ANNEX IV

Periodic disclosure for the financial products referred to in Article 8, paragraphs 1, 2 and 2a, of Regulation (EU) 2019/2088 and Article 6, first paragraph, of Regulation (EU) 2020/852.

Product name: Handelsbanken Multi Asset 50

Environmental and/or social characteristics

Legal entity identifier: 549300AUNQ5XGHGD2K03

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.

Did this financial product have a sustainable investment objective?				
• • Yes	• No			
It made sustainable investments with an environmental objective: % in economic activities that qualify as environmentally sustainable under the EU Taxonomy in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy It made sustainable investments with a social objective:	It promoted Environmental/Social (E/S) characteristics and while it did not have as its objective a sustainable investment, it had a proportion of 42.21% of sustainable investments with an environmental objective in economic activities that qualify as environmentally sustainable under the EU Taxonomy with an environmental objective in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy			
	X with a social objective			
	make any sustainable investments			



To what extent were the environmental and/or social characteristics promoted by this financial product met?

Sustainability indicators measure how the environmental or social characteristics promoted by the financial product are attained.

The fund promotes environmental and social characteristics through sustainable investments. This means investments, primarily through investments in other funds, in sustainable bonds or in companies (as well as bonds issued by companies) whose economic activities are deemed to contribute to an environmental or social objective in line with the Sustainable Development Goals of the 2030 Agenda and/or activities aligned with the EU Taxonomy.

The fund's share of sustainable investments in 2023 amounted to 42.21%, based on an average outcome of the fund's sustainable investments per quarter.

Through these sustainable investments, the fund contributed to the following objectives (with data, where applicable, being based on a screening of the fund's underlying fund investments):

Environmental objectives defined in the EU Taxonomy with technical screening criteria Climate change mitigation., Climate change adaption.

Other environmental objectives

Achieving Sustainable Agriculture and Forestry (SDG 2 & 15), Conserving Water (SDG 6), Contributing to Sustainable Energy Use (SDG 7), Promoting Sustainable Buildings (SDG 11), Optimizing Material Use (SDG 12), Mitigating Climate Change (SDG 13), Preserving Marine Ecosystems (SDG 14), Preserving Terrestrial Ecosystems (SDG 15).

Social objectives

Alleviating Poverty (SDG 1), Providing Basic Services (SDG 1, 8, 9, 10 & 11), Combating Hunger and Malnutrition (SDG 2), Ensuring Health (SDG 3), Delivering Education (SDG 4), Attaining Gender Equality (SDG 5), Safeguarding Peace (SDG 16).

Furthermore, during the reference period, the fund has promoted environmental and/or social characteristics through its criteria for excluding companies and issuers whose operations are linked to controversial weapons, military equipment, fossil fuels, alcohol, tobacco, cannabis, pornography and commercial gambling, as well as by excluding companies and issuers that have confirmed violations of international norms and conventions related to the environment, human rights, employee rights or anti-corruption and anti-bribery.

The fund has also promoted environmental and/or social characteristics through considering the principal adverse impact on sustainability factors (PAI) related to environment, climate, human rights, employee rights and anti-corruption and anti-bribery.

How did the sustainability indicators perform?

Metric	Value 2023	Value 2022
Share of sustainable investments (%)	42.21%	38.85%
Carbon footprint (Scope 1,2,3) (tCO2eq/EURm)	498.51	507.07
GHG Intensity (Scope 1, 2, 3) (tCO2eq/EURm)	1,106.09	1,051.54
UN Global Compact principles and OECD Guidelines for Multinational Enterprises: Share of investments in investee companies that have been involved in violations of the UN Global Compact principles and OECD Guidelines for Multinational Enterprises (%)	0.02%	0.00%
Share of investments in companies that are active within the fossil fuels sector (%)	0.42%	0.59%

...and compared to previous periods?

The fund company does not invest in companies deemed to have verified violations of the UN Global Compact and the OECD Guidelines for Multinational Enterprises, nor does the fund company make investments with exposure to banned or controversial weapons or companies with revenue in excess of 5% that is derived from activities (production/distribution) linked to weapons and military equipment, alcohol, tobacco, cannabis, pornography, commercial gambling and fossil fuels, with the exception of any investments in approved transition companies.

In exceptional cases, an existing holding can obtain a modified analysis, in which case the holding will be sold as soon as possible, although an exposure may exist during the short period between the changed signal and the sale.

