all securities from the Parent Index that meet each of the below eligibility criteria. The Indexes use company ratings and research provided by MSCI ESG Research[5] to determine eligibility for index construction.

2.2.1 GICS Screen

Securities which are within GICS Energy sector are excluded from the Top 100 Eligible Universe.

2.2.2 ESG Controversies and Global Norms Screen

All companies assessed as having involvement in ESG controversies that are classified as Red Flags (MSCI ESG Controversy Score of 0) are excluded from each respective Top 100 Eligible Universe. A Red Flag indicates an ongoing, Very Severe ESG controversy implicating a company directly through its actions, products, or operations.

All companies that fail to comply with the United Nations Global Compact principles are excluded from each respective Top 100 Eligible Universe. In this filter, activities are not classified under any specific tolerance level.

2.2.3 Business Involvement Screens

MSCI ESG Business Involvement Screening Research and MSCI Climate Change Metrics are used to identify companies that are involved in the following business activities. Companies that meet the

[5] See section 6 for further information regarding ESG and climate data used in the Indexes that MSCI Limited and MSCI Deutschland GmbH source from MSCI ESG Research LLC, a separate subsidiary of MSCI Inc. MSCI ESG Research is solely responsible for the creation, determination and management of such data as a provider to MSCI Limited and MSCI Deutschland GmbH. MSCI Limited and MSCI Deutschland GmbH are the benchmark administrators for the MSCI indexes.

below values- and climate change-based criteria are excluded from each of the Top 100 Eligible Universe. Please refer to Appendix 1 for details on these criteria.

- Biocides
- Controversial weapons
- Oil & Gas
- Thermal Coal
- Tobacco

2.2.4 Liquidity Screen

Securities with 3-month ADTV (Average Daily Traded Value) of USD 20 Million or less are excluded from each of the Top 100 Eligible Universe.

ADTV is calculated as:

$$ADTV_{3M} = \frac{ATV_{3M}}{252}$$

Where ATV_{3M} [6] is annualized 3-month Average Traded Value of the security.

2.2.5 Size Eligibility

From the remaining securities, only the top 100[7] securities, when ranked in the descending order of their free float-adjusted market capitalization, are eligible for inclusion in each respective Top 100 Eligible Universe.

[6] Please refer to MSCI Index Calculation Methodology at https://www.msci.com/index-methodology for more details on ATV calculation

[7] If there are less than 100 stocks remaining post screening of Section 2.2, all the remaining securities are kept in the Eligible Universe.

3. Constructing the MSCI Inclusive Growth Select 30 Indexes

The MSCI USA Inclusive Growth 30 Select Index and the MSCI Eurozone Inclusive Growth 30 Select Index are reviewed quarterly by applying the following step:

- Defining the Eligible Universe
- Security Selection
- Security Weighting

3.1 Defining the Eligible Universe

MSCI Inclusive Growth Select 30 Indexes	Eligible Universe
MSCI USA Inclusive Growth 30 Select Index	USA Top 100 Eligible Universe
MSCI Eurozone Inclusive Growth 30 Select Index	EMU Top 100 Eligible Universe

3.2 Security Selection

For each of the Indexes, the top 30 securities with the highest Inclusive Growth Rank[8] from each of the respective Top 100 Eligible Universe are selected based on the following steps.

3.2.1 Selecting Single Security Per Issuer

To avoid multiple securities of the same company in the final Indexes, only the most liquid security for each issuer per its 3-month ADTV, is eligible for inclusion in the Indexes.

3.2.2 Defining the Sector-wise Inclusive Growth Rank

To create the Sector-wise Inclusive Growth Rank, initially, each of the 7 Inclusive Growth Pillars are mapped to proxy ESG Data as defined in the table below.

Subsequently, each of the securities within the eligible universe are ranked[9] within their respective GICS sectors, based on the below ranking order to create Sector-wise Inclusive Growth Ranks.

