One of our core beliefs is that genuinely embedding ESG at the core of our investment decision-making process contributes to the generation of superior long-term risk-adjusted returns. This year again, we have further improved our scoring and integration processes. We notably focused on two priorities: making our proprietary assessment more holistic and rolling out our virtual sector teams to develop analytical frameworks across sectors.

Enhancing sustainability measurement

Introduced by the European Commission in 2019, the bulk of the implementation of the Sustainable Finance Disclosure Regulation (SFDR) rolled out in 2022. SFDR aims to improve transparency in the market for sustainable investment products and prevent 'greenwashing'. Under this regulation, sustainable investment has been defined as investment that generates net-positive environmental and/or social outcomes. The resulting market-wide challenge has been around measuring individual holdings' environmental and social contribution, while ensuring that positive contributions do not come with negative side-effects – i.e. adverse impacts.

Our proprietary sustainable investment assessment enables these calculations. Over recent years, our methodology has grown from seeking historical revenue alignment to sustainable development goals, to a more holistic view that considers business models. operational activities, and ambitions. This scope enlargement better reflects the company's commitment and actions to address the sustainability challenges. In addition, the assessment also includes a 'Do No Significant Harm' (DNSH) test while considering good governance. This test includes the consideration of principal adverse impacts (PAI), as required by the SFDR regulation. PAI consists of a list of

environmental and social factors to be taken into account and reported – these include, among others, greenhouse gas emissions and intensity, carbon footprint, emissions to water or gender pay gap. For example, thermal coal revenue is used as an DNSH exclusion screen to indirectly address the greenhouse gas emission related PAIs.

For all these items, data accuracy and data suitability are key to deliver a comprehensive picture of both positive and negative impacts associated with our investments. Our ESG Research team selects the appropriate data and work with operational teams to deliver the implementation. Importantly, the process is dependent on one third-party ESG data vendor, and whilst using such data, the team constantly challenges the results. In some cases, a different conclusion is reached as a result of the analysis conducted internally, emphasising a more forward-looking view.

SFDR is one of many regulatory regimes we have incorporated into product development. It has been an important feature of solutions design, both in terms of investment process and reporting. To ensure an up-to-date understanding of fast-changing regulation and a successful implementation of our constantly enhancing processes, we conduct regular internal training sessions and workshops across the entire investment platform.

Virtual Sector Teams: aligning sustainability and value creation

Building on our 20+ year experience in ESG integration, one of last year's focuses was to set up a 'materiality matrix' enabling us to capture the most financially relevant ESG criteria. In December 2021, we set up 12 Virtual Sector Teams (VSTs) aimed at leveraging ESG knowledge and establishing greater granularity in our Risk Scoring process across all asset classes and geographies. Acting as sector-focused centres of excellence, their role is to define and assess sector/industry-specific ESG materiality frameworks which form the first steps of our proprietary ESG scoring definition.

Overall, our VSTs are made up of 120+ investment professionals in various offices (including London, New York, Paris, Dusseldorf and Hong Kong). The geographical diversity of the VST initiative optimally combines 'on-thefield' expertise and quantitative rigour. This includes deeper analysis into the ESG risk drivers, a reweighting of E, S and G pillars as well as a specific sector overlay.

Beyond SFDR and other sustainability regulations to come, the whole purpose of ESG integration is to make better-informed investment decisions across all geographies, industries, and asset classes.

- Xavier Desmadryl, Global Head of ESG research, HSBC AM



Virtual sector teams: 12 teams regrouping 120+ investment professionals⁷

	Energy	Materials	Aerospace & Defense	Industrials	Consumer Goods & Services	Auto & Transport	Food & retailing	Healthcare	Financials	Tech Media Telecom	Utilities	Real Estate
Equity (no. of portfolio managers & analysts involved)	5	6	/	7	10	8	6	8	4	11	6	5
Credit (no. of portfolio	7	15	4	11	8	10	7	7	18	10	11	11
Responsible Investment (no. Of specialists from ESG Reseach, Stewardship and RI Investment involved)	3	4	5	3	5	4	5	2	4	3	4	2

^{7.} Each investment professional can be involved in more than one Virtual Sector Team. Source: HSBC Asset Management, March 2023.

Each VST is chaired by a member of the ESG research and integration team acting as the coordinator and the catalyst to ensure global consistency and crossfertilisation of best practice. Each virtual team also benefits from the support of stewardship and engagement specialists tasked with defining a set of specific engagement questions which help gather valuable investment insights and refine our understanding of the investment case.

In terms of outputs, the VSTs focus on developing analytical frameworks for each of the sectors analysed, identifying the most critical and or financially/material ESG issues. The VSTs also act as the primary forum for reviewing, checking, and assessing the actual level of ESG accuracy of controversial companies. This encompasses assessment of UN Global Compact breaches, involvement in controversial and banned weapons, thermal coal involvement and negative impact on biodiversity.

In addition, we are now developing our ability to convert each issue into a score through identifying representative metrics and data points. We started with an approach to climate and net zero issues, which will combine greenhouse gas emissions data, physical risk and transition risk indicators and net zero commitments. Progressively, all ESG issues will be approached in the same manner whether these belong to the E, S or G pillars. The methodology applied to build these scores will be consistent, but the nature of the data considered will be substantially tailored.

Looking forward

After climate and net zero, our next focus will be on utilities. This industry is certainly among the most impacted by all kinds of ESG issues, and as such will be a useful testbed for the implementation of the ESG framework and scoring approach which will extend to cover all sectors and industries.

Simultaneously, we are developing scoring frameworks which will be updated automatically, on a monthly basis, before feeding our reporting systems. To achieve this, we will leverage our cloud platform combined with the data aggregation and back-testing facility, which we will use for data aggregation, score building and back-testing.

Finally, our ambition for the months to come is to further explore emerging themes like the just transition, diversity, equity & inclusion and biodiversity. These themes are fully aligned with those adopted by our Stewardship team through engagement. Our primary objective is not to develop academic or fundamental research, but rather to develop usable insights that will inform our investment decision-making processes.

External recognition



Exemplary multi-level ESG research on companies, sectors but also selected topics with the aim of both supporting investment teams in their ESG due diligence and providing ongoing training.

 HSBC Asset Management ranks #5 in Scope's ESG Integration Study⁶

Our commitment in numbers

Our virtual sector teams bring together 120+ investment professionals carrying out sector-specific ESG research across our investment platform

Since 2010, ESG considerations have been systematically integrated into our equity, fixed income and multi-asset capabilities and are being increasingly applied in liquidity and alternatives, with our proprietary ESG database now covering more than 19,000 financial

instruments.



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