In regard to holdings in external funds, a number of companies were identified during the reference period as not meeting the exclusion criteria applied in the fund according to the fund company's main supplier of screening data. In these cases, the fund company has carefully analysed the supplier's and other actors' perception of the companies in question and undertaken dialogue with the external fund company regarding these investments, the measures taken and possible divestment.

Refer to the table above for a comparison to previous periods.

 What were the objectives of the sustainable investments that the financial product partially made and how did the sustainable investment contribute to such objectives?

The goal of the sustainable investments was to contribute to an environmental or social objective through equity investments in companies whose economic activities are deemed to make a positive contribution to an environmental or social objective, or alternatively in companies whose activity is aligned with the EU Taxonomy.

Furthermore, the goal of the sustainable investments is to contribute to an environmental or social objective through fixed income investments in sustainable bonds, sustainability-linked bonds or in bonds issued by companies whose economic activities contribute to an environmental or social objective or in companies whose activities are aligned with the EU Taxonomy.

The environmental objectives and the social objectives are defined on the basis of the Sustainable Development Goals in Agenda 2030.

The goals in which the fund contributed to by the end of the reference period are listed above. The contribution to the environmental objectives defined in the EU Taxonomy have been measured by the companies' estimated alignment with the taxonomy in terms of revenue. In regard to the other environmental and social objectives, the contribution to these goals has been measured partly by examining whether the investment is classified as a sustainable bond, for example a green or social bond, partly by whether it is a sustainability-linked bond where the financial and/or structural characteristics of the fixed income instrument are linked to predetermined sustainability goals, as well as whether the company or the issuer has revenue from products and services that, according to the fund company's assessment, can be considered to contribute to the Sustainable Development Goals in Agenda 2030. To qualify as a sustainable investment, the company must have an estimated minimum of 20% of taxonomy-aligned revenue, or alternatively a minimum of 25% of the company's revenue from products and services must contribute to the Sustainable Development Goals in Agenda 2030. In certain cases, the assessment of the company's contribution to environmental or social objectives is based on different criteria than a minimum level of revenue, such as capital expenditure or operational expenditure (CAPEX/OPEX).

How did the sustainable investments that the financial product partially made not cause significant harm to any environmental or social sustainable investment objective?

Through the application of the principles stated below during the reference period, the sustainable investments have been ensured to not cause significant harm to any environmental or social sustainable development objective.

- Criteria for excluding companies and issuers with activities linked to controversial sectors as well as specific PAI-indicators, such as fossil fuels and controversial weapons.
- Criteria for excluding companies and issuers with confirmed violations of international norms and conventions.
- Assessment of the investment not causing significant adverse impacts on sustainability factors (PAI). The assessment is conducted in the fund company's internal PAI tool.

- Assessment of which products and services the company or issuer is
 otherwise involved with, and if these could be deemed to significantly
 counteract sustainable development. However, this does not apply to
 sustainable bonds where borrowed capital is specifically used to promote
 environmental and social objectives. In these cases, the assessment
 regarding significant harm takes place at the instrument level instead.
- Within the scope of the fund selection process for investments in other funds, an analysis and assessment are made regarding how the fund manager of each respective fund is to adequately ensure that a possible sustainable investment does not cause any significant harm.

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

Within the scope of the fund selection process for investments in other funds, an analysis and assessment are made regarding how the fund manager of each respective fund is to adequately ensure that adverse impacts on sustainability factors are taken into account. In addition to this, the fund manager considers the principal adverse impact on sustainability factors (PAI) for direct investments as well and for funds in which a screening is conducted. This is done through the usage of the fund company's internal PAI tool, where potential adverse impacts are identified and analysed. Investments that are considered to cause significant adverse impacts are, in accordance with the fund company's assessment method, not deemed as meeting the requirements concerning not causing significant harm within the framework of sustainable investment.

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

During the reference period, the fund's investments have been aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. This has been ensured through applicating the fund company's exclusion strategy.

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.

The EU Taxonomy sets out a "do not significant harm" principle by which Taxonomy-aligned investments should not significantly harm EU Taxonomy objectives and is accompanied by specific Union criteria.

The "do no significant harm" principle applies only to those investments underlying the financial product that take into account the Union criteria for environmentally sustainable economic activities. The investments underlying the remaining portion of this financial product do not take into account the Union criteria for environmentally sustainable economic activities.