Inclusive Growth Pillars	Proxy ESG Data	Ranking Order
Civil Engagement	Estimated Effective Tax Rate	Descending
Income and wealth	CEO-to-employee pay ratio	Ascending
Subjective well-being	Annual employee turnover (%)	Ascending
Health & Safety	Total Recordable Incident Rate	Ascending

[8] The pillars used to define Inclusive Growth Rank in this methodology are used as inputs for OECD's Well-Being Framework. For more details, please see https://www.oecd-ilibrary.org/development/all-on-board_9789264218512-en

[9] If there is a tie of the ranking measures between two companies, same ranking will be assigned to both of the companies.

Education and skills	Professional development annual training hours per employee	Descending
Social Connection	Board Diversity - Percentage of Women	Descending
Work and job quality	Percentage of Total Workforce Represented by Collective Agreements	Descending

Missing Data Treatment: If any of the proxy ESG data is missing for any security, the worst data value[10] of the corresponding proxy ESG data is applied.

The Sector-wise Inclusive Growth Rank is created for each security within its respective GICS sector as a weighted average of Sector-wise Inclusive Growth Ranks within the eligible universe based on the weights defined below.

Inclusive Growth Pillars	Civil Engagement	Income and wealth	Subjective well-being	Health & Safety	Education and skills	Social Connection	Work and job quality
Weight	20%	30%	5%	5%	5%	30%	5%

3.2.3 Selection within GICS Sector

Subsequently, based on the Sector-wise Inclusive Growth Ranks calculated above, top 4 securities with the highest rank[11] are selected from each GICS sector for the construction of the sector-combined pool of securities.

3.2.4 Defining the Composite Inclusive Growth Rank

The Composite Inclusive Growth Rank is calculated for all the securities of the sector-combined pool in the following manner:

- The securities within the sector-combined pool from 3.2.3 are ranked[12] based on the below ranking order.

Inclusive Growth Pillars	Proxy ESG Data	Ranking Order
Civil Engagement	Estimated Effective Tax Rate	Descending
Income and wealth	CEO-to-employee pay ratio	Ascending
Subjective well-being	Annual employee turnover (%)	Ascending

[10] Please refer to Appendix 4 for the detailed missing value treatment for each metric of proxy ESG data.

[11] If there is a tie of the Sector-wise Inclusive Growth Rank between two securities, the one with greater free float market cap will be preferred over the other one.

[12] If there is a tie of the Inclusive Growth Rank between two securities in the initial pool, the one with greater free float market cap will be preferred over the other one.

Health & Safety	Total Recordable Incident Rate	Ascending
Education and skills	Professional development annual training hours per employee	Descending
Social Connection	Board Diversity - Percentage of Women	Descending
Work and job quality	Percentage of Total Workforce Represented by Collective Agreements	Descending

- Subsequently the security ranks are aggregated based on the Inclusive Growth pillar weights as defined below to calculate the Composite Inclusive Growth Rank:

Inclusive Growth Pillars	Civil Engagement	Income and wealth	Subjective well-being	Health & Safety	Education and skills	Social Connection	Work and job quality
Weight	20%	30%	5%	5%	5%	30%	5%

3.2.5 Selection in Sector-combined Pool

For the initial portfolio, top 30 securities with the highest Composite Inclusive Growth Rank[13] are selected for inclusion in the MSCI Inclusive Growth 30 Select Indexes.

If there are less than 30 stocks remaining post selection of Section 3.2.3, all the remaining securities are included in the MSCI Inclusive Growth 30 Select Indexes.

3.3 Security Weighting

At each Index Review, the securities selected for inclusion in each of the MSCI Inclusive Growth Select 30 Indexes are assigned weights in proportion to their weight in the respective Parent Index.

Additionally, constituent weights are capped to mitigate concentration risk in the MSCI Inclusive Growth Select 30 Indexes. The individual security weights in the MSCI Inclusive Growth Select 30 Indexes are capped at 20%.

[13] If there is a tie of the Inclusive Growth Rank between two securities in the initial portfolio, security with greater free float-adjusted market capitalization will be preferred for the selection.

4. Constructing the MSCI Transatlantic Inclusive Growth Select 60 Indexes

The MSCI Transatlantic Inclusive Growth Select 60 Index selects securities from the combined USA Top 100 and the EMU Top 100 Eligible Universes.

