

# ESG Factsheet 2024.

	Fund V						Fund IV				Fund III	
	ETC	Crosstide	CloudRock	Robiquity	Plenitude	Flint	Shortterm	Indigo	GTS	AMG	JHG	Average
Environmental												
Scope 1 emissions (tCO2e)	0	0	N/A	34	0	0	453	966	799	105	60	302
Scope 2 emissions (tCO2e)	34	2	N/A	2	3	0	71	148	367	40	N/A	83
Scope 3 emissions (tCO2e)	3,071	232	N/A	454	186	271	74	1,167	N/A	N/A	N/A	780
Total GHG emissions (tCo2e)	3,104	234	N/A	491	189	271	598	2,282	1167	144	60	656
Sustainability plan in place (Y/N)	N	Y	N	Y	N	Y	N	Y	Y	N	Y	6 out of 12
Social												
Unadjusted gender pay gap (%)	17%	19%	3%	0%	39%	21%	6%	13%	6%	18%	16%	14%
Female board members (%)	25%	14%	0%	14%	12%	14%	0%	14%	0%	14%	12%	11%
Female FTEs (%)	35%	28%	39%	0%	45%	42%	39%	18%	14%	23%	29%	28%
Ethnic Minority board members (%)	0%	14%	0%	0%	12%	0%	25%	0%	0%	0%	0%	5%
Ethnic Minority FTEs (%)	16%	24%	44%	29%	29%	N/A	N/A	N/A	0%	2%	8%	19%
Governance												
Total headcount (#)	168	154	168	146	116	150	156	383	87	84	287	173
New hires (#)	50	10	60	0	35	49	25	87	5	0	15	32
Departures (#)	24	9	20	7	9	51	24	63	21	7	126	31
Proportion of permanent staff (%)	98%	41%	78%	100%	87%	93%	100%	58%	100%	N/A	100%	86%
No. days lost to injury or illness per 100 employees (#)	36	55	33	33	36	40	10	55	201	5	157	82
Employee engagement score (%)	81%	41%	N/A	80%	64%	68%	N/A	82%	N/A	N/A	64%	69%