Any other sustainable investments must also not significantly harm any environmental or social objectives.



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

Within the scope of the fund selection process for investments in other funds, an analysis and assessment are made regarding how the fund manager of each respective fund is to adequately ensure that adverse impacts on sustainability factors

are taken into account. In addition to this, the fund manager considers the principal adverse impact on sustainability factors (PAI) for direct investments as well and for funds in which a screening is conducted. This is done through the usage of the fund company's internal PAI tool, where potential adverse impacts are identified and analysed. Companies or issuers deemed to have unacceptable risks regarding PAI are managed, for example, through exclusion, asset stewardship, or for investments in other funds, dialogue with the fund manager of concern.

Below, the indicators that have been analysed for the fund are disclosed:

Adverse sustainability indicator & metric	Value 2023	% coverage 2023	Value 2022	% coverage 2022
1.1 GHG Emissions - Scope 1 GHG emissions (tCO2eq)	64,046.08	77.13%	63,305.30	82.63%
1.1 GHG Emissions - Scope 2 GHG emissions (tCO2eq)	18,219.37	77.13%	17,013.64	82.63%
1.1 GHG Emissions - Scope 3 GHG emissions (tCO2eq)	927,890.62	77.13%	917,495.12	82.63%
1.1 GHG Emissions - Scope 1+2 GHG emissions (tCO2eq)	82,266.50		80,320.30	
1.1 GHG Emissions - Scope 1+2+3 GHG emissions (tCO2eq)	1,010,157.47		997,815.66	
1.2 Carbon Footprint - Carbon Footprint Scope 1+2+3 (tCO2eq/EURm)	498.51	77.13%	507.07	82.63%
1.2 Carbon Footprint - Carbon Footprint Scope 1+2 (tCO2eq/EURm)	40.69	77.13%	40.07	82.63%
1.3 GHG intensity of investee companies - GHG Intensity Scope 1+2+3 (tCO2eq/EURm)	1,106.09	72.92%	1,051.54	54.94%
1.3 GHG intensity of investee companies - GHG Intensity Scope 1+2 (tCO2eq/EURm)	70.86	72.92%	79.96	54.94%
1.4 Exposure to companies active in the fossil fuel sector - Share of investments in companies active in the fossil fuel sector (%)	0.42%	78.59%	0.59%	81.62%
1.5 Share of non-renewable energy consumption and Production - Share of non-renewable energy consumption of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage (%)	56.34%	57.64%	57.83%	62.09%
1.5 Share of non-renewable energy consumption and Production - Share of non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage (%)	18.61%	26.02%	15.71%	35.73%
1.6 Energy consumption intensity per high impact climate sector - Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector (GWh/EURm)				
1.6 Energy consumption intensity per high impact climate sector - Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector (GWh/EURm) - A – AGRICULTURE, FORESTRY AND FISHING	0.48		0.50	

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Adverse sustainability indicator & metric	Value 2023	% coverage 2023	Value 2022	% coverage 2022
1.6 Energy consumption intensity per high impact climate sector - Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector (GWh/EURm) - B – MINING AND QUARRYING	2.13		3.37	
1.6 Energy consumption intensity per high impact climate sector - Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector (GWh/EURm) - C – MANUFACTURING	2.20		15.04	
1.6 Energy consumption intensity per high impact climate sector - Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector (GWh/EURm) - D - ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	1.76		1.43	
1.6 Energy consumption intensity per high impact climate sector - Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector (GWh/EURm) - E – WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	0.83		0.61	
1.6 Energy consumption intensity per high impact climate sector - Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector (GWh/EURm) - F - CONSTRUCTION	0.56		44.71	
1.6 Energy consumption intensity per high impact climate sector - Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector (GWh/EURm) - G – WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	0.26		1.34	
1.6 Energy consumption intensity per high impact climate sector - Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector (GWh/EURm) - H - TRANSPORTATION AND STORAGE	1.94		2.92	
1.6 Energy consumption intensity per high impact climate sector - Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector (GWh/EURm) - L - REAL ESTATE ACTIVITIES	0.54		0.51	
1.7 Activities negatively affecting biodiversity-sensitive areas - Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas (%)	1.48%	78.20%	1.57%	81.72%