The following steps are applied to the respective universes at each quarterly Index Review to create the Subset Indexes:

- Security Selection
- Security Weighting

4.1 Security Selection

From each of the Top 100 Eligible Universes, securities are selected as per below steps:

4.1.1 Selecting Single Security Per Issuer

To avoid multiple securities of the same company, only the most liquid security for each issuer per its 3-month ADTV, is eligible for inclusion.

4.1.2 Selection within GICS Sector

Sector-wise Inclusive Growth Rank is calculated for each security that is part of the Top 100 Eligible Universes as defined in Section 3.2.2.

Subsequently, based on the Sector-wise Inclusive Growth Rank, top 4 securities with the highest rank[14] are selected from each GICS sector for the construction of the sector-combined pool of securities.

4.1.3 Selection in Sector-combined Pool

Within the sector-combined pool of securities created as per the last step, the Composite Inclusive Growth Rank is calculated as defined in Section 3.2.4.

For the sector-combined pool, top 30 securities with the highest Composite Inclusive Growth Rank[15] are selected for inclusion in the Subset Indexes within each of the Top 100 Eligible Universes.

If there are less than 30 stocks remaining post selection of Section 4.1.2, all the remaining securities are included in the Subset Indexes.

[14] If there is a tie of the Sector-wise Inclusive Growth Rank between two securities, the one with greater free float market cap will be preferred over the other one.

[15] If there is a tie of the Inclusive Growth Rank between two securities in the initial portfolio, the one with greater free float market cap will be preferred over the other one.

4.2 Security Weighting

At each Index Review, the securities selected for inclusion in each of the Subset Indexes are assigned weights in proportion to their weights in the respective Parent Index.

Additionally, constituent weights are capped to mitigate concentration risk in each of the Subset Indexes. The individual security weights in the Subset Indexes are capped at 20%.

Subsequently, securities in each of the Subset Indexes are normalized to sum to 50% based on the capped weights post last step and then aggregated to create the MSCI Transatlantic Inclusive Growth Select 60 Index.

4.3 Applying the MSCI Decrement Indexes Methodology

A constant markdown ('synthetic dividend') is applied on the MSCI Transatlantic Inclusive Growth Select 60 Index levels on a daily basis, expressed as a percentage of performance, to construct the MSCI Transatlantic Inclusive Growth 60 Select 5% Decrement Index.

5. Maintaining the Indexes

5.1 Quarterly Index Reviews

The MSCI Inclusive Growth Select 30 Indexes are reviewed on a quarterly basis as per the steps described in Section 3, coinciding with the Quarterly Index Reviews of the Parent Indexes. They are rebalanced over three days[16] T-2, T-1, and T, where T is the effective date of the Quarterly Index Reviews of the Parent Indexes.

In general, MSCI uses MSCI ESG Research data (including MSCI ESG Controversies Scores, MSCI ESG Business Involvement Screening Research, and MSCI Climate Change Metrics) as of the end of the month preceding the Index Reviews for the rebalancing of the Index. For some securities, such data may not be published by MSCI ESG Research by the end of the month preceding the Index Review. For such securities, MSCI will use ESG data published after the end of month, when available, for the rebalancing of the MSCI Inclusive Growth Select 30 Indexes.

For each index review, the annualized 3-month Average Traded Value of the security as of the end of the month preceding the Index Review is used.

The MSCI Transatlantic Inclusive Growth 60 Select Index is calculated on a quarterly basis as per the steps described in Section 4 coinciding with the Quarterly Index Reviews of the MSCI Inclusive Growth Select 30 Indexes.

5.1.1 Staggered Rebalance

The rebalance changes of the Pro forma Index are then staggered for implementation by spreading the change in Index Number of Shares (NOS) for each security over three days leading into the rebalancing effective date (T). For each $t \in$ {T-2, T−1, T}, number of shares for each security included in the Index ($Staggered\ Index\ NOS\ (t)$) are calculated as below:

$$Staggered\ Index\ NOS\ (t) = Pro\ forma\ Index\ NOS\ (t) + [Adjusted\ Pro\ forma\ Index\ NOS\ (T) - Pro\ forma\ Index\ NOS\ (t)] * (N/3)$$