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Sonur				
Adverse sustainability indicator & metric	Value 2023	% coverage 2023	Value 2022	% coverage 2022
1.8 Emissions to water - Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average (t/EURm)	1.40	15.81%	0.86	28.22%
1.9 Hazardous waste ratio - Tonnes of hazardous waste generated by investee companies per million EUR invested, expressed as a weighted average (t/EURm)	2.65	65.76%	2.55	50.37%
1.10 Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises - Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises (%)	0.02%	86.35%	0.00%	91.15%
1.11 Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises - Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance /complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises (%)	46.02%	77.67%	47.65%	78.31%
1.12 Unadjusted gender pay gap - Average unadjusted gender pay gap of investee companies (%)	12.22%	11.68%	8.98%	24.14%
1.13 Board gender diversity - Average ratio of female to male board members in investee companies (%)	34.70%	74.06%	30.71%	77.99%
1.14 Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons) - Share of investments in investee companies involved in the manufacture or selling of controversial weapons (%)	0.06%	86.35%	0.00%	91.15%
2.4 Investments in companies without carbon emission reduction initiatives - Share of investments in investee companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement (%)	35.38%	78.14%	46.98%	81.67%
3.9 Lack of a human rights policy - Share of investments in entities without a human rights policy (%)	6.42%	74.48%	6.20%	75.47%
1.15 GHG Intensity - GHG intensity of investee countries (KtonCO2eq/EURm)	0.12	2.17%	0.15	1.76%
1.16 Investee countries subject to social violations - Number of investee countries subject to social violations (absolute number and relative number divided by all investee countries), as referred to in international treaties and conventions, United Nations principles and, where applicable, national law.	0.00%	2.17%	0.00%	1.76%



investments constituting the greatest proportion of investments of the financial product during the reference period which is: 2023-01-01 to 2023-12-31

Largest investments	Sector	% Assets 2023	% Assets 2022	Country
HB Norden Index Criteria (A1 SEK)	Financial and Insurance Activities	7.85%	6.97%	SE
HB Företagsobligation Inv. Grade (A1 SEK)	Financial and Insurance Activities	7.80%	7.75%	SE
HB Räntestrategi (A1 SEK)	Financial and Insurance Activities	6.43%	5.36%	SE
HB USA Index Criteria (A1 SEK)	Financial and Insurance Activities	5.05%	5.00%	SE
XACT Norden (UCITS ETF)	Financial and Insurance Activities	4.49%	4.43%	SE
JPM MIti Man Alt-I Acc HD SEK	Financial and Insurance Activities	4.39%	4.42%	LU
HB Nordiska Småbolag (A1 SEK)	Financial and Insurance Activities	4.37%	4.40%	SE
JPM Global Macro Sustain I Acc SEK	Financial and Insurance Activities	4.03%	3.92%	LU
HB Företagsobligation (A1 SEK)	Financial and Insurance Activities	3.98%	4.48%	SE
HB Norden Selektiv (A1 SEK)	Financial and Insurance Activities	3.75%	3.96%	SE
XACT Norden Högutdelande (UCITS ETF)	Financial and Insurance Activities	3.74%	3.79%	SE
HB Långränta (A1 SEK)	Financial and Insurance Activities	3.45%	2.09%	SE
Schroder GAIA Cat Bond IF Acc SEK	Financial and Insurance Activities	3.31%	3.04%	LU
HB Räntestrategi Plus (A7 SEK)	Financial and Insurance Activities	2.73%	2.37%	SE
HB Europa Index Criteria (A1 SEK)	Financial and Insurance Activities	2.60%	2.73%	SE



What was the proportion of sustainability-related investments?

Asset allocation describes the share of investments in specific

assets.

Taxonomy-aligned activities are expressed as a share of:

- turnover reflects the "greenness" of investee companies today.
- capital expenditure (CapEx) shows the green investments made by investee companies, relevant for a transition to a green economy.
- operational expenditure (OpEx) reflects the green operational activities of investee companies.

What was the asset allocation?



- **#1** Aligned with E/S characteristics includes the investments of the financial product used to attain the environmental or social characteristics promoted by the financial product.
- **#2** Other includes the remaining investments of the financial product which are neither aligned with the environmental or social characteristics, nor are qualified as sustainable investments.

The category **#1 Aligned with E/S characteristics** covers:

- Underkategorin **Nr1A Hållbara** omfattar miljömässigt och socialt hållbara investeringar.
- The sub-category **#1B Other E/S characteristics** covers investments aligned with the environmental or social characteristics that do not qualify as sustainable investments.

In which economic sectors were the investments made?