Where:

t : $Effective\ date\ of\ the\ staggering$

T: $Rebalancing\ effective\ date\ of\ the\ Pro\ forma\ Index$

$Pro\ forma\ Index\ NOS\ (t)$: $It\ is\ the\ number\ of\ shares\ of\ a\ security\ in\ the\ Pro\ forma\ Index\ effective\ on\ t\ (as\ of\ close\ t - 1)$. $It\ is\ calculated\ as\ a\ product\ of\ the\ end\ of\ day\ security\ number\ of\ shares\ on\ t - 1\ and\ Full\ Market\ Cap\ Adjustment$ Factor[17] $in\ the\ Pro\ forma\ Index\ on\ t$

$Adjusted\ Pro\ forma\ Index\ NOS\ (T)$: $Pro\ forma\ Index\ NOS\ (T)\ adjusted\ for\ change\ in\ number\ of\ shares\ due\ to\ events\ like\ Rights\ Issues, Split, Consolidation, Stock\ Dividend, effective\ between\ t\ and\ T$

[16] The rebalance over three days is applied as of August 2024 Index Review and onwards. The staggered rebalance is not implemented before this date.

[17] Full Market Cap Adjustment Factor (FMCAF): A factor that is used in index constituent weighting calculation defined as (Inclusion Factor (i.e. FIF)) *(Constraint Factor) * (Variable Weighting Factor). For more details, please refer to section 2.7 of the MSCI corporate Events Methodology book at http://www.msci.com/index-methodology

$N = nth\ day\ of\ staggering, e.g.\ t - 2\ is\ 1st\ day\ of\ staggerring$

5.2 Ongoing Event Related Changes

Corporate event treatment for the Inclusive Growth Select 30 Indexes depends on whether the effective date of the event falls within the staggering period (T-2, T-1, T), or outside the staggering period.

The treatment of common corporate events within each of the MSCI Inclusive Growth Select 30 Indexes listed as follows are applied to the MSCI Transatlantic Inclusive Growth 60 Index.

5.2.1 Events Effective Outside the Staggering period

The general treatment of corporate events effective outside the staggering period in any of the MSCI Inclusive Growth Select 30 Indexes aims to minimize turnover outside of Index Reviews. The methodology aims to appropriately represent an investor's participation in an event based on relevant deal terms and pre-event weighting of the index constituents that are involved. Further, changes in index market capitalization that occur as a result of corporate event implementation will be offset by a corresponding change in the Variable Weighting Factor (VWF) of the constituent.

The following section briefly describes the treatment of common corporate events within each of the MSCI Inclusive Growth Select 30 Indexes.

No new securities will be added (except where noted below) to each of the MSCI Inclusive Growth Select 30 Indexes outside the Staggering Period. Parent Index deletions outside the staggering period will be reflected simultaneously.

EVENT TYPE	EVENT DETAILS
New additions to the Parent Index	A new security added to the Parent index (such as IPO and other early inclusions) will not be added to the index.
Spin-Offs	All securities created as a result of the spin-off of an existing Index constituent will not be added to the Index at the time of event implementation. Reevaluation for continued inclusion in the Index will occur at the subsequent Index Review.
Merger/Acquisition	For Mergers and Acquisitions, the acquirer's post event weight will account for the proportionate amount of shares involved in deal consideration, while cash proceeds will be invested across the Index. If an existing Index constituent is acquired by a non-Index constituent, the existing constituent will be deleted from the Index and the acquiring non-constituent will not be added to the Index.
Changes in Security Characteristics	A security will continue to be an Index constituent if there are changes in characteristics (country, sector, size segment, etc.) Reevaluation for continued

inclusion in the Index will occur at the subsequent Index Review.

Further detail and illustration regarding specific treatment of corporate events relevant to the MSCI USA Inclusive Growth 30 Select Index, the MSCI Eurozone Inclusive Growth 30 Select Index and the MSCI Transatlantic Inclusive Growth 60 Select Index can be found in the MSCI Corporate Events Methodology book under the sections detailing the treatment of events in Capped Weighted and Non-Market Capitalization Weighted Indexes.

The MSCI Corporate Events methodology book is available at:
https://www.msci.com/Index-methodology

5.2.2 Events Effective During the Staggering Period

The impact of event on the MSCI Inclusive Growth Select 30 Indexes depends on the type of event and calculation date of the Indexes as elaborated below.

5.2.2.1 Calculation On T-9

a) Before effective date
The Pro forma Indexes in general are announced nine business days before T (T-9). If there is an event already confirmed on T-9 with an effective date in the staggering period, the change in numbers of shares for the security due to the rebalancing will not be staggered for such security until the event effective date. In case of multiple events, the staggering will be postponed till the effective date of the earliest event.

b) On and after effective date
In case of Rights Issues and market neutral events (like Split, Consolidation, Stock Dividend etc.) which involve change in security number of shares but does not involve change in the full market cap adjustment factor[18], staggering will start from the next day of the event effective date.

For all other events, staggering will start from the effective date of the event.

5.2.2.2 Calculation After T-9

a) Before Effective Date
In case of an event effective in the staggering period, the numbers of shares for the security involved in the event as announced on T-9 will hold until a day before the effective date. In case of multiple events, the effective date of the earliest event will be taken into account.

b) On and after the Effective Date
In case of Rights Issues and market neutral events (like Split, Consolidation, Stock Dividend etc.) which involve change in security number of shares but does not involve a change in inclusion factor,

[18] Full Market Cap Adjustment Factor (FMCAF): A factor that is used in index constituent weighting calculation defined as (Inclusion Factor (i.e. FIF)) *(Constraint Factor) * (Variable Weighting Factor). For more details, please refer to section 2.7 of the MSCI Corporate Events Methodology book at http://www.msci.com/index-methodology.

staggering will be applied again from the next day of the event effective date, taking into account the new post event number of shares in the Indexes.

For all other events, staggering will be applied from the effective date of the event incorporating the post event number of shares.

5.2.2.3 Treatment of Suspended Securities

A suspension treatment will be applied to any security suspended on any day starting from T-4 until T-2. On the day of suspension (t), the pro-forma Full Market Cap Adjustment Factor in the Indexes announced for the security for the next day (t+1) will be held constant until T. However, in case, on T-2, if a new addition to the Parent Indexes is reverted due to suspension and the security is no longer a part of the Parent Indexes on T, the security will also be deleted from the Indexes effective on T.

6 MSCI ESG Research

The Indexes are products of MSCI Inc. that utilize information such as company ratings and research produced and provided by MSCI ESG Research LLC (MSCI ESG Research), a subsidiary of MSCI Inc. In particular, the Indexes use the following MSCI ESG Research products: MSCI Climate Change Metrics, MSCI Climate Value-at-Risk, MSCI Impact Solutions, MSCI ESG Controversies and MSCI ESG Business Involvement Screening Research. MSCI Indexes are administered by MSCI Limited and MSCI Deutschland GmbH.

6.1 MSCI ESG Controversies

MSCI ESG Controversies provide assessments of controversies concerning the potential negative environmental, social, and/or governance impact of company operations, products and services. The evaluation framework used in MSCI ESG Controversies is designed to be consistent with international norms represented by the UN Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Global Compact. MSCI ESG Controversies Score falls on a 0-10 scale, with “0” being the most severe controversy.

The MSCI ESG Controversies methodology can be found at: https://www.msci.com/legal/disclosures/esg-disclosures.

6.2 MSCI Climate Change Metrics

MSCI Climate Change Metrics provides climate data & tools to support institutional investors seeking to integrate climate risk & opportunities into their investment strategy and processes. This includes investors seeking to achieve a range of objectives, including measuring and reporting on climate risk exposure, implementing low carbon and fossil fuel-free strategies, alignment with temperature pathways and factoring climate change research into their risk management processes, in particular through climate scenario analysis for both transition and physical risks.

The dataset spans across the four dimensions of a climate strategy: transition risks, green opportunities, physical risks and 1.5° alignment.

For more details on MSCI Climate Change Metrics, please refer to https://www.msci.com/climate-change-solutions.

6.3 MSCI ESG Business Involvement Screening Research

MSCI ESG Business Involvement Screening Research (BISR) aims to enable institutional investors to manage environmental, social and governance (ESG) standards and restrictions reliably and efficiently.

The MSCI Business Involvement Screening Research methodology can be found at: https://www.msci.com/legal/disclosures/esg-disclosures.