The fund invests broadly via fund investments in the sectors and companies/issuers that meet the fund's sustainability requirements. As these investments are currently made through fund investments, no screened reporting is conducted at the sector level.

To comply with the EU Taxonomy, the criteria for **fossil gas** include limitations on emissions and switching to fully



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

Where possible, companies have begun to report on the extent to which their activities are aligned with the EU Taxonomy. In addition to reported data, estimated data is

renewable power or low-larbon fuels by the end of 2035. For **nuclear energy**, the criteria include comprehensive safety and waste management rules

Enabling activities
directly enable other

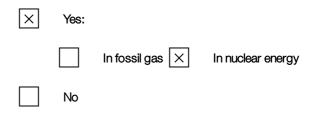
directly enable other activities to make a substantial contribution to an environmental objective.

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

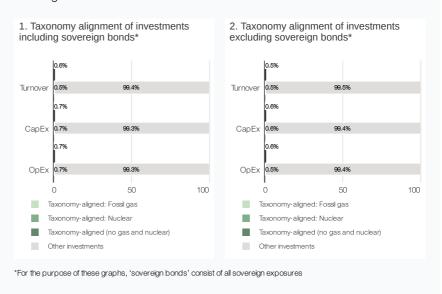
available. The fund company has assessed that this estimated data can be considered sufficiently reliable to be used to determine if the company contributes to an environmental objective defined in the EU Taxonomy and on that basis can be considered a sustainable investment in alignment with SFDR Article 2 (17).

The fund company's taxonomy reporting only shows the taxonomy alignment reported directly by the companies. The fund's proportion of taxonomy-aligned investments for 2023 totaled 0.54% based on the companies' revenue.

 Did the financial product invest in fossil gas and/or nuclear energy related activities that comply with the EU Taxonomy?¹



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.



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

The fund's proportion of taxonomy-aligned investments for 2023 totaled 0.03% in transitional activities and 0.22% in enabling activities.

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

In 2023, the fund's proportion of taxonomy-aligned investments totaled 0.54%

In 2022, the fund did not report any taxonomy-aligned investments since companies had not typically begun to report on the extent to which their activities were aligned with the EU Taxonomy.

¹ 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 not significantly harm 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



are sustainable investments with an environmental objective that do not take into account the criteria for environmentally sustainable economic activities under Regulation (EU) 2020/852.



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

The fund is able to invest in economic activities that currently cannot be classified as aligned with the EU Taxonomy. This occurs, among other reasons, due to the environmental objectives currently not having complete technical screening criteria and due to the access to reported data from companies being insufficient.

At the end of the reference period, the fund had 27.36% of sustainable investments with an environmental objective not aligned with the EU Taxonomy.

Additionally, the fund had 1.85% of sustainable investments that the fund company, based on estimated and/or reported data, deems as contributing to an environmental objective aligned with the EU Taxonomy (but which cannot with sufficient certainty be classified as compatible with the EU Taxonomy as such).



What was the share of socially sustainable investments?

During the reference period, the fund had 12.97% of sustainable investments with a social objective.



What investments were included under "other", what was their purpose and were there any minimum environmental or social safeguards?

During the reference period, the fund held cash and derivative instruments for liquidity and risk management. Underlying assets for the derivative instruments have been currencies, interest rates and equity indices. Concerning currencies and interest rates, no environmental or social safeguards have been deemed necessary. Concerning investments in listed equity index derivatives, these investments have been made in sustainability-screened derivatives where deemed possible.



What actions have been taken to meet the environmental and/or social characteristics during the reference period?

Exclusions

During the reference period, the fund has been managed in line with its exclusion strategy, meaning that potential companies that during this period no longer meet the fund's sustainability requirements have been divested.

Handelsbanken Fonder's engagement activities

The fund company and the portfolio manager have during the reference period actively carried out engagement efforts with the aim of improving the included funds' sustainability work, reducing sustainability risks as well as managing and reducing potential risks related to adverse impacts on sustainability factors.

During the reference period, the fund manager has engaged in dialogue with external fund companies to ensure that the underlying fund is continuously meeting the exclusion criteria set for the fund. The fund manager has also evaluated the external fund company's efforts concerning dialogue and active asset stewardship within the framework of the fund evaluation process. For investments in funds managed by the fund company, within the scope of the underlying funds, active asset stewardship has been conducted during the reference period through dialogue, voting at general meetings and representation on nomination committees.