Appendix 1: Values and Climate-Based Exclusion

Companies, whose activities meet the following values- and climate-based criteria, as evaluated by MSCI ESG Research LLC, are excluded from the Top 100 Eligible Universe:

Values Based Exclusion Criteria

Tobacco

- All companies deriving 5% or more revenues (or estimated revenue) from the distribution of tobacco products are excluded.
- All companies deriving 5% or more revenue (or estimated revenue) from the manufacture of tobacco products are excluded.

Controversial Weapons

- All companies that have a tie to landmines, cluster munitions, chemical weapons or biological weapons are excluded[19]. (Note: industry tie includes ownership, manufacture or investment. Landmines do not include related safety products.)

Climate Change-based Exclusions Criteria

Biocides

- All companies involved in the production of pesticides containing neonicotinoids or organochlorine compounds are excluded[20].

Oil & Gas

- All companies with the maximum percentage of revenue (either reported or estimated) greater than 5% that a company derives from unconventional oil and gas as per the definition of Febelfin are excluded[21].

Thermal Coal

- All companies deriving 10% or more revenue (either reported or estimated) from thermal coal-based power generation are excluded.
- All companies deriving 5% or more revenue (either reported or estimated) from the mining of thermal coal (including lignite, bituminous, anthracite and steam coal) and its sale to external parties are excluded. It excludes revenue from metallurgical coal, coal mined for internal power generation.

[19] Backfilled ESG data is used for Controversial Weapons exclusions criteria before April 1, 2021

[20] Backfilled ESG data is used for Biocides exclusions criteria before Nov 1, 2019.

[21] Backfilled ESG data is used for Febelfin Oil & Gas exclusions criteria before Aug 1, 2019.

Appendix 2: Parameters used for the MSCI Transatlantic Inclusive Growth 60 Select 5% Decrement Index

The following parameters are used for the calculation of the MSCI Transatlantic Inclusive Growth 60 Select 5% Decrement Index.

	MSCI Decrement Indexes Methodology Parameters	Parameters
1	Currency of Calculation	EUR
2	Return Variant of MSCI Transatlantic Inclusive Growth 60 Select Index	Daily Net Total Return
3	Decrement Type	Fixed Percentage
4	Decrement Application	Geometric
5	Decrement Value	5%
6	Day-count Convention	Actual / 360
7	Index Floor	0
8	Decrement Frequency	Daily

Appendix 3: Methodology Set

The Indexes are governed by a set of methodology and policy documents ("Methodology Set"), including the present index methodology document as mentioned below:

- Description of methodology set – www.msci.com/index/methodology/latest/ReadMe
- MSCI Corporate Events Methodology – www.msci.com/index/methodology/latest/CE
- MSCI Index Calculation Methodology – www.msci.com/index/methodology/latest/IndexCalc
- MSCI Index Glossary of Terms – www.msci.com/index/methodology/latest/IndexGlossary
- MSCI Index Policies – www.msci.com/index/methodology/latest/IndexPolicy
- MSCI Global Investable Market Indexes Methodology – www.msci.com/index/methodology/latest/GIMI
- MSCI Capped Indexes Methodology –www.msci.com/index/methodology/latest/Capped
- MSCI Decrement Indexes Methodology - www.msci.com/index/methodology/latest/Decrement

The Methodology Set for the Indexes can also be accessed from MSCI's webpage https://www.msci.com/index-methodology in the section 'Search Methodology by Index Name or Index Code'.

Appendix 4: Missing Value Treatment for Proxy ESG data of Inclusive Growth Pillars

Inclusive Growth Pillars	Proxy ESG Data	Missing Value Treatment
Civil Engagement	Estimated Effective Tax Rate	0
Income and wealth	CEO-to-employee pay ratio	1000000
Subjective well-being	Annual employee turnover (%)	100
Health & Safety	Total Recordable Incident Rate	100
Education and skills	Professional development annual training hours per employee	0
Social Connection	Board Diversity - Percentage of Women	0
Work and job quality	Percentage of Total Workforce Represented by Collective Agreements	0

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To learn more, please visit www.msci.com.

The process for submitting a formal index complaint can be found on the index regulation page of MSCI's website at: https://www.msci.com/index-regulation.

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